Faculty of Science

Culture Lead Analyst

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 0060735

CLASSIFICATION Level A

SALARY $80,258 - $108,906 p.a. (pro rata for part-time)

(*PhD entry level $101,460 p.a.)

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Part-Time (0.8 FTE or by negotiation)

BASIS OF EMPLOYMENT Fixed-Term for 12 months

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.

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, select the relevant option (“Current Staff” or “Prospective Staff”), then find the position by title or number.

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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

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Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of Country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of Country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

Position Summary

The Culture Lead Analyst will play a pivotal role in understanding and fostering cultural engagement and consultation and designing pathways to protect cultural values and care for Country in the context of energy transition and infrastructure development.

This work will provide a clear pathway for large-scale roll-out of renewable energy by developing and trialling tools and protocols for assessing and reducing impacts of renewable infrastructure on Country and cultural values at a national scale. You will work closely with government and industry, land managers, environmental advocacy groups, and First Nations organisations to co-design a rapid, culturally appropriate, and nature-positive transition net zero.

The University has made considerable progress in advancing positive Indigenous outcomes since the implementation of our first Reconciliation Action Plan in 2011. At that time, we made a commitment to the Aboriginal and Torres Strait Islander peoples of Australia that we would use our resources to make a sustained contribution to better health, education and living standards for Indigenous Australians, while recognising the contribution of Aboriginal and Torres Strait Islander peoples and their knowledge in support of this aim.

We are working to promote the recognition, curation and activation of Indigenous knowledge and value systems, acknowledging their value in addressing some of the contemporary world’s greatest social, economic, and environmental challenges.

The Biodiversity Institute is committed to expanding both its expertise and its diversity at all academic levels. Recognising the under representation of Indigenous Australians in the academy, this position is open only to suitably qualified candidates of Indigenous heritage.

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).

1.1 **RESEARCH AND RESEARCH TRAINING**

The appointee will be expected to:

- Leverage expertise in cultural engagement and consultation to ensure that cultural considerations and values in Country are integrated into energy transition and infrastructure development processes.

- Collaborate with team members and key stakeholders to scope and describe cultural risks associated with energy transition projects. This initial assessment will lay the foundation for more detailed spatial risk analysis and risk minimization efforts.

- Develop a comprehensive report for decision-makers that encapsulates the cultural implications of energy transition and infrastructure development. Share the findings widely through explainers, webinars, engagement activities, and media.

- Collaborate with the Biodiversity Council and conservation NGOs to convey key messages to the public, decision-makers, businesses, and First Nations communities with the aim of building social license for a just, culturally-inclusive, nature-positive, and rapid energy transition.

- Contribute to the development and maintenance of an integrated data platform that merges biodiversity, cultural, community, and infrastructure spatial data. This platform will be a critical resource for infrastructure development decision-making and regional planning.

- Work with First Nations organisations and case study partners to develop and trial culturally inclusive place-based planning approaches that support integrated decision-making for energy infrastructure, cultural priorities, caring for Country and supporting and empowering First Nations communities.

- Collaborate with team members and sector leads and government entities to ensure that the cultural analysis process is incorporated into robust assessment and approval procedures.

- 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.

- Actively participate in research seminars and conferences to disseminate research findings as opportunities arise.

1.2 **LEADERSHIP AND SERVICE**

The appointee will be expected to:

- Actively participate and contribute to planning activities or committee work to support capacity building in the Faculty/discipline.

- Actively participate in activities within the Faculty to support Diversity and Inclusion.

- Contribute to, or present research to the public to elevate public awareness of educational and scientific developments and promote critical enquiry and public debate within the community where appropriate.
● Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity.

1.3 OTHER DUTIES

The appointee will be expected to:

● Perform other tasks as requested by the supervisor
● 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

2.1 ESSENTIAL

● Completion (or near completion) of graduate-level studies in participatory decision-making, First Nations knowledges, caring for Country or environmental research. Recognising the value and significance of Indigenous Knowledge, Aboriginal and Torres Strait Islander people who do not have a higher education qualification, but have experience applying First Nations knowledge of Country, meet this criterion.
● Proven expertise in cultural engagement, consultation, and risk assessment.
● Strong communication and interpersonal skills and capacity to develop effective relationships and work effectively with diverse stakeholders and communities.
● An understanding of the importance of cultural considerations and the priorities, opportunities and challenges facing First Nations communities in energy transition and infrastructure development.
● Ability to work with communities and with First Nations organisations and experts at all levels to analyse and synthesize cultural data and relationships into actionable recommendations.
● Demonstrated experience in developing reports and engaging with decision-makers.
● Capacity to work independently and as part of a multidisciplinary team.
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:

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 five of the University’s campuses – Parkville, Dookie, Burnley, Creswick 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 http://www.unimelb.edu.au/governance