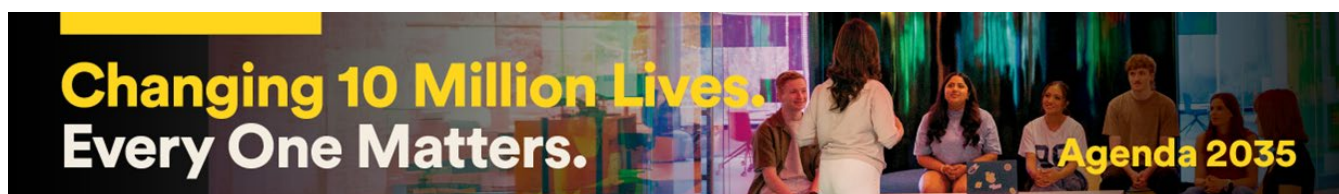


## Position Description: Senior Lecturer in Social Work (Professional Practice & Workforce Readiness)

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	Teaching Specialist (Academic) Level C
Employment Type	Continuing, full-time

POSITION SUMMARY
<p>This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities, has an important role to play in the University's achievement of its strategic plan: Impact. With Purpose Agenda 2035.</p> <p>The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:</p> <ul style="list-style-type: none"> <li>• deliver a richly interactive and personalised approach to learning, focused on student success;</li> <li>• be an international leader in educational innovation, advanced learning technologies and learning analytics; and</li> <li>• develop enterprising graduates equipped with the skills required for success in the knowledge economy.</li> </ul> <p>The <b>Senior Lecturer in Social Work (Professional Practice and Workforce Readiness)</b> provides academic leadership in the design, delivery, and coordination of practice-focused and workforce-responsive education within the social work discipline. The role has a strong emphasis on field education, practice-based curriculum, and the preparation of graduates for contemporary professional roles.</p> <p>This position is established in direct response to sustained industry feedback regarding social work students' readiness for practice. It plays a central role in strengthening alignment between academic learning, field education, accreditation requirements, and workforce expectations. The Senior Lecturer leads curriculum, field education and teaching initiatives that enhance applied skills, professional judgement, ethical practice, and students' capacity to transition into professional practice.</p> <p>The role involves leadership in course coordination, curriculum innovation to ensure social work programs remain responsive to changing policy, practice contexts, and workforce needs. This includes oversight of practice learning and placement models, assessment of practice capability, and coordination of field education processes that support student learning in complex practice environments.</p> <p>The Senior Lecturer works collaboratively with social work agencies, government and non-government organisations, professional bodies, and community stakeholders to sustain placement pathways and develop productive workforce partnerships. The role contributes to accreditation and quality assurance processes, ensuring programs meet professional standards and support graduate employability.</p> <p>The position includes academic and educational leadership, mentoring of staff, supervision of students, and contribution to the scholarship of professional practice and workforce education. Through leadership in teaching, curriculum development, and sector engagement, the Senior Lecturer makes a sustained contribution to preparing graduates who are ready to practise safely, critically, and responsibly across diverse social work settings.</p>



## 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).*

*Northern Territory Government legislation (the Care and Protection of Children Act 2007) now requires all individuals in child related employment or whose duties involve, or are likely to involve, contact with a child, to hold a valid 'Working with Children Clearance' (Ochre Card). This position involves child related work and is assessed as requiring a Working with Children Clearance/Ochre Card.*

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## KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution.

### *Teaching:*

- Design, coordinate, and deliver high-quality, engaging teaching that enhances the student experience, informed by contemporary approaches, with a focus on Social Work topics, across all levels and modes of the College.
- Contribute to the planning, evaluation, and continuous improvement of topics and courses, undertaking responsibilities as Topic Coordinator and Course Coordinator as required.
- Lead and contribute to the review, renewal, and development of curricula and courses that attract and support diverse student cohorts and foster creativity, critical thinking, and professional capability.
- Provide academic support and professional guidance to students in relation to their studies, professional development, and career pathways.
- Make effective and critical use of educational technologies, including AI and innovation, to enhance learning, teaching, and assessment practices.
- Provide educational leadership through the dissemination of best practice, ensuring awareness and application of contemporary learning and teaching principles across the discipline.
- Contribute positively to the academic life and culture of the College, discipline, and University.

### *University, Professional and Service:*

- Contribute at a significant level in the College's administrative activities, such as leadership on committees and working groups and attendance at and/or coordination of College meetings.
- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain, such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities, including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

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### KEY POSITION CAPABILITIES

- Completion of a PhD in Social Work (Highly desirable) or other equivalent qualification. A PhD can be substituted if there is evidence of post-graduate studies **combined** with excellent teaching expertise in Higher Education
- Eligibility for membership of the Australian Association of Social Workers (AASW).
- A leader in professional practice with demonstrated experience in the field education landscape, and the capability to provide strategic, future-focused leadership aligned with emerging sector needs.
- Demonstrated cultural humility and cultural literacy, alongside strong relational skills, with experience leading teams in complex and evolving environments.
- Demonstrated application of pedagogical theory and contemporary educational practice relevant to social work education and professional preparation.
- Sustained use of contemporary learning and teaching approaches that enhance student success, practice capability, and transitions into professional roles.
- Evidence of excellence in teaching performance, independent innovation in learning and teaching design and delivery, particularly within Field Education
- Evidence of expertise in curriculum review, renewal, and quality assurance processes that support high-quality and elegant teaching and learning.
- Demonstrated success in topic and course coordination, capacity to lead teaching teams at the course or program level,
- Experience in designing and delivering programs in online and/or flexible modes, including the effective use of digital learning platforms and technologies.
- Evidence of leadership in professional and community activities relevant to social work, including quality assurance processes, accreditation-related work, sector engagement, and collaboration with external partners.
- Strong oral and written communication skills appropriate to academic, professional, and industry contexts.
- Demonstrated ability to motivate teams to work to their strengths while ensuring key performance indicators (KPIs) are met.
- Evidence of working in decolonial, anti-racist, and inclusive ways that support respectful, kind and joyful teamwork in a diverse team context.

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