



THE UNIVERSITY OF
MELBOURNE



Appointment of

Associate Professor in Peace and Conflict

School of Social and Political Sciences, Faculty of Arts



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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.





The Faculty of Arts

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 is committed to creating a workplace where equity, diversity and inclusion are celebrated and everyone is treated fairly, regardless of gender, sexuality, ability, ethnicity, religion or age. People with diverse experiences and especially Aboriginal and Torres Strait Islanders and other First Nation people are strongly encouraged to apply.

If you have any accessibility or other requirements for the application or interview, please contact us. We are dedicated to ensuring barrier free and inclusive practices to recruit the most talented candidates. A position description is available in alternate formats if required, including large print.

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 700 academic and professional staff, 13,000 students across undergraduate, graduate coursework and research higher degree programs, and a strong and active alumni population of over 70,000 worldwide.

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 and Curatorship, Arts and Cultural Management, Indigenous Studies, Creative Writing, English and Theatre Studies, Media and Communications, Publishing and Communications, 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 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

The School of Social and Political Sciences

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, Sociology and Gender Studies. 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 Gender Equity Initiative, the African Studies Group, the Myanmar Research Network, the Australian Centre, the Centre of Excellence for Indigenous Futures, the Narrative Network, the Peacebuilding Initiative, the Australian Welfare to Work Lab, the Critical Ethnography Lab, the Disability, Diversity and Inclusion Initiative, Melbourne Centre for Cities, Melbourne Climate Futures and the Oceania Initiative.

The School also runs a Community Engaged Research Network and Education and Students Community of Practice.

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.

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.

Position Description & Selection Criteria

It is essential that the Selection Criteria be addressed in the job application. At this university this means including a cover letter that addresses each of the criteria. Applications that fail to address the Selection Criteria explicitly will not be considered. If you have any queries about this please contact the Head of School, Professor Jennifer Balint (and see 'how to apply' section below).

POSITION NO.	0062576
CLASSIFICATION	Level D
SALARY	\$175,858- \$193,740 p.a
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full Time (1.00 FTE)
BASIS OF EMPLOYMENT	Continuing

Position Summary

Applications are invited for a full time, continuing Associate Professor in Peace and Conflict in the School of Social and Political Sciences.

The Associate Professor in Peace and Conflict will be an outstanding researcher as well as a committed and engaging teacher who will provide academic leadership across their relevant discipline as well as more broadly across the School and in the Initiative for Peacebuilding.

The School recognises that the student cohort has become increasingly diverse. The Associate Professor in Peace and Conflict is expected to draw on their expertise in facilitating a classroom experience that meets the needs of the student cohort, to enrich the academic scholarship life.

They will make significant contributions to the advancement of scholarship and teaching and research in their discipline or related area(s). The research work of an Associate Professor will make a major original and innovative contribution to their field of study or research and be recognised as outstanding nationally or internationally.

The Associate Professor in Peace and Conflict will provide senior leadership in the School and Faculty through their role as Co-Director of the Initiative for

Peacebuilding - a Faculty, School and philanthropic supported Research Initiative, bringing together multidisciplinary research, engagement, and education to advance peacebuilding and conflict prevention in the Indo-Pacific region. They will lead the Initiative to advance its overarching objectives from an Australian non-government vantage point through a program of research, training, and engagement activities.

Key Responsibilities

The incumbent will possess performance of exceptional distinction and achievements that are recognised as distinguished internationally or nationally.

TEACHING AND LEARNING

- Subject coordination including the supervision of sessional tutors (administrative and academic)
- Curriculum design and innovation, including cross-disciplinary approaches
- Development of technology-based teaching, learning and assessment programs and resources
- Teaching and learning innovation grants (with emphasis on national competitive and peer reviewed)
- Provide leadership in and coordination of the teaching and development of relevant teaching programs
- Preparation and delivery of lectures, tutorials and seminars into undergraduate and graduate subjects, as deemed appropriate, and in line with Faculty of Arts minimum thresholds for teaching satisfaction
- Administrative tasks associated with the subjects taught
- Undertake supervision of theses at Honours and Masters by coursework level
- Active engagement with the Faculty's Arts Teaching Innovation and Arts e-Teaching teams to enable effective curriculum development in subjects and programs

RESEARCH

- Publications, including (but not limited to) peer-reviewed journal articles, book chapters, books, creative outputs and commissioned reports
- Research grants and external research income (emphasis on competitive, international and peer-reviewed)

- Participate in the research activities of the discipline, actively participate in research seminars as well as at national and international conferences
- Make a leading contribution to developing networks within the discipline and with other academics, institutions, practitioners and communities, both nationally and internationally, to support collaboration and the efforts of the Initiative for Peacebuilding
- RHD supervision

LEADERSHIP AND SERVICE

- Co-Direct the Initiative for Peacebuilding and supervise associated staff and co-lead the program of work as per the 3-year business plan
- Active engagement in service, leadership and coordination roles in the discipline, School and Faculty demonstrating respectful, inclusive behaviours at all times and building trust amongst colleagues
- Active participation in committees (discipline, School, Faculty, University)
- Leadership in development of national and international institutional partnerships and networks
- Compliance with University policy and procedural requirements
- Continuing professional development activities
- Undertake leadership and administrative activities commensurate for a Level D academic with a clear aspiration and desire to undertake more substantive academic leadership roles in the future

Selection Criteria

ESSENTIAL

- A completed PhD in a relevant discipline
- An outstanding record in research as demonstrated by international recognition with an established publication profile in high quality journals and publishing houses commensurate with stage of career
- Demonstrated specialisation in research with a peace and conflict focus which complements and strengthens the existing research profile in the School of Social and Political Sciences.
- A record of success in gaining research grants
- Experience in the development and management of budgets and strategic planning

- Capacity for multidisciplinary research and/or the willingness to engage in cross-disciplinary environments
- Extensive knowledge of the sector and demonstrated ability to collaborate with industry and community partners to deliver collaborative engagement programmes
- A capacity to develop and foster new engagement activities, including the willingness and capacity to participate in public events
- Demonstrated ability for excellence in teaching including the capacity to initiate course development
- Demonstrated knowledge and understanding of the learning orientations of a diverse student cohort, combined with the ability to apply this knowledge and understanding to create a highly inclusive student learning environment
- Strong computer literacy in line with the University's commitment to eTeaching and eLearning
- Demonstrated ability to work independently as well as work in a team
- Demonstrated excellence in leadership and management including the capacity to contribute to strategic planning that will advance the Peacebuilding Initiative
- Demonstrated professional and collegial behaviour of a very high standard (encompassing commitment to the Faculty's Values and Behaviours outlined on page 5).

SPECIAL REQUIREMENTS

- Employment in this position is conditional upon completion of the University's "fit and proper" checks where required and receipt of a valid Working with Children Check prior to commencement.

Equal Opportunity, Diversity & 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.

Occupational Health & 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 [here](#).

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



The University of Melbourne

Ranked number 34 in the latest Times Higher Education World University Rankings*, Melbourne competes on an international stage with the best institutions globally and has an international outlook and reach to match.

With a rich history stretching over 160 years, the University of Melbourne also occupies a special place in the heart of the city. Since its founding in 1853, the University has been committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 52,000+ students from over 130 countries. The University comprises nine Academic Divisions providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

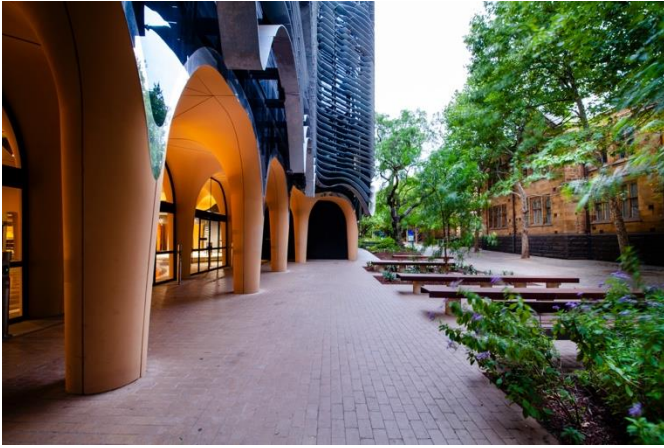
The alumni network is significant and truly international, with representation from 160 countries. This international community includes former Prime Ministers, Governors General, and Nobel Laureates, and is a testament to the world-class education the University of Melbourne delivers.

*Times Higher Education World University Rankings 2023

THE MELBOURNE MODEL

Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model's curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.



- 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.

The University of Melbourne's Strategic Plan 2020 – 2030

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.



People and Benefits

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. The University is proud of its many staff that have been recognised through prestigious national and international awards and through membership of Australia's learned academics. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world class organisation which provides its staff with exceptional benefits and support at every stage of their life and career.

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

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.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. 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.

Living and Working in Melbourne

Geography

Melbourne is the capital city of Victoria and the second largest city in Australia. It is set around the shores of Port Phillip Bay and sits beside the Yarra River, around five kilometres from the bay.

Melbourne is home to over 5 million people and has a metropolitan area of 9990.5 km². The Economist Intelligence Unit has frequently rated Melbourne amongst the world's most liveable cities city, 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 home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

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.

Further Information

General Information about the University of Melbourne is available at its website www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

The University of Melbourne's Strategic Plan 2020-2030: Advancing Melbourne
<https://about.unimelb.edu.au/strategy/advancing-melbourne>

Annual Reports
<http://annualreport.about.unimelb.edu.au>

Faculty of Arts
arts.unimelb.edu.au

Research
University of Melbourne research strategy and implementation
research.unimelb.edu.au

Teaching
Teaching and Learning at the University of Melbourne
provost.unimelb.edu.au

Careers
<https://about.unimelb.edu.au/careers>

How to apply

Please submit your application via the University of Melbourne's Careers [page](#)

The Faculty of Arts is committed to equity, diversity and inclusion. It aspires to reflect the diversity of our local and global communities; where people are valued, respected and have equal access to opportunities and are encouraged to fulfil their talents and potential. Applicants with diverse experiences are strongly encouraged to apply. This includes First Nations people, culturally and linguistically diverse people, Deaf and hard of hearing people, people with a disability, LGBTIQ+, and neurodiverse people. If you have any accessibility requirements for the application or interview, please contact us. We are dedicated to ensuring barrier free and inclusive practices to recruit the most talented candidates. A position description is available in alternate formats if required, including USB, and Large Print.

ENQUIRIES

Contact for enquiries only, please do not send your application to this contact

NAME	Jennifer Balint
TELEPHONE	+61383443352
EMAIL	jbalint@unimelb.edu.au