Rewarding careers at Melbourne

Candidate Information Pack

Doreen Thomas Fellowships

Multiple academic positions (Levels B-E) open to candidates who identify as women, including cis and transgender women.

Faculty of Engineering and Information Technology

THE UNIVERSITY OF MELBOURNE

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.

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.

As a Doreen Thomas Fellow, you will play a crucial role in shaping the future of engineering and IT. You will have the opportunity to lead high-quality research projects, collaborate across disciplines and engage with industry partners to translate discoveries into tangible solutions.

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
Interim 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."

Message from our Head of School of Chemical and Biomedical Engineering

The School of Chemical and Biomedical Engineering (CBE) integrates the expertise and capabilities of the Chemical Engineering and Biomedical Engineering departments.

The resulting mix of skills creates new horizons for engineering and enables the realisation of transformative new ideas into practical innovations. This ranges from the development of bionic prosthetic implants to remediation of Antarctic landscapes. The sweep of technological applications is vast and we are focused on end-use inspired research.

We encompass mining, energy, material science, the environment, medical devices, medical imaging, drug delivery and food production. Our goal is to facilitate knowledge acquisition, research excellence, and its translation into technological, societal, industrial and medical innovation.

The School is currently composed of 42 continuing education and research staff, 85 Research focussed Staff, 200 PhD students and 14 technical and support staff. It is home to several important Research Centres including the ARC Dairy Innovation Research Hub, the ARC Centre of Excellence for Enabling Eco-Efficient Beneficiation of Minerals (COEMinerals), the ARC Centre of Excellence in Plants for Space, and the ARC Training Centre for Medical Implant Technologies.

We currently offer Masters of Chemical Engineering with options in Materials and Minerals, Sustainability and Environment, and Business and offer Masters of Biomedical Engineering with options in Business. We further teach into the Bachelor of Science, the Bachelor of Biomedicine.

Our School ambition is to be at the forefront of personal and planetary health. To do this we will continue to have an inclusive and ‘future fit’ school, that enables our staff and students to excel and readily engage in challenges at the forefront of our fields.

Professor Amanda Ellis
Head of School

“Our School ambition is to be at the forefront of personal and planetary health.”

Message from our Head of School of Computing and Information Systems

The School of Computing and Information Systems (CIS) undertakes research and teaching across a range of information technology disciplines including Software Engineering, Information Systems, and Computer Science.

CIS is the most highly ranked School of Computing and Information Systems in Australia according to all major rankings (THE, QS, ARWU). We offer a comprehensive range of IT and IS courses at all levels, including offerings in science, engineering, and business, and are at the forefront of computing research in Australia and internationally, with close links to major computing research initiatives, including Melbourne Bioinformatics, CSL, The Cremorne Digital Hub and CSIRO's DATA61.

Our School prides itself on its community engagement, including extensive school outreach, collaborations with our dynamic Science Gallery, and contributing to local and national events and festivals such as White Night Melbourne and Splendour in the Grass. We also collaborate with a wide variety of industry partners, including governments and commercial businesses. Our projects are varied, including cutting-edge AI, our academics are skilled science communicators adept at making research come alive, bringing computer science to bear on matters of significant public interest and concern. Our aim is to research and develop innovative solutions to reach every part of society where we can make a difference.

To achieve our mission and maintain our lead in research and teaching we must attract and retain outstanding staff. Furthermore, our commitment to female representation at all levels of academia is resolute. To have an enduring impact on the computing and technology landscape of the future, we must support and develop our female teaching and research staff throughout their careers. We have existing highly successful research teams in the desired areas of appointment, a large number of PhD students, and a substantial cohort of graduate students in our coursework master's programs. We want you to join us too, and we promise to support you to succeed.

I hope you will join us on this exciting journey!

Professor Uwe Aickelin
Head of School

"To achieve our mission and maintain our lead in research and teaching we must attract and retain outstanding staff."

Message from our Head of School of Electrical, Mechanical and Infrastructure Engineering

Building upon an accomplished record of rigorous academics and world-leading research, the departments comprising the School of Electrical, Mechanical and Infrastructure Engineering (EMI) are undergoing unprecedented growth.

This growth is not only measured in the strategic expansion of facilities and infrastructure, but in an exciting reinvention of how we teach our students, conduct our research, and engage with our external partners -- both here in Australia, and throughout the world. The investment in additional innovation-minded academic staff is central to attaining the aims of our plan.

EMI School academic staff are dedicated scholars who are committed to teaching excellence, and widely recognized for their research contributions. Under the leadership of FEIT, the departments of the EMI School are undergoing their most ambitious expansion in over a century. This initiative has afforded us the opportunity and resources to reimagine and implement more innovative, comprehensive and collaborative ways to educate our students, collaborate with industry/government, and to engage with and have positive impact on the broader constituencies that we serve.

To realize the full potential of the FEIT 2025 endeavour, the School of Electrical, Mechanical and Infrastructure Engineering is seeking applications from talented academics. Ideal candidates are those who embrace our vision's collaborative teaching and research aims. In accord with the wishes of Doreen Thomas, a distinguished scholar and the first Head of the EMI School, we are pleased to encourage qualified female applicants.

The EMI School is committed to providing the entirety of our academic staff, and especially our junior staff, the supportive environment and services that enable them to optimally pursue their career advancement. In particular, the School has and continues to develop and implement initiatives aimed at ensuring our early career researchers become world-leading academics in every sense.

Professor Joseph Klewicki
Head of School

"The EMI School is committed to providing the entirety of our academic staff, and especially our junior staff, the supportive environment and services that enable them to optimally pursue their career advancement."

About the Faculty of Engineering and Information Technology

Our Faculty Values

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.

The position

The Doreen Thomas Fellowship scheme is established to attract, or retain, outstanding women and gender-diverse academics to FEIT across our three schools into continuing Education & Research academic positions offered at Level B (Lecturer) to E (Professor).

These positions will be in alignment with the needs and disciplines of each School, as follows:

Chemical and Biomedical Engineering (CBE):

Sustainability & Circular Economy, Pharmaceutical processing, Food & Food Waste Engineering, Biomaterials, Biomechanics & Mechanobiology, Neural Engineering, Biomedical Imaging, Systems & Synthetic Biology.

Computing and Information Systems (CIS):

Artificial Intelligence, Computer Science, Human-Computer Interaction and Information Systems.

Electrical, Mechanical and Infrastructure Engineering (EMI):

Civil, Environmental or Digital Infrastructure (Geomatic) Engineering with a priority on Indoor Environment and Sustainable Buildings. Electrical and Electronic Engineering with a priority on Terahertz Technologies or Computational Systems for Infectious Diseases.

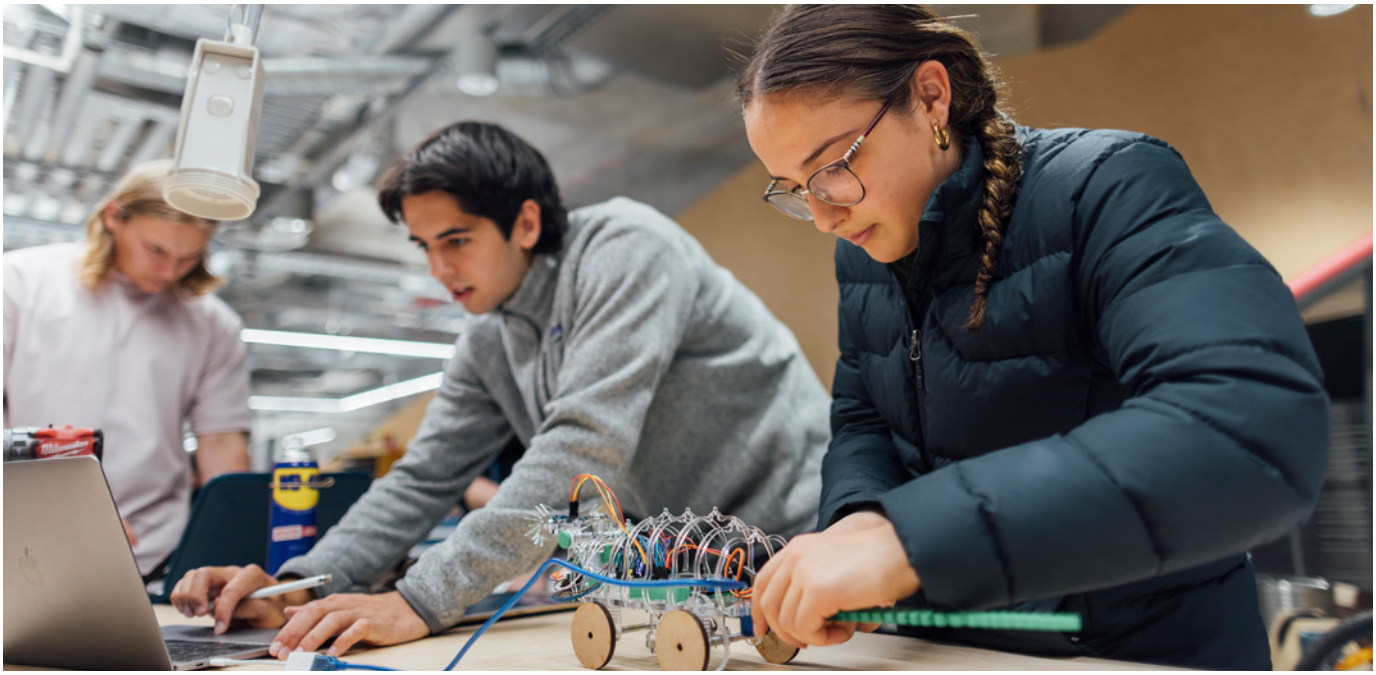
The major component of the Doreen Thomas Fellowships scheme is the early focus on supporting the acceleration of research as Fellows establish a career as an Education & Research academic in FEIT.

All Doreen Thomas Fellows are expected to:

- Build an excellent body of research achievement with active exploration of, and engagement in, broader research collaborations across the University.
- Build an active cohort of higher degree researchers.
- Undertake high quality, independent and potentially multidisciplinary research and will have commensurate education and leadership and service expectations during the program.
- Have an increased focus for research (~60%) in the initial 3 years, with an education assignment commensurate with this.
- Have an increased focus on funding and establishing collaboration.
- Participate in professional-development opportunities available.

Depending on levels of academic appointment, Fellows may have expectations that are commensurate of their levels and activities such as leading the preparation of major research projects and publication of research outcomes in conferences and journals as well as presenting research to a variety of industry partners and/or stakeholders.

Fellows will benefit from a negotiated start-up package to support project costs; equipment needs and travel.



Job description:
Key duties and responsibilities

Classification

Multiple positions available, level is subject to qualification/s and experience.

- Lecturer (Level B)
- Senior Lecturer (Level C)
- Associate Professor (Level D)
- Professor (Level E)

Salary

- $119,231 - $141,581 p.a. (Lvl B)
- $146,050 - $168,403 p.a. (Lvl C)
- $175,858 - $193,740 p.a. (Lvl D)
- $226,517 p.a. (Lvl E)

Superannuation

Employer Contribution 17%

Basis of employment

Continuing, Full-time (1 FTE)

The Faculty of Engineering and Information Technology (FEIT) is committed to providing a supportive environment where women and gender-diverse people are empowered to achieve their aspirations in academia. In line with the Special Measure under Section 12(1) of the Equal Opportunity Act 2010 (Vic), FEIT encourages applications only from suitably qualified women and gender-diverse candidates.

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.

The Faculty of Engineering and Information Technology (FEIT) is committed to providing a supportive environment where women and gender-diverse people are empowered to achieve their aspirations in academia.

Key Responsibilities – all academic levels

Research and Research Training

- Independently plan and carry out research on the nominated research project and work towards completion of the aims of the project.
- Develop effective timelines and milestones based on goals of the research program.
- Liaise effectively with collaborators with a variety of internal and external stakeholders.
- Assist other researchers in carrying out experiments to work as a team and further the School/Department's research output.
- Prepare and publish research outcomes in conferences and journals.
- Conduct presentations for broad audiences, including key industry partners.
- Provide strong mentorship through the co-supervision of PhD students.

Education

- Coordinate and conduct lectures and tutorials at undergraduate and postgraduate level, including engagement in teaching innovation and improvement;
- Perform marking and assessment duties and be responsible for supervision of project marking in subjects as lecturer-in-charge;
- Provide adequate access for and effective student consultation;
- Be proactive in the development of subject materials and delivery, including the use of online resources as appropriate;
- Act as Subject Coordinator with responsibility for the design, development, coordinated delivery and ongoing improvement of that subject and keep the Subject Coordinator informed of changes to personnel and/or requirements;

Leadership and Service

- Attend and actively participate in Departmental/School seminars, meetings and/or committee memberships.
- Participation in industry, community and student activities.

Special Requirements

- All positions require the incumbent to hold a current and valid Working with Children Check.

Key Responsibilities – Level C

In addition to those outlined above, responsibilities for Senior Lecturer will include significant original contributions to research, high-quality contributions to teaching and learning, effective leadership and engagement activities.

Key Responsibilities – Level D

In addition to those outlined above, responsibilities for Associate Professor will include outstanding independent contributions to research, leadership of collaborative and cross-disciplinary teams, significant evidence-based teaching and learning practices and outstanding contributions in service and engagement activities.

Key Responsibilities – Level E

In addition to those outlined above, responsibilities for Professor are outlined in the document **Leadership roles of Melbourne Professors.**

Selection Criteria - Level B

Essential

- Have completed a PhD in a relevant field.
- A record of quality research as evidenced by publications in leading journals and at conferences commensurate with opportunity.
- Ability to perform independent research with a commitment to interdisciplinary research.
- Excellent written and verbal communication skills, demonstrated by presentation of research results at conferences, internal forums and through manuscript submissions.
- Excellent interpersonal skills, including an ability to interact with internal and external stakeholders in a courteous and effective manner.

Selection Criteria - Level C

Essential (in addition to those above)

- Evidence of a significant leadership role of a research team with excellent ability to manage collaborative projects and research activities, involving the management of personnel, timelines and budgets, and relationships with various stakeholders;
- Capacity to teach effectively and develop educational programs and methods across a range of subjects.

Selection Criteria - Level D

Essential (in addition to those above)

- A well-established, internationally-recognised record of high quality research, as evidenced by publications in high-quality journals, presentations at conferences and other performance indicators,
- Demonstrated leadership in academia,
- A track record in attracting competitive research funding and/or leading projects involving others.

Selection Criteria - Level E

Essential (in addition to those above)

- A distinguished high-profile international standing of research excellence,
- Demonstrated excellence in academic leadership and management including an ability to build strong, sustainable teams;
- An international reputation in leading research innovation and fostering research collaboration with industry and with researchers from other organisations as part of multi-disciplinary teams;

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, future-facing 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: **about.unimelb.edu.au/strategy/advancing-melbourne**.

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.

New student precinct at Parkville

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 values diversity because we recognise that differences in our 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.

How to Apply

Application requirements

Your current CV outlining your relevant experience to the academic position, research and teaching track record, and a list of research outputs in the following order:

- Authored books
- Edited books
- Book chapters
- Refereed journal articles
- Fully referenced conference papers
- Other publication outputs

Statement of Research (2 pages)

Describe your research achievements and contributions to date. Describe how your research has led to significant change or advance of knowledge in your field and other impact. Outline how your achievements will contribute to FEIT and/or this Fellowship.

Explain the contribution and significance of your publications within the context of your discipline/s. This may include the importance/ esteem of specific journals in your field and/or specific indicators of recognition within your field such as first authorship/ citations.

Describe your research supervision track record by outlining your role and student outcome and results.

Research Project Proposal (2 pages)

Outline a research project proposal, using the following headings:

- Aims and Background
- Methods
- Expected Outcomes
- Potential Impact and relevance to research area in the host department/school
- Funding opportunities
- Reference list

Thank you for your consideration

Statement of Education (1-2 pages)

Provide a statement of teaching and learning, summarising your approach to quality teaching and its relation to your research. Include information about:

- Prior teaching experience and any outcomes [explaining the subject course, innovations in approach, your involvement and role].
- Potential teaching [what subjects would you like to teach and why]
- Outline your approach to teaching pedagogy towards student centred learning and innovations that you seek to develop and implement.

Engagement (up to 200 words)

Describe your engagement with external partners, government and not for profit agencies in your research and/or teaching activities and their significance to your initiatives.

Apply now

Please submit your application with your resume and above requirements through the University's website: **jobs.unimelb.edu.au**

Contacts

If you have any questions about these appointments, please reach out via the relevant email below:

Computing and Information Systems

A/Prof Jenny Waycott: **jwaycott@unimelb.edu.au**

Chemical and Biomedical Engineering

Prof Amanda Ellis: **amanda.ellis@unimelb.edu.au**

Infrastructure Engineering

Prof Andrew Western: **a.western@unimelb.edu.au**

Electrical and Electronic Engineering

Prof Chris Manzie: **manziec@unimelb.edu.au**

If you have any questions regarding the recruitment process, contact Shabon Nawabi via email at **hr-careers@unimelb.edu.au**

THE UNIVERSITY OF MELBOURNE

Faculty of Engineering and Information Technology

Get to know us better in your own time

RFQ10719
CRICOS Provider Code: 00116K

May 2024