



POSITION DESCRIPTION

Melbourne Law School

Research Fellow- Centre of Excellence for the Elimination of Violence Against Women (CEVAW)

POSITION No	0063808
CLASSIFICATION	Level A
SALARY	\$83,468 - \$113,262 (pro rata)
SUPERANNUATION	Employer contribution of 17%
EMPLOYMENT TYPE	Part-time (0.4 FTE), fixed term position for three years Fixed term contract type: Specific task or project
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
CURRENT OCCUPANT	Vacant
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.
CONTACT FOR ENQUIRIES ONLY	Professor Cathy Humphreys Tel +61 3 8344 Email: cathy.humphreys@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our websites:
about.unimelb.edu.au/careers

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank, and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff, and students we are privileged to work and learn every day with Indigenous colleagues and partners.

About the ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW)

The Australia Research Council (ARC) Centre of Excellence for the Elimination of Violence against Women (CEVAW) is the world's first Centre to tackle the full range of forms of violence against women in Australia and the Indo-Pacific region. CEVAW aims to transform our understanding of the problem by examining the structural drivers that cause and compound violence against women (VAW), and pioneering new, evidence-based approaches to inform trajectory-altering practice and policy. CEVAW will generate fundamental knowledge on the causes of violence, the contexts in which it occurs, and the most effective and efficient responses. This interdisciplinary research will be data-driven, Indigenous-centred and co-designed with partners. CEVAW brings together over 40 world-leading experts to develop scalable approaches to eliminate violence against women across the legal, security, economic, health, and political systems of Australia and the region. Headquartered at Monash University, CEVAW comprises 14 chief investigators at seven Australian institutions, 15 partner investigators worldwide, 33 partner organisations and over 100 HDR students and postdoctoral fellows. By building strategic and strong partnerships with Australian and international research institutions and partner organisations, CEVAW will translate research into innovative tools and strengthened capacity to drive the elimination of violence against women. With almost \$50M investment from the ARC and contributing organisations, CEVAW is poised to make a significant, global impact.

At CEVAW, we are committed to fostering an inclusive, safe, and supportive environment free from discrimination and marginalisation that upholds the principles of respect, equity, and inclusion. We are committed to research that is anti-colonial and a policy of zero tolerance of racism, homophobia, transphobia, misogyny and all forms of bullying and harassment. Aboriginal and Torres Strait Islander people are strongly encouraged to apply for all positions.

Position Description

The position of Research Fellow is an academic role located in the ARC CENTRE OF EXCELLENCE FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN (CEVAW).

The Research Fellow will need to be able to demonstrate the ability to work as part of a team and in partnership with CEVAW Partner Investigators and Organisations in performing a variety of tasks including but not limited to conducting research including leading fieldwork, data collection and data management, potentially across multiple sites in the Indo-Pacific region.

Position Purpose:

The Postdoctoral Research Fellow will contribute to the research project, Frontline Practice Responses to Violence Against Women. The project will examine the effectiveness of crisis and recovery responses for women and their children living with and leaving DFV or other types of VAW. The focus will be on the response from the non-specialist DFV sector, with potentially attention to drug and alcohol organisations and experiences of the barriers and facilitators of working across sectors in the responses to DFV. This project involves:

- mapping and analysing the nature of the workforce, including the extent to which it is informed by gendered and trauma-informed understandings of the dynamics of VAW to inform workforce development,
- examine the workforce, focused on the non-specialist workforce and its responses to VAW to develop appropriate learning and education resources,
- build an evidence base leading to better service provision for women and children living with and fleeing violence, and
- explore and develop innovative practices and programs for women to move towards recovery and economic independence.

The research fellow will be responsible for conducting research and analysing in-depth qualitative and/or quantitative research focusing on examining the effectiveness of the non-specialist sector to respond to crisis and recovery for women and their children living with and leaving DFV or other types of VAW. Attention will be given to the response in drug and alcohol organisations. The research fellow will also be responsible for leading research design discussions with regional, industry partners and peak bodies. The Research Fellow will lead the fieldwork, data collection, and data management in Victoria, while liaising closely with the fieldwork site in Samoa.

Reporting Line: The position reports to the CEVAW Workstream Lead, Professor Cathy Humphreys at the School of Social Work, The University of Melbourne and a Level C supervisor (yet to be confirmed).

1. Key Responsibilities

Specific duties required of a Level A.8 research-only academic may include:

- Contribute as a member of a team and independently to CEVAW's research projects
- The conduct of research either as a member of a team or independently and the production of conference and seminar papers and publications from that research
- The preparation and formulation of publications, workshops, presentations, and research reports arising from the research

- Maintain a good publication record of high impact, international, esteemed peer-reviewed journals
- Adhere to the principles and ethics of working with Indigenous colleagues
- Contribution to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding bodies
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise
- Administrative functions primarily connected with their area of research
- Occasional contributions to CEVAW research training and ethics program (e.g. guest lectures, short master classes and workshops)
- Attendance at regular meetings associated with the research project and CEVAW, and membership of a limited number of committees
- Be a leading example of the principles and values embodied in the University's and CEVAW's Code of Conduct, and behave, act, and always communicate to reflect fairness, ethics, and professionalism
- Other duties as directed from time to time

2. Key Selection Criteria

2.1 ESSENTIAL

Education/Qualifications

- The appointee will have a doctoral qualification or extensive research experience in social work or other relevant social science disciplines with knowledge of violence against women and/or gender-based violence.
- Eligible for AASW membership

Knowledge and Skills

- Qualitative research experience
- Evidence of publication of high-quality research on violence against women, and / or sexual and gender-based violence
- Knowledge of interdisciplinary and Indigenous-centred research approaches
- Demonstrated ability to work as part of an interdisciplinary team and with partner organisations, and a demonstrated ability to work independently in a research environment to meet project deadlines
- Excellent written and oral communication skills
- A demonstrated capacity to work in a collegiate manner with other staff in the workplace
- Experience in the area of alcohol and other drug and/or domestic violence services

2.2 DESIRABLE.

- Quantitative research experience.
- Demonstrated experience applying for competitive external funding to support individual and collaborative research activities.
- Experience building sustained collaborations or relationships with Indigenous organisations and/or organisations in the Indo-Pacific region and or faith-based organisations.
- Experience in the drug and alcohol sector

2.3 OTHER JOB-RELATED INFORMATION

- Domestic and International Travel will be required
- There may be peak periods of work during which taking of leave may be restricted.

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 University's People Strategy 2015-2020 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 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 service for excellence and reach the targets of Growing Esteem.

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 BUDGET DIVISION

<https://healthsciences.unimelb.edu.au/departments/socialwork>

The University of Melbourne was 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>.

5.2 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.3 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>