

Position Description – Associate Professor in Social Work Education (AI Literacy and Ethics)

Updated 8 May 2026

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

POSITION SUMMARY
<p>The Associate Professor is a senior member of the academic staff in Social Work within the College, providing strategic academic leadership across teaching, research, and engagement. The role leads the development and delivery of high-quality undergraduate and postgraduate teaching aligned with contemporary social work practice, including ethical and inclusive practice, social justice, social policy, and culturally responsive approaches across diverse practice settings.</p> <p>As a senior academic leader, the Associate Professor strengthens Social Work's engagement with artificial intelligence in teaching and research, with a focus on ethical use, data justice, and the implications of emerging technologies for social work practice. The role prepares students to work critically, responsibly, and reflectively in technologically mediated human services contexts, while leading teaching and research that promotes decolonial and anti-racist thinking, responds to environmental and social change, and supports future-oriented, environmentally responsive practice.</p> <p>In teaching, the Associate Professor contributes to curriculum design and innovation across undergraduate and postgraduate programs, including the development of high-quality teaching materials and provides leadership in accreditation, quality assurance, and professional standards processes relevant to Social Work education. In research, the associate professor makes an outstanding contribution to research through the development of a strong national and/or international profile, sustained publication in high-quality outlets, and success in attracting competitive external research funding. Research leadership is focused on addressing complex "wicked problems" relevant to social work and society, advancing ethical and socially just practice.</p> <p>The Associate Professor plays a significant leadership role within the discipline, working closely with the Teaching program Director, the College, and disciplinary leadership. They will also be a leader in their own right on national and international levels, which includes building and sustaining effective research collaborations, strengthening existing partnerships, and establishing new strategic relationships with government, community, industry, and professional bodies to enhance teaching, research, and social impact.</p> <p>The role leads, supervises, and contributes to high-performing interdisciplinary teams, fostering a respectful, collaborative, and collegial work environment. The Associate Professor models decolonial, anti-racist, and inclusive ways of working, supports positive team cultures, and provides day-to-day academic leadership, guidance, and informal feedback in accordance with University policies, practices, and standards.</p> <p>The position requires solutions-oriented and strategic leadership that advances innovation, adaptability, and integration across academic, research, and administrative functions in a future-oriented higher education environment.</p>

**Changing 10 Million Lives.
Every One Matters.**

Agenda 2035



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 which 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.

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 sustained leadership in teaching programs within Social Work across undergraduate and postgraduate curricula.
- Making an outstanding professional contribution to high-quality research and engagement, including competitive grant success, sustained publication in high quality journals, and meaningful community and sector impact.
- Playing a significant leadership role within the discipline, college and University, and contributing to disciplinary leadership at national and or international levels in Social Work.
- Providing leadership in innovative, inclusive and critically informed teaching that strengthens student learning and professional readiness for social work practice.
- Leading ethical, high-quality and innovative research through scholarship, publication, grant acquisition, mentoring early career researchers, and supervising Honours, field education, WIL and Research Higher Degree students.
- Providing leadership in accreditation, quality assurance and professional standards processes relevant to Social Work education.
- Leading, supervising and contributing to high performing interdisciplinary teams, and fostering a respectful, collaborative and collegial work environment.
- Developing, sustaining and extending strategic relationships with community organisations, government, industry and professional bodies at national and or international levels.
- Providing leadership in the integration and management of academic, research and administrative functions within the College.
- Undertaking out of hours work, and rural, interstate or international travel where required.
- Undertaking other duties consistent with the level of the position as assigned by the Supervisor 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, high-quality and excellent teaching in Social Work at the tertiary level, including leadership in program delivery and national and/or international collaboration.
- Evidence of innovative, inclusive, and critically informed teaching practices that support student learning and the development of professional capability in social work contexts.
- Demonstrated capability in flexible and digitally enabled teaching delivery, including online, blended and other technology-enhanced learning approaches.
- Demonstrated interest, leadership and expertise in ethics, data justice, and artificial intelligence, with relevance to social work education, research, and professional practice.
- Demonstrated educational leadership in higher education, including leading curriculum innovation and conducting research that engages with complex “wicked problems” relevant to social work and society.
- An established national and/or international research profile aligned with Social Work priorities, evidenced by sustained publication in high-quality outlets and success in obtaining competitive external research funding.
- Demonstrated ability to build and sustain a positive, collaborative, and high-performing team culture, including effective research collaborations with national and international partners.
- Demonstrated solutions-oriented and strategic leadership that advances innovation and adaptability in future-oriented higher education.
- Demonstrated excellence in the supervision of Honours and Research Higher Degree students in Social Work or related fields.
- Evidence of contribution to the Social Work discipline and profession through engagement with professional bodies, community organisations, and/or policy settings at local, national, and/or international levels.
- Excellent oral, written, and interpersonal communication skills, with demonstrated capacity to build productive relationships with staff, students, community partners, and industry stakeholders
- Evidence of working in decolonial, anti-racist, and inclusive ways that support respectful, dignified and joyful teamwork in a diverse team context.