

## Position Statement

<b>Faculty:</b>	Faculty of Science, Agriculture, Business and Law	<b>Position Numbers:</b>	0000012564
<b>School:</b>	School of Law	<b>Classification Level:</b>	Level D (Balanced Academic) Level E (Balanced Academic)
<b>Reports to:</b>	Head of School	<b>Location:</b>	Armidale
<b>Number of direct reports:</b>	2		

***This position is an identified Aboriginal and/or Torres Strait Islander position and it is therefore a genuine requirement that this position be filled by an Aboriginal and/or Torres Strait Islander person. To perform this role, it is essential that the person who holds the position be an Aboriginal or Torres Strait Islander person. It is therefore a genuine requirement under Section 14(d) of the Anti-Discrimination Act, 1977 (NSW) (Act) that applicants are Aboriginal or Torres Strait Islander.***

### University of New England

The University of New England (UNE), Armidale is a regionally based, globally networked university that is renowned for the quality of its student experience and the excellence of its research specialisations. UNE pioneered teaching to external students making it the most experienced provider of distance and innovative online education. Currently there are over 26,000 students (84% of whom are distance/online students) and approximately 1,200 academic and general staff. The UNE decadal strategic plan 2021-2030, Future Fit, has been developed to guide the University to deliver on its enduring vision to support the aspirations of individuals in communities, and communities within regions, in a digital age.

### [Future Fit 2021-2030](#)

### The School

The School of Law is Australia's largest and most experienced distance provider of first-class legal education with world standard research. The Law School enables students to undertake Australian legal studies from on campus, or online from anywhere on the continent and beyond. The School takes pride in exceptionally high levels of satisfaction from its students, who acknowledge that their success is largely due to the opportunities that they would not have had without UNE's School of Law.

The core of the School of Law research is its capacity to conduct cutting-edge research on the legal issues in Regional, Rural and Remote (RRR) areas. It has three major legal research themes for its RRR research. These themes are based on the expertise of the academic colleagues and their track record in publishing, grants and HDR students. Natural Resources and Sustainability Governance spans the full spectrum of governance instruments from local government ordinances to international conventions and non-government rules, codes of practice, and standards. Rural Law and Justice aims to accelerate the research with the intersections of law and other factors such as gender, race, age, socioeconomics and disability in the context of rurality. Local Governance, Business and Politics encompasses the fundamentals and rules of governance, politics, and

business, including corporate, governmental, indigenous, international law, and governance research topics.  
<https://www.une.edu.au/about-une/faculty-of-science-agriculture-business-and-law/school-of-law>

Additionally, The Australian Centre for Agriculture and Law (AgLaw) is the only Australian research centre that pursues innovative scholarship on laws and institutions affecting rural, regional and remote communities. Established in 2004, it is known for its research projects on rural sustainability and social justice and particularly for its focus emphasising empirical and institutional analyses of legal governance.  
<https://www.une.edu.au/research/research-centres-institutes/the-australian-centre-for-agriculture-and-law>

## **The Role**

This position is an identified Aboriginal and/or Torres Strait Islander position and it is therefore a genuine requirement that this position be filled by an Aboriginal and/or Torres Strait Islander person. To perform this role, it is essential that the person who holds the position be an Aboriginal or Torres Strait Islander person. It is therefore a genuine requirement under Section 14(d) of the Anti-Discrimination Act, 1977 (NSW) (Act) that applicants are Aboriginal or Torres Strait Islander.

You will join a collegial and mutually supportive law school located within a rural city. A substantial part of the School's teaching is online, within a supportive pedagogic framework for students, therefore potential applicants will need to possess a demonstrated proficiency in the use of computers and a willingness to adapt to new software environments, especially in the area of the delivery of teaching to external students. Assistance will be provided to acquire the necessary technical skills.

The School has an active research culture, and as a new staff member you will contribute to high quality publications and other research outputs which meet the ERA standards requirements. All staff are also expected to make a service contribution to the institution.

## **General Standard (Level D)**

A level D academic is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

## **Specific Duties (Level D)**

Specific duties required of a Level D academic may include:

- The conduct of tutorials, practical classes, demonstrations, workshops,
- student field excursions, clinical sessions and studio sessions.
- The development of and responsibility for curriculum/programs of study.
- Course co-ordination.
- Acting as course convenor.
- The preparation and delivery of lectures and seminars.
- Supervision of major honours or postgraduate research projects.
- Supervision of the program of study of honours students and of postgraduate students engaged in course work.
- The conduct of research, including, where appropriate, leadership of a large research team.
- Significant contribution to the profession, and/or discipline.
- High level administrative functions.
- Consultation with students.
- Marking and assessment.
- Attendance at departmental and Faculty meetings.

### **Skill Base (Level D)**

A Level D academic will normally have advanced qualifications and/or recognised significant experience in the relevant discipline area. A position at this level will normally require a doctoral qualification or equivalent accreditation and standing. In determining experience relative to qualifications, regard will be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement. A position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area. In addition there is a requirement for academic excellence which may be evidenced by an outstanding contribution to teaching and/or research and/or the profession.

### **General Standard (Level E)**

A Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic discipline within the department or other comparable organisational unit, within the institution and within the community, both scholarly and general.

### **Specific Duties (Level E)**

Specific duties required of a Level E academic may include:

- Provision of a continuing high level of personal commitment to, and
- achievement in, a particular scholarly area.
- The conduct of research.
- Acting as course convenor.
- Fostering the research of other groups and individuals within the department
- or other comparable organisational unit and within the discipline and within
- related disciplines.
- Development of research policy.
- Supervision of the program of study of honours students or of postgraduate
- students engaged in course work.
- Supervision of major honours or postgraduate research projects.
- Making a distinguished personal contribution to teaching at all levels.
- The conduct of tutorials, practical classes, demonstrations, workshops,
- student field excursions, clinical sessions and studio sessions.
- The preparation and delivery of lectures and seminars.
- Consultation with students.
- Marking and assessment.
- Playing an active role in the maintenance of academic standards and in the
- development of educational policy and of curriculum areas within the
- discipline.
- Developing policy and being involved in administrative matters within the
- department or other comparable organisational unit and within the
- institution.
- Participating in and providing leadership in community affairs, particularly
- those related to the discipline, in professional, commercial and industrial
- sectors where appropriate.

### **Skill Base (Level E)**

A Level E academic will normally have advanced qualifications and/or recognised significant experience in the relevant discipline area. A position at this level will normally require a doctoral qualification or equivalent accreditation and standing. In determining experience relative to qualifications, regard will be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement. A position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area. In addition there is a

requirement for academic excellence which may be evidenced by an outstanding contribution to teaching and/or research and/or the profession. A Level E academic will be recognised as a leading authority in the relevant discipline area.

### How you will be assessed for the role

The UNE Core Capability Framework describes six core capabilities for all staff at UNE. Your merit will be assessed based on the demonstration of all or most of the following UNE core capabilities as they relate to the role:

- Shapes and Supports Strategy
- Leads and is Open to Change
- Acts with Courage and Integrity
- Delivers and Achieves Results
- Develops and Maintains Relationships
- Communicates with Influence

You will also need to exhibit the knowledge, educational requirements, skills and attributes required for the position.

### Selection Criteria – Level D

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1. An LLB or JD, together with a PhD or equivalent.
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2. An outstanding record of research achievement, as demonstrated by (i) a strong, independent and active research publication record in top-tier journals, books, and other publications which meet the ERA standards requirements, (ii) proven success in attracting competitive research grants or fellowships and/or substantial higher-level professional experience, (iii) national and international reputation as a research discipline expert, (iv) demonstrated experience in supervision of HDR students, (v) a clear research vision for the next five years including the potential for multidisciplinary collaborations within the Faculty of Science Agriculture Business and Law.
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3. A demonstrated record of effective teaching and commitment to the provision of best practice and innovative teaching in a tertiary education environment (online and/or face-to-face methods); demonstrated contribution to the design and development of curriculum; demonstrated commitment to student support in order to achieve excellent outcomes for students, and a demonstrated capacity to supervise HDR students.
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4. A demonstrated ability to hold a senior management position at the School, Faculty or University level.
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5. Demonstrated ability to effectively build and maintain professional relationships and build rapport with diverse groups, including students.
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6. Excellent communication and interpersonal skills, including the ability to lead and work collaboratively with those who have different views, and being able to make a persuasive argument to peers and senior management.
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7. A well-established record of contributing to and articulating the purpose of strategic objectives of a group, a community or a university, and an ability to operationalise those objectives into activities to achieve the required outcomes.
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#### **Desirable – Knowledge and/or experience in one or more of the following (please specify):**

- A strong track record in research in the areas of natural resources law (environmental, biodiversity, food regulation; land/water governance); Information technology and cyber-security; Rural law and justice; Business sustainability and governance.
  - Expertise in teaching technology & cyber law; international law; Indigenous law; foundations of law and skills. Strong consideration to private law areas, such as contract, equity, criminal law.
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- Technology-fluency and commitment to embedding technology into the law curriculum.
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## Selection Criteria – Level E

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1. An LLB or JD, together with a PhD or equivalent.
  2. An outstanding record of research achievement, as demonstrated by (i) a strong, independent and active research publication record in top-tier journals, books, and other publications which meet the ERA standards requirements, (ii) proven success in attracting competitive research grants or fellowships and/or substantial higher-level professional experience, (iii) national and international reputation as a research discipline expert, (iv) demonstrated experience in supervision of HDR students, (v) a clear research vision for the next five years including the potential for multidisciplinary collaborations within the Faculty of Science Agriculture Business and Law.
  3. A demonstrated record of effective teaching and commitment to the provision of best practice and innovative teaching in a tertiary education environment (online and/or face-to-face methods); demonstrated contribution to the design and development of curriculum; demonstrated commitment to student support in order to achieve excellent outcomes for students, and a demonstrated capacity to supervise HDR students.
  4. Demonstrated ability to effectively build, lead and maintain professional relationships and build rapport with diverse groups, including students.
  5. Excellent communication and interpersonal skills, including the ability to work collaboratively with those who have different views, and being able to make a persuasive argument to peers and senior management.
  6. A well-established record of contributing to and articulating the purpose of strategic objectives of a group, a community or a university, and an ability to operationalise those objectives into activities to achieve the required outcomes.
  7. Ability to take and provide quality leadership and mentoring for fostering excellence in teaching, research, professional activities and policy development in the areas appropriate to the position at a School, Faculty and University level. A demonstrated ability to hold a senior management position at the School, Faculty or University level.
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### **Desirable – Knowledge and/or experience in one or more of the following (please specify):**

- A strong track record in research in the areas of natural resources law (environmental, biodiversity, food regulation; land/water governance); Information technology and cyber-security; Rural law and justice; Business sustainability and governance.
  - Expertise in teaching technology & cyber law; international law; Indigenous law; foundations of law and skills. Strong consideration to private law areas, such as contract, equity, criminal law.
  - Technology-fluency and commitment to embedding technology into the law curriculum.
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