

Position description

Research Fellow

Position number	50019312
Department/Unit	Monash Sustainability Institute
Faculty/Division	Office of the Provost and Senior Vice-President
Classification (salary rates)	Academic Level A
Employment type	Full time (1.0)
Work location	Clayton campus
Date document created or updated	24/07/2014

Organisational context

Monash is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit www.monash.edu

The Provost and Senior Vice-President is the Chief Academic Officer of the University and is responsible for: setting the University's academic strategy and priorities with view to improving the education and research performance of the University; oversight of faculties, academic-related portfolios and University-wide centres and institutes; oversight of academic staffing including recruitment, development, reward and recognition, policies and procedures; strategic leadership for the delivery of academic programs; identifying and cultivating interdisciplinary areas of excellence and collaboration.

The **Monash Sustainability Institute (MSI)** aims to improve the understanding and the interplay between society and the environment, to generate the knowledge needed to solve related complex, interdisciplinary problems, and to develop policy, management and technology options. MSI is committed to delivering solutions to key sustainability challenges through promoting and facilitating research, embedding sustainability into education programs and partnering with government agencies, industry, philanthropic organisations and other universities to continue to conduct and produce research and education that leads to meaningful impacts for a more sustainable Australia. To learn more about the institute and its work, [please visit our website](#).

The **Systemic Governance Research Program** brings a systems thinking approach to 'wicked' or 'messy' situations in order to identify and create the conditions for more effective governance performances. The Program primarily deals with the governance of water, climate change adaptation, food security, research for development and organisational learning. Researchers in the Program engage in transdisciplinary and collaborative action research with a range of organisations to enhance systemic awareness and performance in these fields. The Program was established by Professor Ray Ison in 2008 to explore the practical and theoretical robustness of current water and climate change governance regimes and to develop new models and strategies to make future governance fit for purpose in a climate-changing world. To learn more about our Program, [please visit our website](#).

Position purpose

The purpose of this role is to: (1) contribute to the development of a new 'learning laboratory' initiative; and (2) contribute to research inquiries into water governance in Australia. The role will also contribute generally to the research activities of the Systemic Governance Research Program, including participating in inter- and trans-disciplinary research, preparing written publications, and seeking research funding.

- 1) **Development of 'learning laboratories'**. The Systemic Governance Research Program is developing a new initiative to build systemic governance capacity in public, academic and student domains through a 'learning laboratory'. The candidate will be expected to contribute to the design and implementation of the learning laboratory, informed by modes of systemic inquiry and participatory action research. To begin with, two workshops will be organised with stakeholders internal and external to the University to scope the approach and develop a business model. The candidate will take a lead role in obtaining research ethics approval, qualitative data collection and analysis, liaising with key stakeholders and writing publications. The candidate will also lead the development of a short course on the learning lab approach.
- 2) **Research inquiries into water governance**. The candidate will lead research into the governance of water through a performative lens, focusing on two case studies in Australian urban and rural settings. The approach will involve qualitative research methods and where possible and appropriate, action research inquiry. This will also involve deepening and extending an extant collaboration with the Monash Performance Research Unit.
- 3) **Sustainable development goals**. Opportunities will be developed to support Monash University's role in refining and delivering the UN's Sustainable Development Goals.

In relation to these research activities, theoretical frameworks of performativity and dramaturgy will complement and advance frameworks relating to social learning and learning system design.

Reporting line: The position reports to the Professor (Research), Monash Sustainability Institute who will provide general supervision.

Supervisory responsibilities: Not applicable

Financial delegation and/or budget responsibilities: Not applicable

Key responsibilities

The occupant will provide significant support to research by performing a range of research-related tasks including:

1. Conduct research inquiries that involve data collection and both qualitative and quantitative analysis and preparation of results, reports, conference presentations and journal articles;
2. Provide significant assistance in the preparation of documentation (e.g. for grant applications, research, conference papers, ethics application) requiring the conducting of literature reviews and/or analysis of data and/or design of surveys;
3. Provide high level administrative and financial management support for research projects and programs including the maintenance, use of electronic and paper based information systems, data bases, websites and records;
4. Keep abreast of developments, activities and protocols in area of expertise through liaison with staff and peers, reading relevant literature and attendance at meetings and seminars;
5. Comply with University policy, procedure and protocols in relation to the nature of the research being conducted;
6. Other duties as required within the scope of the classification of this position.

Key selection criteria

Education/Qualifications

1. A postgraduate qualification in a relevant area, from a recognised University or an equivalent combination of research experience relating to social learning, systems thinking and practice, participatory action research or qualitative social science.

Knowledge and Skills

2. Demonstrated skills in the design and delivery of participatory research workshops;

3. Ability to solve problems by using discretion, innovation and the exercise of high level diagnostic skills within areas of functional responsibility or professional expertise;
4. Excellent written communication and verbal communication skills with proven ability to effectively analyse information and produce clear, succinct reports and documents which requires interaction with others;
5. Planning and organisational skills, with the ability to prioritise multiple tasks and set and meet deadlines;
6. Demonstrated well-developed computer literacy and proficiency in the production of high level work using software such as Microsoft Office applications and specified University software programs, with the capability and willingness to learn new packages as appropriate;
7. Where appropriate demonstrated ability to supervise, develop and motivate staff;
8. A demonstrated awareness of the principles of confidentiality, privacy and information handling.
9. Understandings of processes of learning and how situations for transformative learning can be created is desirable.
10. Some knowledge of the University's structure and systems is desirable.
11. Experience in coordinating the production of publications and similar materials is desirable.
12. Knowledge of committee processes and procedures is desirable.

Legal compliance

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.

Organisational chart

