

**Position Description****Wurruwila Wutja Research Fellow**

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<b>Position No:</b>	NEW
<b>Business Unit:</b>	Flexible
<b>Division:</b>	Flexible
<b>Department:</b>	Flexible
<b>Classification Level:</b>	Level A, B or C Research Only
<b>Employment Type:</b>	Up to 3 years fixed term. Part-time or full-time.
<b>Campus Location:</b>	Any
<b>Other Benefits:</b>	<a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a>

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

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### **Wurruwila Wutja Research Fellow**

The Wurruwila Wutja Research Fellow is a research only academic who will be expected to undertake independent and/or team research and participate in activities within the relevant field to develop their research expertise. The Fellow will be located in a discipline relevant School/Research Centre/Research Institute and be closely linked with the Gabra Biik, Wurruwila Wutja Research Centre.

### **Position Context/Purpose**

La Trobe University is committed to enhancing Indigenous leadership, self-determination, and knowledge. Consultation with community and support for Indigenous lead knowledge is core to the University and highlighted throughout our Indigenous Strategy, Indigenous Research Framework, and University research strategy, Research & Innovation 2030.

The La Trobe University Wurruwila Wutja Research Fellowship is a key initiative that has been developed under La Trobe University's refreshed research strategy, Research & Innovation 2030. The aims of the Fellowship are to support and retain Aboriginal and Torres Strait Islander researchers in higher education institutions and expand Indigenous researchers' capacity to provide a positive impact for our communities.

Through connections, support and existing research programs in the home School and via the Gabra Biik, Wurruwila Wutja Research Centre, the Fellowship specifically supports the development and growth of outstanding Indigenous scholars in their research endeavours aligned with the broader Research & Innovation 2030 and Indigenous Strategies. Fellows will be part of a workplace that is actively committed to inclusion and enabling all our people to flourish.

The Fellowship is a multi-year appointment (up to 3 years) and open to Indigenous researchers with a PhD or equivalent research experience who demonstrate a strong research track record and commitment to Indigenous community. Fellows will have the flexibility to pursue research within their area of expertise which aligns to a program of ongoing research at La Trobe University. The candidate will have a primary affiliation with a School, Research Centres and/or Research Institute and will report to a senior researcher working within an established program of research at La Trobe University to promote research excellence. The Fellow will also be a member of Gabra Biik, Wurruwila Wutja Research Centre and have opportunity to engage with the broader support network this Centre offers members.

Each Fellow will be assigned a mentor from within the University who will support the Fellow with career development. Funding will be available to support the development of the Fellow with an expectation the Fellow will apply for and secure external funding throughout their Fellowship to build their career.

### **Eligibility**

This is an Indigenous identified role and an affirmative measure therefore ONLY open to applicants of Australian Aboriginal or Torres Strait Islander heritage in accordance with an exemption granted under section 12 of the Victorian Equal Opportunity Act 2010.

The applicant will hold a PhD or equivalent research experience.

The Wurruwila Wutja Research Fellowship at La Trobe University will significantly contribute to the enhancement of Indigenous research capacity, leadership, and knowledge. By providing substantial support and fostering collaboration, the Fellowship will align with the University's commitment to Indigenous self-determination and cultural respect.

**Duties at this level will include:**

- Conduct and publish, or otherwise disseminate high quality and/or high impact research as a member of a team or independently and produce conference/seminar papers and publications from that research.
- Contribute to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding sources.
- Engage and build relationships with industry and community to ensure that all research results are communicated and adopted by industry, community and/or government.
- Support the supervision of Higher Degree by Research (HDR) candidates as required and related to the fellow's research program.
- Supervise research support staff involved in the staff member's research.
- Contribute to the activities of the department and school, as agreed with the supervisor and as consistent with the requirements of any external contracts relating to funding of the position.
- Attend to effective and efficient performance of allocated leadership functions primarily connected with the area of research.
- Capacity to supervise, or co-supervise (depending on level of appointment), Honours, Masters and/or PhD students.
- Sound analytical skills with an ability to communicate complex information clearly both orally and in writing.
- High level organisational skills: the ability to set priorities, meet deadlines, initiate and follow-up actions, with minimal supervision.

**Essential Criteria****Skills and knowledge required for the position**

- Completion of a PhD or equivalent qualifications or demonstrated record of achievement/leadership in an area of Indigenous Knowledge.
- A record of publications, conference papers and/or reports, professional or technical contributions, or contribution to knowledge (relative to opportunity) which provide evidence of strong research potential.
- Potential to apply for and obtain external funding for research.
- Demonstrated potential to be future research leaders.
- Ability to work with community and develop leadership aligned to community priorities.
- Excellent interpersonal skills and demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.
- Capacity to liaise effectively with a range of academic/industry collaborators nationally and/or internationally.
- Evidence of the ability to work as a member of a team in a co-operative and collegial manner.
- Willingness to contribute to university service in areas of specified need.

**Capabilities required to be successful in the position**

- Ability to work collaboratively, demonstrate inclusivity and tailor communication in a way that is meaningful to the audience – consistently modelling accountability, connectedness, innovation and care.
- Demonstrated creative and critical thinking, ability to generate ideas to solve local problems and recommend improvements to current work practices.
- Ability to align individual and University goals and create a safe, inclusive, high-performing culture – modelling and enabling accountability, connectedness, innovation and care.

## Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

## Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

## Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

## Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

## La Trobe's Cultural Qualities:

### WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

### WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

### WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

### WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

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For Human Resource Use Only

Initials:            Date: