

Position Description – Associate Professor in Social Work

Updated 10 July 2026

POSITION DETAILS

College	College of Human Sciences and Culture
Organisational Unit	Social Work
Supervisor	Teaching Program Director (or Delegate)
Classification	Academic Teaching & Research (Balanced) Level D
Employment Type	Continuing, full-time

POSITION SUMMARY

The Associate Professor is a recognised academic leader in Social Work with an established national and international reputation for excellence in research, teaching, and engagement. The role provides strategic leadership within the discipline and contributes to the University's commitment to socially responsive education, impactful research, and meaningful community engagement. Applications are welcomed from scholars with expertise across diverse fields of social work that address issues affecting individuals, families, communities, and systems, including areas shaped by social inequality, social change, social policy, and complex human service environments.

In learning and teaching, the Associate Professor leads the design, delivery, and ongoing enhancement of high-quality undergraduate and postgraduate programs informed by contemporary social work practice, scholarship, and emerging developments in the field. The role provides leadership in curriculum innovation, accreditation, quality assurance, and professional standards processes, including the development of authentic and inclusive learning and assessment practices.

In research, the Associate Professor demonstrates national and international leadership through a sustained and influential program of scholarship that advances knowledge, informs practice, and contributes to social justice and equity. The role requires a significant record of publication, success in securing competitive research funding, leadership of major research projects, and a track record of translating research into policy, practice, and community impact. The Associate Professor is expected to build and sustain strategic partnerships with universities, government agencies, professional bodies, and community organisations while leading interdisciplinary and cross-sector initiatives that enhance the discipline's research profile.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner that reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

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Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.

In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).

KEY POSITION RESPONSIBILITIES

The Associate Professor in Social Work is accountable for:

- Providing strategic leadership in teaching, learning, and curriculum development across undergraduate and postgraduate Social Work programs.
- Making an outstanding personal contribution to research, engagement, and knowledge translation through sustained publication in high-quality scholarly outlets, success in securing competitive research funding, leadership of significant research initiatives, and demonstrated impact on policy, practice, and communities.
- Providing academic leadership within the discipline, including leadership of courses, programs, field education, and strategic initiatives, while contributing to the advancement of Social Work nationally and internationally through professional, scholarly, and community engagement.
- Leading innovative, inclusive, and critically informed approaches to teaching and learning that enhance student success, professional identity formation, and readiness for contemporary social work practice.
- Providing research leadership through the development and implementation of a sustained program of research, fostering interdisciplinary and cross-sector collaborations, mentoring early and mid-career researchers, and supervising Honours and Research Higher Degree candidates to completion.
- Leading and contributing to accreditation activities, quality assurance, curriculum review, and professional standards processes relevant to Social Work education, while contributing to the strategic development of the discipline.
- Providing leadership in the development of a collegial, inclusive, and high-performing academic culture through mentoring, supervision, capacity building, and the effective leadership of interdisciplinary teams.
- Developing, sustaining, and extending strategic partnerships with community organisations, government agencies, industry, professional bodies, placement providers, and international collaborators that strengthen teaching, research, engagement, and impact.
- Making a significant contribution to the profession and broader community through service, advocacy, public scholarship, and leadership on issues relevant to social work, social policy, and social justice.
- Undertaking out-of-hours work and rural, interstate, or international travel where required.
- Undertaking other duties consistent with the classification and level of the position as assigned by the Teaching Program Director and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD in Social Work or a closely related discipline, or an equivalent qualification.
- Eligibility for membership of the Australian Association of Social Workers (AASW).
- Demonstrated record of sustained excellence and leadership in teaching and learning in Social Work within higher education, including leadership of curriculum, programs, field education, and pedagogical innovation, with evidence of national and/or international recognition.
- An established national and international research profile in an area aligned with Social Work priorities, evidenced by a sustained record of high-quality publications, research impact, and recognition within the discipline.
- Demonstrated success in attracting, leading, and delivering competitive research funding, including the capacity to initiate, lead, and sustain significant research programs and collaborations.

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- Demonstrated research leadership through the development of interdisciplinary, cross-sector, and international partnerships, and the capacity to build research capability within teams, networks, and collaborative environments.
- Demonstrated excellence in the supervision and successful completion of Honours and Research Higher Degree students, alongside a strong commitment to mentoring early- and mid-career academics and researchers.
- Demonstrated academic leadership capability, with evidence of fostering positive, collaborative, and high-performing academic cultures that support excellence, innovation, and collegiality.
- Demonstrated strategic and solutions-focused leadership that advances innovation, adaptability, and future-oriented approaches within higher education, the social work profession, and the broader community.
- Excellent oral, written, and interpersonal communication skills, with a demonstrated capacity to build and sustain productive relationships with academic colleagues, students, community partners, government agencies, industry stakeholders, professional bodies, and international collaborators.
- Demonstrated commitment to decolonial, anti-racist, and inclusive approaches in teaching, research, leadership, and engagement, with evidence of fostering respectful, dignified, and collaborative academic and community partnerships.

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