
La Trobe University Wurruwila Wutja Indigenous Fellowship

Summary

The Indigenous Fellowship supports emerging Indigenous researchers build their research careers within a school, centre and/or institute through quality research outputs and receive support from Gabra Biik, Wurruwila Wutja.

Introduction

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, University Research Strategy and Indigenous Research Framework. The La Trobe University Indigenous Research Fellowship is a University Research Fellowship that supports Fellows to work within existing strong research programs and also be supported by Gabra Biik, Wurruwila Wutja Research Centre. The Fellowship specifically supports the development and growth of outstanding Indigenous scholars in their research endeavours aligned with university strategy.

Objectives

The Indigenous Research Fellowship aims to:

1. **Provide Research Development and Training:** Fellows will be supported in the development of research excellence in already high performing programs.
2. **Increase Fellows competitiveness for external funding:** Support and develop Fellows to achieve quality academic outputs and enhance grant competitiveness for external funding including ARC Discovery Indigenous scheme.
3. **Provide Professional Development:** Offer robust support, mentorship, professional development and academic pathway opportunities for Indigenous researchers.
4. **Enhance Research Capacity:** Build the research capacity of Indigenous scholars and contribute to Indigenous knowledge systems.
5. **Promote Indigenous Leadership:** Foster Indigenous leadership within academic research.
6. **Support Community-Driven Research:** Support research projects aligned with the priorities and needs of Indigenous communities.
7. **Encourage Interdisciplinary Collaboration:** Develop an understanding of cross-disciplinary research and opportunities for the integration of Indigenous perspectives across the university.
8. **Support Indigenous Higher Degree Research:** by diversifying the community of potential Indigenous supervisors

Fellowship Structure

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 that is supported by a program of ongoing research and collaborate across the University. The candidate will have a primary affiliation with a School, Research Centres and/or Research Institutes 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 and have opportunity to engage with Indigenous communities.

Each Fellow will be assigned preferably an Indigenous mentor from within or outside the university and a discipline specific mentor and be supported in their career development. Funding will be available to support the development of the Fellow with an expectation that external funding will be sought by the Fellow to further enhance their career.

Regular evaluations will assess progress and ensure transparency and accountability in fund usage.

The Fellowship will be offered biennially with applicants being assessed by Director (Indigenous research), DVCRIE, PVC(RC), relevant Deans and ADRIEs

Key Selection Criteria

- 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.
- 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.
- 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.
- This is an 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.

Funding:

Annual Salary: Level A6 (\$102,101)-C4(\$152,265) (\$141K- \$210K per year including oncost)

Professional Development and Community Engagement: \$10K per year

Annual Funding per year: \$151,899-\$220,125

Total Estimated of 3 years: \$456K – \$660,375K

Recruitment

1. **Fellowship PD:** Position description in consultation with the Director (Indigenous Research) and PVC (Research Capability).
2. **Mentorship and Support:** Mentorship will be established before the commencement of the Fellow and support systems.
3. **Research and University Onboarding:** This will be conducted by the Director of Gabra Biik in collaboration with the School or Institute where the Fellow is based.
4. **Evaluation and Reporting:** Regular evaluation of the Fellow's performance and reporting will be conducted through career success and the DVCRIE to ensure appropriate progression.

Measures of Success

- **Research output and Quality:** Number and quality of peer-reviewed articles, books, and conference papers published by the Fellows in relation to their field of research
- **Community Engagement and Impact:** Number and scale of community aligned projects and partnerships, including feedback to and from Indigenous communities on progress.
- **Professional Career Development:** Advancement of the Fellow in their professional career, including Fellows' future employment, as well as effectiveness of mentorship and networking.
- **Institutional Integration:** The development of a cultural safe space for the Fellows and integration with our Indigenous work force as well as initiatives collaboration across the University research environment.
- **External Funding:** Amount of research funding retained at La Trobe University.

Conclusion

The Indigenous 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.