# Rewarding careers at Melbourne

Candidate Information Pack

Circular Economy Chair, School of Chemical and Biomedical Engineering, Faculty of Engineering and Information Technology



# 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.

In making this Acknowledgment of Country we commit to respectful and responsible conduct towards all others according to the Traditional lores of this land, particularly at times of formal ceremony.



### Message from the Dean, Faculty of Engineering and Information Technology

At FEIT, we are dedicated to advancing engineering and IT education and research while fostering a diverse and inclusive academic community. Society is faced with increasingly complex and far-reaching challenges that, in many instances, engineering and IT are ideally positioned to solve.

The complexity of these issues demands people who are not only experts in their field but who can think creatively to develop new solutions that have the greatest impact on and benefit to society. The best solutions come from creating a culture and environment that is not only diverse in skills, backgrounds and approaches but one which is inclusive of these differences.

Diversity and inclusion are foundational to our vision. We believe that a diverse faculty leads to better outcomes. The quality of our research and the solutions we develop are enhanced by embracing different perspectives and experiences.

In the University where the exploration of ideas, thought leadership and curiosity is fundamental to our teaching and research performance, improving the representation of women and other underrepresented groups is necessary in our goal to innovate and to strengthen the Faculty's reputation as a world-class centre of research. We are dedicated to providing a supportive environment where everyone can feel empowered to achieve their aspirations.

We invite you to be part of our innovative and inclusive academic community. Together, we can build strong partnerships and create impactful solutions that benefit communities worldwide.

Professor Thas (Ampalavanapillai) Nirmalathas Dean, Faculty of Engineering and Information Technology



"Diversity and inclusion are foundational to our vision. We believe that a diverse faculty leads to better outcomes."



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# Letter from hiring manager *Professor Amanda Ellis*

Dear applicant,

Thank you for your interest in the position of Chair of Circular Economy, based in the Department of Chemical Engineering.

We believe this is the most exciting opportunity in Australia to help transform the education and research activities in the circular economy and its related industrial sectors and we hope you will feel compelled to apply after reading the candidate information!

We are Engineering and Information Technology at Melbourne, and we believe that passionate people make an impact and inspire others to make a difference for the greater good. What we are doing at The University of Melbourne in the Department of Chemical Engineering in the renewables, energy storage, carbon dioxide capture, and future fuels space is innovative, cutting-edge and transformative. We welcome your fresh insights to expand on this great work.

We are looking for a Chair in Circular Economy who will be a program leader within the Department of Chemical Engineering. You will contribute to research and teaching excellence, provide leadership in the field amongst national and international peers, and represent the University in public debate and government policy development in the circular economy, renewables, net-zero and climate mitigation strategies across the Faculty of Engineering and Information Technology (FEIT). The role requires the ability to manage relationships both internally and externally and to engage with academic colleagues. Diplomacy, strategic thinking and highly effective relationship building skills are required to support the FEIT priorities.

Our School of Chemical and Biomedical Engineering is renowned for being a dynamic and a friendly place to work. We always look to innovate, collaborate and think creatively about the mission of the University. We work at the cutting edge of research and education, and are seeking entrepreneurial and diverse mindsets to help us achieve this.

It is an exciting time to join us as we look beyond our successful School of Chemical and Biomedical Engineering and our new FEIT 2035 strategic plan. We have great momentum in new infrastructure for Engineering in the Faculty and its a very exciting time to join our team to deliver even more impact to the communities we serve locally, nationally and globally. This is a great time to join!

Regards,

Professor Amanda Ellis Head, School of Chemical and Biomedical Engineering

We're looking for eminent leaders with a commitment to collaboration and collegiality.

> Joining the academic circle at the University of Melbourne offers opportunities to engage in research, teaching, and scholarly endeavours that contribute to advancing knowledge and shaping the world's future. It's a chance to collaborate with diverse minds, contribute to innovative research, and be a part of a community committed to making a positive difference.

### About the Faculty of Engineering and Information Technology

The Faculty of Engineering and Information Technology (FEIT) has been one of the leading Australian providers of engineering and IT education and research for over 150 years. We are a multidisciplinary School organised into three key areas; Computing and Information Systems (CIS), Chemical and Biomedical Engineering (CBE) and Electrical, Mechanical and Infrastructure Engineering (EMI). FEIT continues to attract top staff and students with a global reputation and has a commitment to knowledge for the betterment of society.

FEIT has never been better positioned as a global leader, anchored in the dynamic Asia Pacific region, creating and curating knowledge to address some of the world's biggest challenges. Through our students and our relationships with communities, we can not only respond to society's needs but anticipate and create engineering and IT solutions for the future.

For more information: eng.unimelb.edu.au/about/join-feit

Our ten-year strategy, FEIT 2025, is our School's commitment to bring to life the University-wide strategy Advancing Melbourne and reinforce the University of Melbourne's position as one of the best in the world. To achieve our ambitions, we will continue to build new infrastructure to enable our teaching, research and engagement; we continue to recruit outstanding people from around the world; and we continue to attract high-quality students from across the globe who are at the heart of our enterprise.

#### eng.unimelb.edu.au/about/feit-2025



# Working in the Faculty of Engineering and Information Technology

### **Our values**

Our shared goal is for these values to resonate with all corners of FEIT as well as align with our vision for 2025, which states that a unique culture will be a fundamental aspect of our success.

- Boldness We support risk-taking, creativity and bold ideas.
- **Respect** We actively listen to the hopes and concerns of our colleagues, students and community.
- **Transparency** We create an open environment that helps empower everyone to make decisions.
- **Connection** We strive to strengthen relationships, break down barriers and work together.
- Diversity and Inclusion We deliver impact though diverse thought and people.
- Students at the Centre We enable our students to reach their full potential.

### FEIT's 2025 strategy

We recognise the importance of our relationship to the traditional owners of the land on which our campuses stand. We pay our respects to the Wurundjeri people of the Kulin Nation who are the Traditional Custodians of this Land and extend that respect to other Indigenous Australians.

Our vision for Engineering and Information Technology at the University of Melbourne is for a bigger, bolder and better FEIT – preparing outstanding graduates and achieving global impact through our teaching and research, together with our partners.

FEIT 2025 is a call to action that clearly defines our direction and targets our efforts as we strive to deliver greater value to our students, colleagues and partners.

Today's local and global challenges present engineering and Information Technology faculties with unique opportunities. Climate change, digital disruption, economic downturn and burgeoning populations are all challenges that we are positioned to solve.

Our strategy will focus our efforts, capitalise on our strengths and deliver greater value to our people, our students, and our partners.

"Our purpose is to benefit society through the creation and application of knowledge in engineering, digital and data with our students and the global community we serve"

# Chemical and Biomedical Engineering

#### School of Chemical and Biomedical Engineering

The School of Chemical and Biomedical Engineering encompasses both the Department of Chemical Engineering and the Department of Biomedical Engineering. This fusion of engineering disciplines provides a dynamic and interdisciplinary environment that is world leading in both research and teaching.

eng.unimelb.edu.au/about/departments/school-of-chemicaland-biomedical-engineering

#### **Department of Chemical Engineering**

The Department of Chemical Engineering hosts several Research Centres and Research Hubs including the ARC Dairy Innovation Research Hub, the ARC Centre of Excellence for Enabling Eco-Efficient Beneficiation of Minerals (COEMinerals), and the ARC Centre of Excellence in Plants for Space.

Our laboratories are housed across four locations including a substantially renovated main building, a second building devoted exclusively to research, two floors within the nearby Chemistry building and a presence within the Bio21 Institute. Our academics have been elected as Fellows of the Royal Society, the world's oldest scientific society, the Australian Academy of Science, and the Australian Academy of Technological Sciences and Engineering.

Strong collaborations with industry, government and community partners inform teaching and research programs with real-world requirements. Industry Engagement is a key focus area for the Department. We carry out research projects based on deep collaborations with government and business and we also work with organisations that provide internship project opportunities for students.

We offer Masters of Master of Chemical Engineering degrees (in Chemical; Chemical with Business; Sustainability and Environment; and Materials and Minerals) as well as undergraduate majors within the Bachelor of Science and Bachelor of Commerce, with over 300 students.

#### chemeng.unimelb.edu.au



### The Leadership Roles of Melbourne Professors



Melbourne professors make distinguished contributions to shaping and advancing undergraduate and graduate education in their department and faculty, as well as the wider University. As inspirational educators, professors serve as role models and mentors to students and academic staff and lead the achievement of worldclass graduate attributes and educational outcomes for Melbourne's students.

The Melbourne professoriate includes professors who are prominent and critically-engaged public intellectuals who make authoritative contributions to government, industry, business and communities that improve society, creating an institutional environment that values and harmonises academic quality alongside societal impact and influence. Melbourne's Enterprise Professors make particular contributions that build the University's engagement with industry, business and government.

Professors of the University of Melbourne may make formal leadership contributions, such as through designated management and governance roles at faculty and University-wide levels. Less formally, all professors are expected to be exemplary leaders of both academic and professional staff. They should actively develop others and actively contribute to the life of the University.

Professors are also expected to uphold and symbolise the highest levels of ethical practice and academic and professional integrity and to serve as role models in their relationships with students, professional staff and academics at all levels.

### Examples of professorial leadership include:

- Making important contributions to education policy and practice through influential scholarship on teaching, learning, curriculum and assessment. Providers of expert educational advice to government and peak bodies, many professors influence national and international educational thinking and policy. At the University, professors may build the nexus between education and research, establish curricula and teaching that is engaged with industry, business and communities, create work-integrated learning opportunities and introduce educational innovation.
- Helping early-career academics and the University's students to forge influential research careers of their own. Actively nurturing and developing the research skills of other researchers, professors lead collaborative research teams, secure research grants that build institutional capacity and create opportunities for younger staff to meet and work alongside senior colleagues.
- Leading national and international academic, professional and community organisations and making intellectual contributions of significant value to public discourse, culture and institutions. The University strives to be one of the finest in the world in its engagement with society and commitment to public value, and professors may lead and serve on expert committees, participate in national and international reviews, and lead community engagement and development programs.

Endorsed by: University Appointments and Promotions Committee

Date: February 2024

# The position

The Circular Economy Chair is a foundational chair in the Faculty of Engineering and Information Technology at The University of Melbourne.

As both global population and consumerism expand, a move to a circular economy is becoming increasingly urgent. Our consumption of natural resources must reduce - it would take 1.75 Earths to sustain our current population and we will reach 3 Earths by the year 2050. Similarly, we face an increasing waste problem – landfills and warehouses are filling up with our discarded materials.

The Circular Economy Chair will address this urgent sustainability issue. You will be a leader in the application of chemical engineering principles to the circular economy but will also recognise the interdisciplinary nature of these issues. With the support of the Chair funding, you will lay the foundation for the principles of the circular economy at the University and build an interdisciplinary research team. You will advance our current research areas in the circular economy and broaden our existing research initiatives across the University and affiliated research institutes. You will grow our research funding in this field through both industry and philanthropic sponsorship. You will also make major contributions to the education of our students in this field and engage with student sustainability initiatives.

In this role you will also be a program leader within the Department of Chemical Engineering. You will contribute to teaching excellence, provide leadership in the field amongst national and international peers, and represent the University in public debate and government policy development in the circular economy, renewables, net-zero and climate mitigation strategies.



## Job description: Key duties and responsibilities

Role	Length of employment:
Circular Economy Chair	Continuing
Location Parkville Campus, Melbourne, Australia Salary Level E \$226,517 p.a. (pro rata for part-time) Level of appointment is subject to qualifications and experience	Circular Economy Chair – Will be an appointment for five years with the potential for renewal. The successful candidate will retain a continuing Associate Professor/Professor role in the Department of Chemical Engineering at the completion of the term of appointment. 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
Key Responsibilities	<ul> <li>Manage research funding obtained from research grants</li> </ul>
Research and advancement of discipline	within the determined budgets.
• Lead a program of circular economy and chemical engineering research across the Faculty/University.	<ul> <li>Manage administrative and management tasks associated with the selection, performance assessment and organisation of research staff employed in research</li> </ul>
<ul> <li>Lead active, meaningful and sustained engagement with industry and philanthropic donors.</li> </ul>	<ul> <li>Supervise and assist with supervision of postgraduate research students undertaking research in the domain</li> </ul>
• Active participation in communications, publicity and events resulting in meaningful engagement, including in partnership	Education
with the Advancement Office.	• Teach chemical engineering in courses at the University,
<ul> <li>Undertake annual impact reports to donor/s, Head of School and the Dean on achievements, contributions and activities.</li> </ul>	including the Chemical Engineering master's degree.
Consistently use endowment title in all official	Active participation in outreach activities relating to the
correspondence, communication and publicity.	research, including promotion of the research through media
Champion debate and drive education and community	channels and advocacy groups.

- Champion debate and drive education and community engagement in the circular economy, chemical engineering and related scientific disciplines.
- Collaborate with relevant stakeholders including end users, industry, and other stakeholders in government and sustainability research institutes forming collaborations and synergies to enhance the research program.
- Attract research funding from national and international funding bodies, attract higher degree research students and establish national and international research collaborations.
- Facilitate opportunities in industrial translation (TRL's) of basic discoveries to established pilot-scale demonstrations in process engineering techniques.
- Contribute to academic standards and policy through representation of the Melbourne School of Engineering at University Committees.

- Effective liaison with external networks to foster collaborative partnerships.
- Involvement in professional activities, including consultations and referrals.

### **Selection Criteria**

### Essential

- A postgraduate research degree such as a PhD in Engineering or in a field relevant to Chemical engineering.
- An international standing within the field of chemical engineering representing a dedicated interest in advanced development work in the domain of the circular economy.
- Demonstrated success in fostering excellence and leadership in developing scholarly, research and professional activities, both nationally and internationally in the field of chemical engineering and the circular economy.
- A demonstrated ability to build and lead successful interdisciplinary research initiative streams and centres.
- Experience working at a senior leadership level with the demonstration of positive key leaderships traits including good communication, commitment and passion, innovation and integrity.
- Demonstrated ability to build and maintain strong professional relationships with a diverse stakeholder group including experience driving proactive engagement with benefactors.

- A demonstrated ability to collaborate with industry, government and international bodies.
- A track record of success in obtaining international and national competitive research grants and programs, and industry contracts.
- Established effective teaching skills in undergraduate programs and supervision of higher degree research candidates.
- Commitment to the highest standards of scientific and ethical integrity.

#### Desirable

- An ability to teach chemical engineering or related subjects, often evidenced by an undergraduate degree in the field.
- Deep knowledge of the economics of the circular economy.
- An understanding of the global regulatory environment.
- The technical requirements of the recycling of materials and natural resources





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# Our benefits are above and beyond

### Annual leave

Staff receive four weeks of paid annual leave for every 12 months, and 15 days of cumulative personal / carers leave. This can accrue if unused.

### Superannuation - you're right, it is 17% p.a.

UniSuper is the super fund of choice for most staff in higher education. Staff are invited to join UniSuper. We pay 17% per annum (the standard general super guarantee in Australia is 11.0% [rising to 11.5% as of July 2024]).

### Retirement age - there isn't one!

There is no formal retirement age for staff working at the University.

### Salary packaging - we can help you reduce your taxable income

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support.

### **Other benefits**

The University is a thriving community. There are many events and activities available to staff during the workday and after hours including free lectures, concerts and performances.

We have several car parks available for staff at reduced rates. You can elect to salary sacrifice or pay on a casual basis per day. If you ride, we have plenty of places for you to lock your bike safely under cover and showers are available.

The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.

### Parental and maternity leave

### Having a child? (Including adoption)

Exciting news for new parents! Whether you're expecting a child or adopting, our university offers some of the most generous parental leave entitlements in the country. Regardless of how long you've been with us, you'll receive 26 weeks of fully paid parental leave. This applies to both maternity and partner (primary carer) leave. You'll receive a return-to-work bonus to help you transition back smoothly. We also offer concurrent leave, ensuring partners can support each other during this special time. Join our university community and experience unparalleled support for your growing family.

### **Keeping fit**

Staff are encouraged to utilise the facilities on campus. You can participate in a wide variety of fitness programs and activities offered through Melbourne University Sport. There are staff memberships discounts to the fabulous gym, fitness classes and indoor swimming pool.

### Our people

The University is committed to providing an intellectually stimulating and personally rewarding workplace which attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. We are proud of our many staff who have been recognised through prestigious national and international awards and through membership of Australia's learned academics.

Among the scholars of international renown at the University is the winner of the Nobel Prize (Physiology and Medicine) - Professor Peter Doherty and many other public intellectuals and scientific leaders.

# Equal opportunity, diversity and inclusion

The University of Melbourne 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. This commitment is set out in the University's Diversity and Inclusion Strategy 2030 and 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 differences in 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. This will help 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 the University's Advancing Melbourne strategy.



### Working at the University of Melbourne

### **Our University**

The University of Melbourne is a friendly, diverse community of students, academics and staff. We are world-renowned for the excellence of our research and for the warmth of our community. Established in 1853, we are a global leader in higher education and bring together the world's best minds to solve globally significant problems.

Our vision is to equip our students with a distinctive, futurefacing education personalised around their ambitions and needs, enriched by global perspectives and embedded in a richly collaborative research culture.

Information about our strategic direction, Advancing Melbourne 2020 – 2030, can be found at: <u>about.unimelb.edu.au/strategy/</u><u>advancing-melbourne</u>.

### **Our city**

Melbourne is the capital city of Victoria and is the second largest city in Australia with a population of more than 5 million people. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km2 and has a population of more than 159,000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

### Parkville campus

The Parkville campus provides easy access to cafes, shops and services, libraries with extensive collections, and cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of restaurants and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

The University is accessible by car, tram and train, with a new on-campus train station (Parkville) currently being built and expected to open in 2025.



# Occupational health and safety

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

The OHS (Occupational Health and Safety) responsibilities applicable to positions are published at: safety.unimelb.edu.au/ health-and-safety-contacts/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply to managers, supervisors and other personnel.



# *How to* apply

If you have any queries about the role, please email the Senior Academic Talent Acquisition team at <u>snr-talentacq@unimelb.edu.au</u>

Please submit your application, including your resume, cover letter and responses to the key search criteria via the University's website: jobs.unimelb.edu.au/caw/en/listing/

Alternatively, you can apply from the job site you visited.

*Thank you* for your consideration



# UniMelb on-demand



Get to know us better in your own time