

## Wicking Chair/Associate Professor of Ageing and Practical Theology

School of Theology, Faculty of Arts  
Centre for Ageing and Pastoral Studies

Position Number	648060
Campus	Canberra
Classification	Level D/E
Nature of Employment	Fixed term
Employee Contribution to Superannuation	7% (flexible contribution options available)
Employer Contribution to Superannuation	17%
Workplace Agreement	<a href="#">Charles Sturt University Enterprise Agreement 2013-2016</a>
Date Last Reviewed	September 2014

### Faculty of Arts– Organisational Environment

The Faculty of Arts is a diverse Faculty covering a broad range of disciplines including art history, communications and creative industry, human services, justice studies, policing and law enforcement, theology, psychology, sociology, literature, philosophy and history.

The School of Theology has established a reputation for high quality education within the Faculty of Arts. Over 500 students are enrolled at University Certificate, Bachelor, Graduate Diploma, Master's and Doctoral levels, studying on two dedicated campuses (St Mark's National Theological Centre in Canberra and the United Theological College in Sydney) and throughout the world by means of flexible and blended learning. By combining undergraduate, graduate and postgraduate education alongside opportunities for exploration of Christian vocation and ministry, the School is distinctive within the Australian context. Its outlook and ethos is ecumenical, with faculty members drawn from a variety of Christian ecclesial traditions. In association with the Public and Contextual Theology Strategic Research Centre, the School has developed a vigorous research focus and is committed to fostering a scholarly theological community that engages with contemporary society and culture.

The Centre for Ageing and Pastoral Studies (CAPS) was established in 2001 within St Mark's National Theological Centre to support research, education and policy development in pastoral studies, ageing and related ethical issues. The Centre is multidisciplinary, catering to the needs of health professionals, commissioned ministers, pastoral workers and older people. It seeks to examine the process of ageing within the context of meaning in life and well-being. It operates within a Christian ethos in an ecumenical and university setting with faculty who teach in the CSU School of Theology.

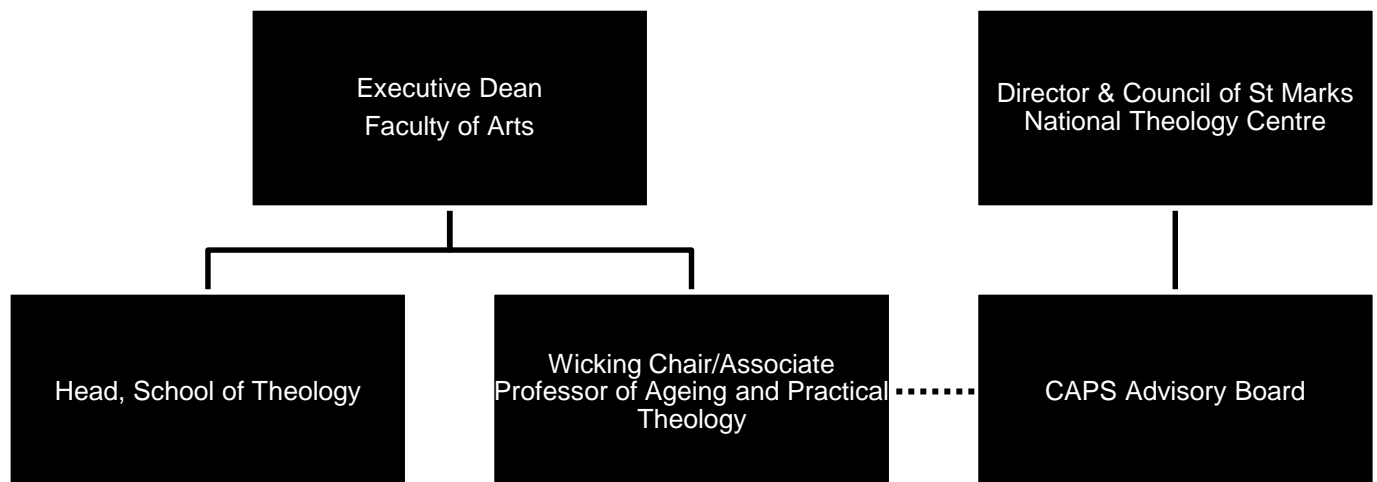
CAPS was established in response to a perceived need to find meaning in the experience of ageing, and in particular to study and respond to important issues of growing older including ageing, frailty, dementia and palliative care. Under the leadership of the inaugural Director (Professor Elizabeth MacKinlay) the Centre has

developed a graduate teaching program, maintained an active program of research and publications, organised annual conferences and developed national and international academic links. The Centre has established strong relationships with the aged care industry and initiated the establishment of the newly launched industry body Pastoral and Spiritual Care of Older People (PASCOP).

A particular objective of the Centre is to undertake research in ageing and theology which has practical implications for the well-being and care of older people. Thus its focus is on the translation of research into practice, improving practice and achieving quality outcomes.

The Centre is located in the School of Theology of Charles Sturt University. The School operates under an Agreement between the University, St Mark's National Theological Centre in Canberra (St Mark's) and the United Theological College, Sydney (UTC). Most members of the School (including the staff of CAPS) are employed by St Mark's or UTC and serve as adjunct staff of the University.

### Organisational Chart



### Reporting Relationships

This position reports to: Executive Dean, Faculty of Arts

This position supervises: Staff of the Centre for Ageing Pastoral Studies in the School of Theology, located St Mark's National Theological Centre.

In the oversight of the Centre, the Director is assisted by an Advisory Board (appointed by the Council of St Mark's) whose members have extensive practical and policy experience in ageing and aged care and links with the aged care industry. The Director and the CAPS Advisory Board are responsible to the Director and Council of St Mark's National Theological Centre for the administrative and financial management of CAPS.

## **Position Overview**

The position has been established with funding provided by the J.R. and J.O. Wicking Trust. The appointee will be employed as a professor/associate professor in the University and as the Director of the Centre for Ageing and Pastoral Studies. In the latter capacity the appointee will lead a small, dynamic centre which will continue and further develop research, scholarship and teaching and practice in the emerging field of ageing, spirituality and pastoral theology.

The position provides an exciting opportunity to raise research in this field to an even higher level and to collaborate with other researchers to further strengthen international ties and scholarship in this important area. The successful applicant will bring an outstanding record of scholarship, research and publication to the position. As the Director of CAPS the appointee will take overall responsibility for the operation of the Centre. An Associate Director is responsible to the Director for the day-to-day management of research and education within the Centre.

Spiritual health which gives a sense of purpose and meaning in life is an important component of well ageing and an enriched later life. A concern with spiritual health is essential to 'whole of life' care. Accordingly this position crosses the disciplines of ageing and practical theology as neither a knowledge of ageing only, nor a knowledge of theology only, will be able to deliver effective outcomes in this emerging field.

The position will strengthen the University's commitment to the delivery of health education by raising the standard of scholarship in the field of ageing and by broadening its scope through cross-fertilisation across the disciplines of gerontology, theology, anthropology, psychology, nursing and the social sciences. It will also be grounded in the field of practical theology to help give understanding and direction to practitioners through continuing research.

## **Principal Responsibilities**

As Wicking Chair/Associate Professor of Ageing and Practical Theology, the appointee will:

- Assume a leadership role in the discipline of ageing and spirituality within Australia and overseas;
- Conduct and maintain a high level of research activity in the field of ageing and aged care with a focus on spiritual and pastoral care;
- Establish relationships with external funding bodies and other potential funding sources to develop and fund new research projects;
- Collaborate with Pastoral and Spiritual Care of Older People (PASCOP) and other aged care organisations to translate research outcomes into practice; and
- Supervise research students at honours and postgraduate levels and develop strategies to increase enrolments at these levels.

As Director of CAPS, the appointee will

- Be responsible for the development of CAPS as a centre of excellence in the field of ageing and aged care with a focus on spiritual and pastoral care;
- Develop and oversee the quality of courses offered by CAPS;
- Foster academic links between the Centre and other academic areas of the University;
- Exercise collegial responsibilities in the University including participation in committees, conferences and seminars;
- Be responsible, with the Board of CAPS, for the financial management and viability of CAPS;
- Collaborate with the Director and staff of St Mark's National Theological Centre as part of an academic community based in Canberra;
- Collaborate with the aged care industry as an advocate for change based on research and publications;
- Develop the resources CAPS offers to older persons, the aged care industry, the churches and other faith organisations; and
- Seek opportunities to further the influence of CAPS and its work in the community and through the wider church, working ecumenically and across faiths and cultures.

## Selection Criteria

Applicants are requested to address the selection criteria when applying for this position

### Essential criteria for appointment at Level D/E

1. Doctoral qualifications in ageing and practical theology and/or related disciplines or equivalent accreditation and standing;
2. A record of academic achievement of national and/or international standing through outstanding contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity;
3. Demonstrated capacity to make substantial contributions to the advancement of the aging and practical theology, profession and organisational unit through leadership in the scholarship of teaching and/or research/creative works or professional activity;
4. Demonstrated ability to attract competitive research grants, undertake industry consultation, and actively promote and develop relationships, participation and vision;
5. Capacity to lead and manage significant academic organisational units, and to contribute to the leadership and collegial life of the University and the profession or discipline;
6. Ability and commitment to implement the vision and goals of CAPS in the emerging discipline of ageing and practical theology;
7. Demonstrated experience in ageing and aged care and/or other relevant areas;
8. Significant knowledge and understanding of pastoral and spiritual care with older people; and
9. Demonstrated ability to lead, engage with and inspire others in academic and community service contexts.

### Additional essential criteria for appointment at Level E

1. A record of academic achievement of national and/or international standing through original and distinguished contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity;
2. Demonstrated recognition as a leading authority in ageing and/or related discipline and practical theology;
3. Demonstrated capacity to make substantial contributions to the leadership of the University in the promotion of excellence in academic activities, and to have the capacity to lead and manage major academic units or activities.

**Further information is available from:**

Dr Margaret Woodward  
Associate Dean (Research), Faculty of Arts  
Charles Sturt University  
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Email: [mwoodward@csu.edu.au](mailto:mwoodward@csu.edu.au)

## **Information for Prospective Staff**

### **Your Application**

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to [www.csu.edu.au/jobs/](http://www.csu.edu.au/jobs/)

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

### **Staff Benefits**

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/>

### **Essential Information for Staff**

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <http://www.csu.edu.au/adminman/hum/humanresources.htm>

Further information on Delegations is available at <http://www.csu.edu.au/adminman/del/>

**Code of Conduct:** <http://www.csu.edu.au/adminman/hum/CodeOfConduct.doc>