



POSITION DESCRIPTION

Faculty of Science

Excellence in Diversity Fellowship (Indigenous)

ONLY INDIGENOUS AUSTRALIANS ARE ELIGIBLE TO APPLY AS THIS POSITION IS EXEMPT UNDER THE SPECIAL MEASURE PROVISION, SECTION 12 (1) OF THE EQUAL OPPORTUNITY ACT 2011 (VIC)

POSITION NO 0059387

CLASSIFICATION Level A or level B

Level of appointment is subject to qualifications and experience

SALARY \$80,258 – \$108,906 p.a. (*PhD Entry level 101,460) (Level A) or
\$114,645 – \$136,136 p.a. (Level B) (pro-rata for part time)

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Full-Time (1.0 FTE)

FLEXIBLE EMPLOYMENT

The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.

BASIS OF EMPLOYMENT Fixed term available for 2 years

OTHER BENEFITS <http://about.unimelb.edu.au/careers/working/benefits>

HOW TO APPLY Online applications are preferred. Go to <http://about.unimelb.edu.au/careers>, under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.

CONTACT Email leanora.stuart@unimelb.edu.au

FOR ENQUIRIES ONLY Please do not send your application to this contact

For information about working for the University of Melbourne, visit our websites:
joining.unimelb.edu.au

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

To support the need for greater diversity and inclusion within the University of Melbourne, the Faculty of Science has recently developed targeted diversity strategies in the areas of Indigenous Engagement and Gender Equity. This Fellowship will be undertaken over a period of two years and has been developed to attract, support and retain outstanding early career researchers and Indigenous knowledge holders with significant potential for research, community impact and contribution to workplace culture.

We are looking to bring people into the University who have, in the past been less empowered to enter our institution. These fellowships are designed to be inclusive, innovative and to recognise all types of knowledge and ways of doing. We seek to support and empower new ways of doing research and of recognising knowledge and knowledge holders.

The University offers a world-class and robust research environment that is internationally engaged and recognised, community focused, and with many outstanding areas of research strength. The University is committed to building a brilliant, diverse, and vibrant University community to better meet its purpose; to benefit society through education and research. The successful applicant will propose and conduct innovative research (see definition below) on a topic(s) of their choice, leading to the production of outputs (see definition below), presentations at conferences and to key stakeholders, they will be involved in external research/knowledge production collaborations and demonstrate other measures of research impact. Project proposals may be on any topic that broadly aligns with “science” in its many forms and understandings. The fellow will be located in one of the Schools of the Faculty of Science and will be encouraged to engage with other academics and contribute more broadly to the core activities of the School and the Faculty.

The fellow will be provided with an academic mentor as well as culturally appropriate support programs to aid the development of their independent research program. The Fellowship will be for a paid, full-time position for a period of two years, the fellow will be further supported by a research grant of \$15,000 per annum which will be made available to support the research

program.

NB: for the purposes of this position, we define the following terms as:

Research: we define “research” as undertaking any form of project that aims to build an understanding and development of a particular topic, recognising the broad diversity of ways that knowledge is investigated and produced across cultures and traditions.

Outputs: outputs can range from community-led gatherings, workshops, recordings, gallery displays, performance, constructions, the development of written resources or booklets, curriculum development, audio-visual material, academic publications, and other forms of work that communicate and share the work being done to community and/or relevant stakeholders.

We encourage applicants from under-represented groups, including Aboriginal and Torres Strait Islander people. To allow us to consider performance relative to opportunity, we also invite applicants to provide a brief statement (up to 1 page) that describes circumstances that may have affected their career development or progression, including career interruptions or delays, periods of part time work, or forms of bias they have experienced.

1. Key Responsibilities

As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.

The position description should be read alongside [Academic Career Benchmarks and Indicators](#).

A level A academic is acquiring skills and building academic achievements (oriented towards the benchmarks).

Appointment at Level B requires well established academic skills and strong academic performance approaching or progressing towards the benchmarks

1.1 RESEARCH AND RESEARCH TRAINING

You are expected to significantly contribute towards the research effort of the team and to develop your research expertise with an increasing degree of autonomy. We note that the successful applicant, will be eligible for promotion if they meet the criteria for promotion as defined within the host School.

- ▶ In partnership with Senior Academic staff plan and carry out research in your nominated research project topic and work towards completion of the aims of the project.
- ▶ Build a research program that involves collaboration with external organisations, in government, community groups, industry or academia.
- ▶ Contribute to the preparation, or where appropriate individual preparation of research proposal submissions to internal or external funding bodies to support their program
- ▶ Initiate and conduct high quality innovative, internationally competitive research and contribute to the generation of knowledge through various outputs, presentations, industry advisory groups and other engagements with external stakeholders.
- ▶ Undertake administrative functions and obligations primarily connected with the staff member’s area of research.

- ▶ Contribute to training, scientific mentoring and supervision of students and junior research staff in the appointee's area of expertise.

In addition to 1.1 an applicant appointed at level B will be expected to:

- ▶ Contribute to and publish academic papers and other scholarly outputs to a high academic standard in accordance with the research expectations of the University of Melbourne.

1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate at School meetings and with guidance, contribute to planning activities or committee work to support capacity building in the Faculty, School and/or discipline.
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- ▶ Actively contribute to School activities such as Open day to promote student engagement.

1.3 OTHER DUTIES

- ▶ Perform other tasks as requested by the supervisor or the Head of School Actively participate in the University Professional Development Framework
- ▶ Ensure an up-to-date record of University compliance courses, such as, but not limited to, Appropriate Workplace Behaviour, PDF for Staff and Supervisors, OH &S training courses.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

The basis of the appointment will be the merit of the candidate, as well as the potential of the research program to either enhance the existing research or explore novel areas of enquiry in the Faculty of Science.

2.1 ESSENTIAL

- ▶ Experience in an area of Indigenous knowledge that aligns broadly with western concepts of "Science" or completed a PhD in a traditional discipline of science with subsequent relevant experience.
- ▶ Ability to work within and contribute to the performance and culture one or more of the seven schools in the Faculty of Science (Biosciences, Chemistry, Physics, Mathematics and Statistics, Geography, Earth, and Atmospheric Sciences, Agriculture, Ecosystem, Food and Forest Sciences, Melbourne Veterinary).
- ▶ Potential to perform independent research/knowledge production.
- ▶ Excellent communication skills and a proven ability to translate their work to others When the proposed research involves Indigenous Cultural and Intellectual Property

- ▶ (ICIP), the applicant will have an understanding and/or experience in working respectfully with Indigenous communities, most especially in protecting and ensuring ICIP rights.

In Addition to 2.1, to be appointed at Level B, applicants must be able to demonstrate:

- ▶ A demonstrated aptitude for independent research, with a strong publication record in relevant areas, commensurate with experience and opportunities.
- ▶ Demonstrated ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Demonstrated excellent organisational skills to meet deadlines and bring projects to a timely completion
- ▶ Demonstrated ability to develop, administer and see through to completion appropriately designed research projects with limited supervision.

2.2 DESIRABLE (BOTH LEVELS)

- ▶ Evidence of research collaborations with government, industry or community groups. Experience in working with graduate students, Honours or Masters students and/or
- ▶ Elders and emerging knowledge holders within communities.

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 policies that address 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 deserve to service 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:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 FACULTY OF SCIENCE

<http://www.science.unimelb.edu.au>

Science at Melbourne is a global leader across fundamental and impactful scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

Our strength is our breadth of expertise. We are the second largest faculty in the University comprising seven schools: Agriculture, Food & Ecosystem Sciences, BioSciences, Chemistry, Geography, Earth & Atmospheric Sciences, Mathematics & Statistics, Physics and Veterinary Science.

This depth of knowledge positions the faculty to better understand, explore and impact our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees, enrolling more than 11,500 undergraduate and 3,750 graduate students.

We are dedicated to delivering leading transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty's focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across six of the University's seven campuses – Parkville, Dookie, Burnley, Creswick, Shepparton and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, Melbourne Energy Institute, Melbourne Biodiversity Institute, Office for Environmental

Programs, Australian Mathematical Sciences Institute (AMSI) and the Indigenous Knowledge Institute and home to numerous Centres.

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>