Dilin Duwa Post Doctoral Fellow

**POSITION NO** 0058134

**CLASSIFICATION** Research Fellow, Level B

**SALARY** $110,236 - $130,900

**SUPERANNUATION** Employer contribution of 17%

**WORKING HOURS** Full time (1.0 FTE)

**BASIS OF EMPLOYMENT** Fixed term for 3 years

**OTHER BENEFITS** [https://about.unimelb.edu.au/careers/staff-benefits](https://about.unimelb.edu.au/careers/staff-benefits)

**HOW TO APPLY** Online applications are preferred. Go to [http://about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers), select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.

**CONTACT FOR ENQUIRIES ONLY**

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*Please do not send your application to this contact*

For information about working for the University of Melbourne, visit our website: [about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)
Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

In 2021 the University of Melbourne Faculty of Business and Economics in partnership with the Melbourne Business School Limited launched the Centre for Indigenous Business Leadership. The objectives of the Dilin Duwa Centre for Indigenous Business Leadership are:

- Research: improve the understanding of “what works” in Indigenous business and business leadership in Australia;
- Programmes: improve the capacity and capability of Indigenous businesses and leaders to meet market demand and improve Indigenous economic independence;
- Programmes: improve the capacity and capability of non-Indigenous organisations to engage with and purchase from Indigenous businesses; and

The Dilin Duwa Centre for Indigenous Business Leadership invites applications for a fixed-term Dilin Duwa Post Doctoral Research Fellow. This position will support the ARC Linkage project (LP200300898) Evaluating the impact of Indigenous preferential procurement programs. The objective of the project is to conduct a multi-disciplinary, multi-method evaluation of the implementation and impacts of Indigenous preferential procurement programs (IPPPs) on Indigenous businesses, Indigenous communities, procurers’ operations, and outcomes. The project brings together researchers in partnership with corporate and government procurers, Indigenous data custodians and the Australian Bureau of Statistics, to produce a significant national program evaluation of IPPPs and the impact at the community level.

This is a three-year position suitable for a skilled and experienced qualitative researcher with high level research skills and large-scale project experience, including the capacity to undertake independent fieldwork research. The candidate will report to Associate Professor Michelle Evans while supporting the qualitative research team. The candidate is also expected to contribute to the Dilin Duwa Centre’s research and activities.
1. **Key Responsibilities**

1.1 **QUALITATIVE RESEARCH**

- Collaborate with the research team and partners to conduct the research project as outlined in ARC Linkage application
- Ensure that all risk, ethics, and work, health and safety requirements are adhered to throughout the contracted time frame and all aspects of work
- Conduct qualitative fieldwork including semi-structured interviews, focus groups and roundtables at locations across Australia in collaboration with CIs
- Contribute to the development of survey materials, implement, and analyse survey data
- Conduct qualitative analysis to produce findings with CIs
- Prepare findings for publications and contribute to publications, research outputs, and public communications regarding the research outcomes
- Develop a publication plan for the three years
- Perform other duties appropriate to the classification as required

1.2 **ENGAGEMENT**

- Contribute to the development of a community-based engagement strategy to identify appropriate stakeholders for participation in the focus groups
- Engage with stakeholders identified in the community engagement strategy towards the aims of the ARC research and Indigenous economic power project
- Play a leading role in community focus groups and roundtables
- Prepare presentations for conferences and present findings alongside CIs as required

1.3 **LEADERSHIP AND SERVICE**

- Support the project's PhD scholars
- Actively participate in project meetings to share progress and findings
- Provide continuity of support and attention to the project on a day-to-day basis
- Establish networks with international and national leaders in the appropriate field of research
- Foster a strong University research culture through participation in forums, seminars, workshops, giving occasional guest lectures on the research field, and other similar events as opportunity allows

2. **Selection Criteria**

2.1 **ESSENTIAL**

- PhD in a related discipline
• Demonstrated high-level experience in qualitative methods including conducting participant interviews and survey design
• Excellent ability in analysing data, problem-solving, and maintaining accurate research records
• Demonstrated excellent research and writing skills
• Advanced knowledge in Indigenous business and preferential policy programs
• Excellent track record of published research in relevant publications.
• Evidence of capacity to work collaboratively in a multi-disciplinary team environment

2.2 DESIRABLE

• Experience in policy research
• Experience in writing for general public audiences
• Demonstrated ability to conduct research independently with minimal supervision

2.3 OTHER JOB RELATED INFORMATION

• Travel across Australia will be required

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:
5. Other Information

5.1 THE DILIN DUWA CENTRE FOR INDIGENOUS BUSINESS LEADERSHIP

Dilin Duwa is a new research, education and engagement Centre focused on advancing Indigenous business leadership. A collaboration between the University of Melbourne’s Faculty of Business and Economics (FBE) and Melbourne Business School Ltd (MBSL), the Centre plays a pivotal role in meeting the University’s target of developing 1000 Indigenous business leaders by 2025. This extends across the portfolio of programs from research, undergraduate to postgraduate, executive education and community engagement at FBE and MBS.

5.2 FACULTY OF BUSINESS AND ECONOMICS

The Faculty of Business and Economics at the University of Melbourne has been preparing students for exciting and challenging careers in the industry since 1924. We have developed an outstanding reputation, locally and internationally, for the quality of our teaching and research. The Faculty has an active board of business leaders, government representatives and community leaders who contribute to the implementation of our vision.

Further information about joining the Faculty is available here https://fbe.unimelb.edu.au/about/join-fbe

5.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers

5.3 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of
education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance