

Those who apply for employment at Australian Catholic University honour us. They are not only enquiring about the kind of place ACU is, they are also choosing to put themselves forward as potential members of our community. They are beginning to imagine what their future could hold if they were working here as partners for the advancement of our mission in Catholic higher education. For these reasons the University should take seriously the responsibility to articulate our mission and values in a clear manner for applicants who apply for a position at ACU.

ACU should invite job applicants to respond thoughtfully to our mission and values, demonstrating how they might understand and support them. This process is meant to assist the applicants in discerning whether employment at ACU would be a good fit for them and whether they could be happy here.

It follows that the hiring process at ACU at all levels should include meaningful conversations about mission and values, both out of courtesy and concern for the applicants, and in service to the University.

It is ACU's policy that recruitment, employment, promotions, training, and all people management decisions will be made to achieve a balanced work force, in accordance with the principles of equal employment opportunity. While ACU does not discriminate in any manner contrary to law or justice in its educational programs or activities, including employment and admissions practices, it cherishes the right and duty to seek and retain people that will make a positive contribution to its Catholic character, goals and institutional mission.

Since ACU is a Catholic educational institution it must reserve the right to maintain its tradition and identity as a Catholic witness in higher education.

The following are a set of mission-based questions that are encouraged to be integrated into the selection processes conducted at ACU:

Academic Staff Interviews:

- At ACU, every member of the community has a role in advancing our mission. How would you support the mission and identity of the University?
- A core value of the Catholic Intellectual Tradition is “care and respect for the whole person.” In what ways could you see yourself contributing to this holistic approach in your interactions with students, colleagues, and our campus community?
- How do you envisage incorporating community engagement opportunities in your teaching, research, and life at the University?
- What aspects of the mission and identity of ACU appeals to your professional aspirations?

Professional Staff Interviews:

- At ACU, every member of the community has a role in advancing our mission. How would you support the mission and identity of the University?
- What aspects of the mission and identity of ACU appeals to your professional aspirations?
- How might your work in your department support the mission and identity of the University?
- Human dignity is central to ACU's mission. How would you apply our mission to your work in contributing to ACU's student-centered focus (*Relevant to student facing Directorates*)?
- A core value of the Catholic Intellectual Tradition is “care and respect for the whole person.” In what ways could you see yourself contributing to this holistic approach in your interactions with students, colleagues, and our campus community?

The Core Curriculum is central to ACU's mission. To assist hiring managers determine an applicants' suitability at interview to teach the Core Curriculum, the following questions are suggested:

- The Core Curriculum aims to have students think critically, ethically and be guided by social justice principles. If you were to teach the Core Curriculum, how would you envisage motivating and engaging students positively and constructively in the course materials?
- What particular value and insights do you think you could bring to the teaching of the Core Curriculum and the students' growth in understanding of social justice principles?
- When teaching Core Curriculum, how would you incorporate your own disciplinary perspective within the curriculum?

This Hiring for Mission – Interview Guide has been developed as an integral component of ACU's Recruitment and Selection process.

Fr Anthony Casamento csma

VICE PRESIDENT & DIRECTOR, IDENTITY & MISSION

May 2013