School of Social and Political Sciences
Faculty of Arts

Postdoctoral Research Fellow

POSITION NO 0050724

CLASSIFICATION Level B

SALARY $114,645 - $136,136 p.a

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

HOW TO APPLY Online applications are preferred. Go to 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 Dr Michael McGann mmcgann@unimelb.edu.au

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
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

This fixed-term Postdoctoral Research position will contribute to the work of a 3-year research project on ‘Best practice models in employment services provision’. The development of a recognised and tested model of professional practice for assisting very long-term unemployed people back to work constitutes a ‘gold standard’ objective for Australia’s employment support services system. However, to date, there is little systematic (publicly available) evidence about ‘what works’ in employment services delivery, or a recognised service delivery model for supporting highly disadvantaged jobseekers into sustained employment. This project aims to address this issue, through a research partnership between Joblink Plus (an employment services provider in regional NSW) and the University of Melbourne’s Getting Welfare-to-Work research team. The project will examine ‘trauma informed’ models of employment services provision, and how they are being implemented by different employment services organisations nationally as well as internationally. It will assess the effectiveness of trauma informed models of service delivery and the challenges organisations experience in moving towards a trauma-informed model in the context of Australia’s privatised, work-first oriented employment services system. It also seeks to benchmark ‘trauma informed’ practice models against other leading best practice’ models of employment support internationally and assess the extent to which such best practice models can be scaled up across the Australian system and adopted more widely by providers.

The successful applicant is expected to contribute to the project research and administration, including fieldwork with the industry partner, other Australian employment services providers, and with international partners. They are also expected to actively promote the project research outcomes via different channels, including conferences, academic publications and open access research reports. The successful applicant should demonstrate capability to conduct fieldwork and data collection/analysis and be able to work collaboratively and collegially with fellow academics within the research team and with non-academic partners across the employment services sector. Experience in case study research and ethnographic fieldwork is particularly desirable.

In addition to this research role (80% of the position), the successful applicant will also be expected to provide research coordination support to the Welfare and Work Lab. The lab is a new research initiative being launched with the School of Social and Political Sciences, building on the work of the Getting Welfare-to-Work research team and their longstanding program of
work on employment services reform. The applicant will be expected to provide coordination support to the lab directors with: developing new research partnerships with industry and government; communicating the lab’s research via newsletters, blogs and social media channels; and with arranging public-facing events on welfare and employment services reform.

Due to Australian immigration regulations, applicants with Australian work rights are preferred. We particularly welcome applications from Aboriginal and Torres Strait Islander people, people from different cultural backgrounds and people with disabilities. We welcome applications from people with lived experience.

1. Key Responsibilities

➢ Work with the project team and non-academic partners to develop the project research design and methods;
➢ Conduct literature searches and reviews in support of the project;
➢ Assisting with preparation of interview schedules, data collection and analysis;
➢ Undertaking observational fieldwork and interviews with respondents (digital and face to face) from a range of different employment services organisations;
➢ Provide research support to the project team on identifying international best practice models of employment support and undertaking data collection overseas;
➢ Publish academic papers and other scholarly outputs to a high standard, and in accordance with the research expectations of a Level B academic at the Faculty of Arts;
➢ Prepare reports and papers based on research findings for presentation at conferences and seminars;
➢ Support the efficient administration of the project and day-to-day coordination of the newly established Welfare and Work Lab
➢ Other limited duties as required by the Welfare and Work Lab Directors or as negotiated with the Head of School or Dean of the Faculty that contribute to the incumbent’s professional development, and to the research and learning environment of the relevant School.
➢ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.

Special Requirements

➢ A substantial proportion of the fieldwork for this project involves inter-state travel (to regional New South Wales) and there will be periods when the researcher is required to spend up to 10 days at a time undertaking data collection inter-state;
➢ The project also includes elements of comparative international research and data collection which the Postdoctoral researcher will be expected to contribute to;
➢ Attendance and participation at regional, interstate and international conferences may be required.
2. Selection Criteria

2.1 ESSENTIAL
- PhD in a relevant analytical discipline, including public policy, political science, sociology or social policy;
- Demonstrated experience in effective research project management;
- Demonstrated ability to work as part of a research team and work with other members of staff to meet the aims and deadlines of the project;
- Demonstrated ability to develop good relationships and to work across organisational boundaries with a variety of project stakeholders, including industry partners and professional associations;
- Demonstrated experience in conducting high quality empirical social research involving qualitative or mixed-methods design, especially experience in ethnographic and case study research;
- A track record in research, writing and publications in the appropriate area (relative to opportunity) and the potential to develop further research expertise; and
- Ability to present research findings to a wide range of audiences (e.g. academic and industry conferences).

2.2 DESIRABLE
- Demonstrated experience in producing quality research for public policy audiences;
- An understanding of employment services and/or active labour market policies;
- Some experience conducting observational research and/ethnography;
- Experience using SSPS and NVivo software.

2.3 OTHER JOB RELATED INFORMATION
- This position requires the incumbent to hold a current and valid Working with Children Check.
- Occasional work out of ordinary hours and travel inter-state and abroad for fieldwork.

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:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

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

5. **Other Information**

5.1 **ORGANISATION UNIT**


The appointee will join the School of Social and Political Sciences, which is at the forefront of teaching and research in the social sciences in Australia and internationally. The School’s aim is to redefine the world and change what matters, and our work is underpinned by the values of intellectual freedom, integrity, diversity, environmental sustainability and social justice. We value collegiality and active citizenship and are committed to contributing strongly to public and institutional life, and to providing an engaged and distinctive social science and arts education for our students.

Our School consists of a team of more than 150 dedicated academic and professional staff in the disciplines of Anthropology and Development Studies, Political Science, Criminology and Sociology. We are an active and engaged School, with staff and students involved in and leading major research and engagement concentrations such as the Anti-Racism Hallmark Research Initiative, the Future of Work Lab, the African Studies Group, the Myanmar Research Network, the Australian Centre, the Pacific Network, and the Gender Studies program. Senior leadership of the School comprises the Head of School, School Manager, Deputy Head (Research), Deputy Head (Teaching and Learning), Deputy Head (Partnerships), Deputy Head (Equity and Diversity), Director-International, Director-RHD and Directors of the Early Career Academic Network. The School values its local, regional and international partnerships with external organisations and communities, with significant partnerships with the Brotherhood of St Laurence, Scope Australia, and the Universitas Gadjah Mada.

The School is aligned with the Faculty of Arts’ commitment to being transformed by Indigenous knowledges and perspectives across its teaching, research, and local and international partnerships activity. To enable this transformation, the Faculty of Arts has reformed its governance to include the role of Associate Dean Indigenous who leads the implementation of the Faculty’s Divisional Indigenous Development Plan. This plan commits the Faculty to furthering the impact of its Indigenous Studies program and research activities including that of
the Research Unit on Indigenous Languages and the renewed Australian Centre that takes up the agenda of the former Indigenous-Settler Relations Collaboration.

In order to build a sustainable career pathway for First Nations people within the Faculty of Arts—from undergraduate student to Professor – the implementation of this plan encompasses work across curriculum reform, student success, strategic research investments, and providing greater academic opportunities to First Nations scholars at all levels, across all fields of study.

The School is committed to providing an environment that will sustain and enable First Nations and persons of colour to flourish in their chosen fields. The Head of School is committed to maintaining an environment for all staff in the School in which staff are valued for the work they do and are supported to do excellent work. This includes clear communication channels and the maintenance of structures of governance and collegiality, and a culture of substantive equity for all staff. We strongly welcome applications from Aboriginal and Torres Strait Islander peoples, from people of diverse cultural backgrounds, from persons of colour, and from people with disabilities. If you have any questions at all about the position, or the format that the application should take, please be in contact with the person named on the last page of this position description.

The School acknowledges that we work and learn on the lands of the Wurundjeri Woi Wurrung People of the Kulin Nation, whose land was never ceded, and whose sovereignty remains. We pay respect to Elders, past and present, and to the important place of Indigenous knowledge in the academy.

5.2 BUDGET DIVISION
https://arts.unimelb.edu.au/

The Faculty of Arts at the University of Melbourne is widely recognised as Australia’s leading centre for the study of the Humanities and Social Sciences

The Faculty of Arts at the University of Melbourne brings together leading scholars across 40 disciplines of study in the Humanities and Social Sciences. Our academic staff are of international standing and committed to excellence in teaching and research.

The Faculty is home to the University’s first degree, the Bachelor of Arts, which is one of the most sought-after degrees in Australia, consistently attracting outstanding students from around the country and internationally. Our teaching programs encourage critical inquiry, creativity, global perspectives and the questioning of ideas. In 2016, the Faculty opened Arts West – an award-winning building in the heart of the historic campus and a new home for the Bachelor of Arts. Arts West supports active and informal learning through object-based learning laboratories and purpose-built teaching spaces which has transformed teaching and learning in the Humanities and Social Sciences, setting a new benchmark in the Asia region.

Our Graduate School of Humanities and Social Sciences offers 19 professionally oriented Masters programs, including Arts and Cultural Management, Applied Linguistics, Global Media Communication, International Relations and Public Policy and Management. The Graduate School also houses our outstanding PhD program.

Over its 150-year history, the Faculty has produced leaders in a wide range of fields, including government, business, creative industries and media, community and not-for-profit organisations. The Faculty maintains strong strategic relationships with leading international universities through joint teaching collaborations, research projects and student exchange programs. Partnerships with government, not-for-profit and private organisations facilitate work
integrated learning opportunities for our students and research collaboration with our researchers. The Faculty has an active and vibrant outreach program, promoting lifelong learning in the Humanities and Social Sciences.

Our community includes over 450 academic and professional staff, 10,000 students across undergraduate, graduate coursework and research higher degree programs, and a strong and active alumni population of over 70,000 worldwide. The Faculty actively seeks to welcome and value the unique contributions of people from all backgrounds and is committed to diversity and inclusion practices to achieve our vision. Our Faculty has gender parity across all levels and supports its staff through initiatives such as the Faculty of Arts Conference Childcare Support Scheme, the Faculty’s mentoring program and the Divisional Indigenous Development Plan (DIDP).

Alongside the Graduate School of Humanities and Social Sciences, the Faculty consists of five interdisciplinary Schools:

**Asia Institute** – the University’s key centre for study in Asian languages and cultures, with programs including Arabic, Chinese, Indonesian and Japanese languages, alongside Asian, Islamic and Contemporary Chinese Studies.

**School of Culture and Communication** – with programs in Art History, Arts and Cultural Management, Indigenous Studies, Creative Writing, English and Theatre Studies, Media and Communications, Publishing and Editing, Journalism, and Screen and Cultural Studies.

**School of Historical and Philosophical Studies** – encompassing History, History and Philosophy of Science, Philosophy, Jewish and Hebrew Studies, Conservation and Classics and Archaeology.

**School of Languages and Linguistics** – includes French, German, Italian, Russian and Spanish languages, alongside European studies, Latin American studies and Linguistics, Applied Linguistics and English as a Second Language.

**School of Social and Political Sciences** – with programs in Anthropology and Development Studies, Criminology, Political Science, and Sociology and Social Policy.

**FACULTY OF ARTS STRATEGY**

Under the leadership of Professor Russell Goulbourne, we have launched a [Faculty of Arts Strategy](#) focusing on:

- Transformative learning
- Research that makes a difference
- Partnerships that add value
- Support for all staff

**Mission**

The Faculty of Arts is committed to benefiting the peoples, cultures and economies of Melbourne, Australia, the region and the world.

We do this across our distinctively broad range of Humanities and Social Sciences disciplines by creating, transforming and sharing knowledge that deepens and enriches understanding of what it means to be human and by developing graduates whose skills, values and empathy enable them to shape better, fairer and more sustainable societies.
Values and Behaviours

We are committed to benefiting the peoples, cultures and economies of Melbourne, Australia, the Region and the World. We expect all our staff to commit to our values of:

- Rigour and integrity, generosity and humility, intellectual freedom and critical independence
- Diversity and inclusion, trust and mutual respect, social justice and civic responsibility
- Courage and creativity, openness and transparency, environmental sustainability

Vision

Building on our achievements to date, by 2025 the Faculty of Arts will be:

- The leading faculty of our kind in the Asia-Pacific region and one of the most compelling in the world, known above all for the difference we make locally, nationally, regionally and globally
- Home to a dynamic, diverse and inclusive community of staff and students who are committed to achieving our full potential by working together and with our partners in a spirit of courageous generosity
- Transformed by recognising and engaging the ways of knowing held by Aboriginal and Torres Strait Islander peoples, on whose land we work

5.3 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

5.4 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.

5.5 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