

# ANU wants you

INFORMATION FOR  
PROSPECTIVE CANDIDATES

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**Director, Statistical Consulting Unit**

OFFICE OF THE VICE CHANCELLOR



Australian  
National  
University

# Message from the Deputy Vice-Chancellor (Research & Innovation)

The Australian National University (ANU) is unique in Australia. Ranked in the world top 20 by QS, and based in our capital city, ANU is charting a new strategic course to redefine the role of a contemporary national university.

Thank you for your interest in applying for the position of Director, Statistical Consulting Unit (SCU).

The role of SCU is to ensure that all researchers at ANU have access to the best possible guidance on statistical methods and design across a range of projects and disciplines. Stakeholders include academics, HDR candidates, masters and honours students.

The SCU, established in 1980, sits within the Research and Innovation portfolio as a research collaborative unit that specialises in statistical applications in academic research. Since its establishment the Unit has built an outstanding reputation for expert statistical advice in study design, data collection and data analysis across all disciplines. Research collaboration is central to the role of the SCU, working with over 200 postgraduate students and academics each year.

The consultants in SCU possess the technical expertise to keep abreast of fast-evolving research methodologies in a world-class data-driven research environment. SCU is an advocate for appropriate study designs for experiments and surveys, and provides advice in data management, exploratory data analysis, statistical modelling and data presentation. While one-to-one consulting is the core business of SCU there are rich opportunities to review and refresh the ways in which short courses, workshops, and other kinds of online training might enhance its current work.

The Director SCU will lead the statistical consulting team. The successful applicant will also be active in the support of collaborative research and will enhance research productivity and impact across ANU. The Director will provide strong leadership and vision in shaping the core business and functions of SCU over the next five years. There is an opportunity to review and transform its work to accommodate the changing needs of the research community and to



address the training requirements of students. The successful applicant will work in consultation with College Deans, senior research leaders and the wider research community to shape the future of statistical consulting at ANU.

This is a unique opportunity for an outstanding academic with a strong publication record and extensive experience in teaching, HDR supervision and consultancy. The new Director will build on traditional strengths in one-to-one consulting to implement innovative teaching, learning and consulting strategies appropriate to the diverse needs of students and academics and tailored to disciplinary requirements. This is an ideal role for an individual who seeks a challenging and rewarding leadership position in a collaborative and dynamic research-intensive environment.

A handwritten signature in black ink, appearing to read 'Keith Nugent', written in a cursive style.

**Professor Keith Nugent**

Deputy Vice-Chancellor (Research & Innovation)  
The Australian National University



# The University

# Australia's #1 university

The Australian National University is one of the world's foremost research universities. Distinguished by its relentless pursuit of excellence, the University attracts leading academics and outstanding students from Australia and around the world.

## History

The University was established by the Commonwealth Parliament in 1946 specifically to lead the development of the intellectual capacity of the nation through research and research training in line with the best international standards. It is the only Australian university established by a Commonwealth Act of Parliament. In 1960, the University accepted responsibility for undergraduate education along with an expectation that the highest standards of education would be achieved.

## Scale

The University has 4,094 staff, 12,827 undergraduates and 12,534 postgraduate students. Its annual revenue exceeds \$1.0 billion and consolidated assets are worth \$2.5 billion.

## Partnerships

The University has strong links with leading research institutions in Australia and overseas. It is a founding member of the International Alliance of Research Universities, a co-operative network of 10 eminent international research-intensive universities which includes:

- > University of Cambridge
- > University of Oxford
- > University of California, Berkeley
- > Yale University
- > Peking University
- > National University of Singapore
- > University of Tokyo
- > University of Copenhagen
- > ETH Zurich

## Research-intensive education

As the specially-chartered national university, the University conducts research at the highest levels in all of its colleges, and offers a unique research-led education to undergraduate and postgraduate students as well as postdoctoral fellows.

The University advances the national intellectual and creative capacity in three key ways:

1. Through broad-based research and research-intensive education in the disciplines fundamental to all knowledge: the humanities, the sciences and the social sciences,
2. By supporting research and research-intensive education in a spectrum of professional disciplines, and
3. By studying Australia in its various contexts.

It is the aim of the University to achieve its objectives by creating an inspirational working environment for all its staff, students and visitors.

In each of its endeavours, the University strives to achieve at the levels of the world's great universities.

## Location

The University campus has over 200 buildings and occupies 145 hectares adjacent to the city centre of Canberra. The University also has a number of smaller campuses:

- > Mount Stromlo Observatory (west of Canberra)
- > Siding Spring Observatory (near Coonabarabran, western New South Wales)
- > North Australia Research Unit (Darwin, Northern Territory)
- > Kioloa (coastal campus near Bawley Point, on the New South Wales South Coast)
- > ANU Medical School – The Canberra Hospital campus
- > ANU Medical School – Calvary Hospital
- > Health Facilities in South East New South Wales

➔ Further information about ANU can be found at [anu.edu.au/about](http://anu.edu.au/about)

# University Colleges

ANU has seven academic colleges, each housing the schools and research centres that contribute to the various broad disciplines. The ANU Colleges link research and teaching at undergraduate, postgraduate and higher degree levels. They undertake world-class research and provide education programs at the highest standards.

The University recognises the need to strengthen strategic planning, align administrative support with these plans and ensure consistency of policy and procedure. The aim of the college structure is to promote and formalise cooperation among the different contributors to disciplines in ANU.



## ANU College of Arts & Social Sciences

The ANU College of Arts and Social Sciences (CASS) is the research and education college for the broad disciplines of the creative arts, humanities and the social sciences. The College has two research schools - the Research School of Social Sciences and the Research School of Humanities and the Arts - that cover the main disciplines to deliver leading research and degree programs.

> [cass.anu.edu.au](http://cass.anu.edu.au)

## ANU College of Asia & the Pacific

The ANU College of Asia and the Pacific (CAP) hosts the largest assembly of scholars dedicated to working on Asia and the Pacific in the English-speaking world. Organisationally the College comprises three large Schools - the School of Culture, History and Language (CHL); the Coral Bell School of Asia Pacific Affairs; and the Crawford School of Public Policy - and two Research Centres: the Regulatory Institutions Network (RegNet) and the Australian Centre on China in the World.

> [asiapacific.anu.edu.au](http://asiapacific.anu.edu.au)

## ANU College of Science

The College consists of the Research Schools of Physics and Engineering, Earth Sciences, Chemistry, Astronomy and Astrophysics, and Biology, plus the Fenner School of Environment and Society, the Mathematical Sciences Institute, and the Australian Centre for the Public Awareness of Science. Academic staff within the ANU College of Science undertake world leading research and deliver research-led education on issues of global importance, supported by extensive international networks and world class facilities.

> [cos.anu.edu.au](http://cos.anu.edu.au)

## ANU College of Business & Economics

The ANU College of Business and Economics (CBE) seeks to advance knowledge through high quality education and research in the closely related areas of accounting, actuarial studies, business information systems, econometrics, economic history, economics, finance, international business, management, marketing and statistics. It endeavours to do this through the provision of a range of undergraduate and graduate programs, and through its research, publications and contributions to the associated professions, commerce, industry and government.

> [cbe.anu.edu.au](http://cbe.anu.edu.au)

➔ Further information can be found at [anu.edu.au/about/academic-colleges](http://anu.edu.au/about/academic-colleges)

## ANU College of Engineering & Computer Science

The ANU College of Engineering and Computer Science (CECS) comprises of the Research Schools of Electrical, Energy and Materials Engineering; Aerospace, Mechanical and Environmental Engineering, and; Computer Science, and the 3Ai and Cyber Institutes. It offers undergraduate degrees in engineering, information technology and computer science along with masters and doctoral postgraduate programs. The College undertakes basic and applied research in information and communications technologies, materials and manufacturing, formal methods and logic, machine learning and vision, robotics and energy systems.

> [cecs.anu.edu.au](http://cecs.anu.edu.au)

## ANU College of Law

The ANU College of Law (CoL) is Australia's national law school, committed to legal research and education at the highest level, and to striving for continuous improvement in the law for the benefit of national and international communities. The ANU Law School offers LLB Hons and Juris Doctor (JD) degrees, a Graduate Diploma in Legal Practice through the School of Legal Practice, and postgraduate research and coursework degrees.

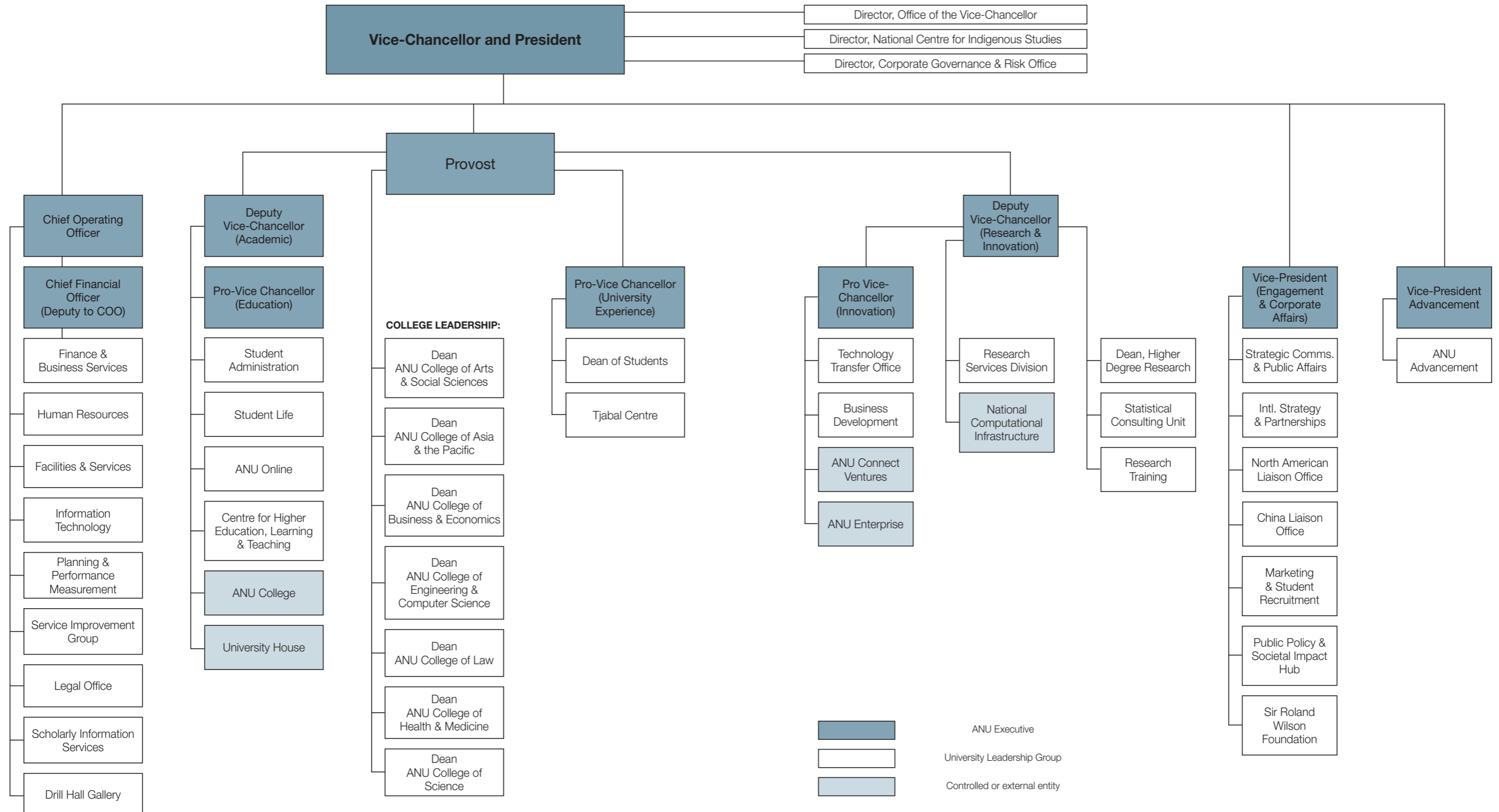
> [law.anu.edu.au](http://law.anu.edu.au)

## ANU College of Health & Medicine

The ANU College of Health and Medicine comprises the ANU Medical School, the John Curtin School of Medical Research, the Research School of Psychology and the Research School of Population Health. These schools work together to deliver world-class research and education across the spectrum of medicine and health-related fields, working in partnership with the health sector at local, national and international levels.

> [chm.anu.edu.au](http://chm.anu.edu.au)

# ANU Executive Structure



# Our Vision & Values



## Our Vision

- > Contemporary ANU will sit among the great universities of the world, and be defined by a culture of excellence in everything that we do.
- > We will be renowned for the excellence of our research, which will be international in scope and quality, always measured against the best in the world. Our research investment will be strategic, taking a long-term view and focus on high-quality activities, high-impact infrastructure and areas of high national importance.
- > We will be renowned for the excellence of our undergraduate and graduate education: excellence in student cohort, excellence in teaching, excellence in student experience, and excellence in outcomes.
- > We will be renowned for the quality of the contribution our research and education make to societal transformation. We will identify emerging areas of need for the nation and provide research and education that will equip Australia to cope with challenges not yet imagined.
- > ANU research, education and contributions to public policy-making will change Australia and change the world. It will have impact.

## Our Values

- > We bring a distinctive excellence to our work and have the confidence to pursue original ideas.
- > We are inclusive, open and respectful, reflecting the diversity of our nation.
- > We are committed to integrity and ethical behaviour.
- > We value, enable, reward and celebrate collegiality.
- > We embrace informed risk-taking in pursuit of our objectives.
- > We are committed to better outcomes for our community, the environment, our nation and the world.
- > We are committed to the service of our nation, through original thinking and through courage in advancing our ideas.

# Excellence in education & student experience

Great research by outstanding staff creates the right environment for the highest quality education

## Innovative teaching and learning

Our graduates will have a positive influence on the future. They are passionate, creative and capable of solving critical problems not yet imagined. They create and apply knowledge to improve the lives of people, the nation and the world.

In achieving the vision of a contemporary ANU, sitting among the great universities of the world, defined by a culture of excellence (ANU Strategic Plan 2017 – 2021), the University is committed to high quality learning and teaching.

This commitment acknowledges that students are the centre of learning and teaching at ANU. A partnership between students, academics, professional staff and the University forms the foundation for excellence in learning and teaching.

The Vision for Excellence in Learning and Teaching requires commitment and leadership across the University and at all levels. The University values, enables, rewards and celebrates excellence in learning and teaching.

Four key interdependent pillars – engaged students, inspirational academics, an enriching environment, a connected community – provide a frame of reference for aligning focus and effort to continuously improve the outcomes of learning and teaching at ANU.



# The Director, Statistical Consulting Unit

As Director, Statistical Consulting Unit will lead a team within the Statistical Consulting Unit (SCU) to deliver world-class research support in statistical methods to research students, early career and established researchers in order to meet the needs of a highly-ranked, research-intensive university.

The SCU delivers a combination of one-on-one consultations, small group workshops, bespoke statistical methods training in a variety of disciplines and online courses in the fundamentals and application of statistics. The Director will review present practices and will work alongside groups in the ANU that are developing analytical methods for big data in an interdisciplinary context and developing leading-edge biostatistics and social science statistical methods.

The Director is located within the Statistical Consulting Unit. The Director will report to the Dean, Higher Degree Research.

As an academic member of the SCU the Director will be required to lead and contribute to research, education and outreach agendas of SCU both nationally and internationally in a manner that is appropriate to the level of appointment. Education activities may include the preparation and delivery of tutorials, lectures, practical classes etc., design statistical methods support and training experiences for research students and researchers across College boundaries as well as the supervision of research, professional and administrative support staff involved in the staff member's research. The Director will supervise and/or mentor less senior staff and undertake senior leadership roles as applicable.

The Director is expected to contribute cooperatively to the overall intellectual life of the University

Under the general direction of the Dean, Higher Degree Research, the Director will:

- > Lead high impact research and development of statistics advice and training and deliver new and effective initiatives in statistical methods research and training, blending on-line and face to face delivery techniques.
- > Lead, supervise and develop less senior academic and research staff and undertake co-supervision of higher-degree research and internship students.

- > Develop innovative business and management models in consultation with internal stakeholders, such as College research areas and University senior management, to improve research service areas delivery, enhance research productivity and improve support to Colleges.
- > Demonstrate initiative and flexibility in defining the future role for the SCU with the view to build and broaden the research support consulting services offered by the Unit and lead the design, planning and facilitation of innovative additions to statistical training provided in College programs.
- > Undertake high impact independent research in the area of statistical methods with a view to publishing original and innovative results in international refereed journals, present research at academic seminars and at prestigious international conferences, collaborate with other researchers at an international level, and participate in University academic governance through committee membership.
- > Make a contribution to the teaching activities of the Colleges where appropriate.
- > Maintain and actively promote high academic standards in all education, research and administration endeavours undertaken by the SCU and the University.
- > Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- > Other duties as required consistent with the classification level of the position.

# Selection criteria

## 1.

A PhD or equivalent research experience, with a strong track record of independent research in the field of statistics, the application of statistics, and/or related areas, as evidenced by cited publications in peer-reviewed journals and conferences, a record of developing and maintaining collaborations and by other measures such as awards, invitations to give talks at leading conferences etc.

## 2.

Demonstrated experience in statistical consultancy, and/or providing consulting-style advice to projects led by others, and developing appropriate business models for a consulting service in a research environment.

## 3.

A strong track record of developing and delivering innovative multidisciplinary research, with an emphasis on cross-College delivery desirable.

## 4.

Evidence of effective teaching at all levels and of the ability to contribute significantly to setting the education agenda and a strong track record of successfully supervising and graduating high quality higher degree research students as evidenced by, for example, the subsequent positions held by these students.

## 5.

Ability to provide academic leadership and to mentor and develop colleagues to achieve goals.

## 6.

Demonstrated experience in planning, implementing and managing significant projects with complex requirements which require collaboration with experts in various fields.

## 7.

A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.



# Statistical Consulting Unit

The Statistical Consulting Unit is a research collaborative unit that specialises in statistical applications in academic research in the sciences and social sciences.

The Statistical Consulting Unit was established in 1980 and has continued to build on its reputation for expert statistical advice in study design, data collection and data analysis across all disciplines.

Research collaboration is central to our role. The Statistical Consulting Unit is the most significant source of statistical advice in ANU, working with over 200 postgraduate students and academics each year. We have the technical expertise to keep abreast of the fast-evolving research methodologies in a data-driven research environment, across a broad range of disciplines. We consistently advocate for appropriate study designs for experiments and surveys, and provide advice in data management, exploratory data analysis, statistical modelling and data presentation. We offer short courses in statistics tailored to specific research areas.

We are also a centre of innovation in the application and development of statistical methods. Current consultants have published 73 articles in peer reviewed journals in the last five years, with outlets including Public Health Nutrition, Diversity and Distributions, the Annals of Applied Statistics and the International Statistical Review.

Consulting support is available, free of charge, to Honours students with research projects, Higher Degree Research students (e.g. Masters, PhD) and staff in all parts of the University.

Researchers and research students can get statistical advice through:

- > Face-to-face consultations
- > Online courses in introductory statistics, experimental design, and statistical modelling
- > Targeted courses and workshops when available
- » View the Statistical Consulting Unit - [Read it here](#)



# Our responsibility to Indigenous Australia

As Australia's national university one of our defining roles has been to contribute to the advancement of Australia's Indigenous peoples.

We contribute by graduating Indigenous students, as well as through game-changing research and direct engagement. Delivering on our Unique National Responsibilities with Indigenous communities. We provide an environment for debating the big issues and partnering with Indigenous Australia to advance the status, recognition and lives of Aboriginal and Torres Strait Islander peoples.

Although the proportion of Indigenous students at ANU is high by the standards of some of our peer universities, we remain far from parity with the population at large for undergraduates. The proportion of postgraduate and higher degree students is lower again, as is the proportion of

professional and academic staff. Through targeted activities we will work towards achieving parity with the proportion of Indigenous Australians in the overall population

Research focused on Indigenous issues is broad in scope and has made a substantial contribution. ANU has strong Indigenous research leaders in a number of disciplines. However, our continued salience requires constant attention to impact, partnership with Indigenous communities and a commitment to novel and multidisciplinary approaches to our work.



# Achieving equity

ANU is committed to equity and diversity as fundamental values. Australia has a diverse population and we are committed to providing opportunities and an inclusive and welcoming environment, to those of all backgrounds and identities.

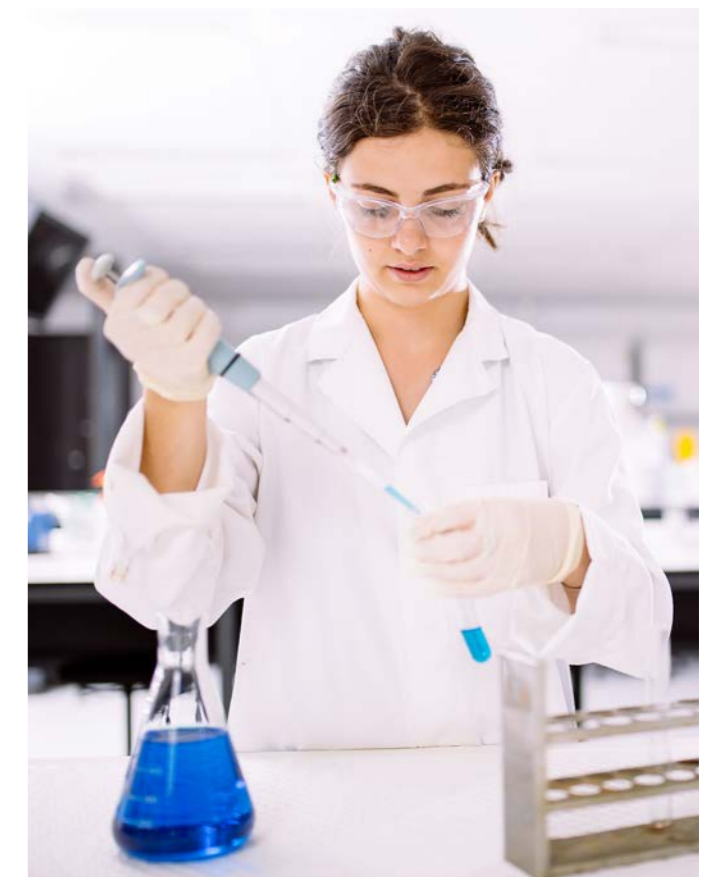
As Australia's National University, we have a responsibility and an obligation to educate students from across Australia who have the capacity to succeed, no matter their background. It is for this reason that we have launched a pioneering program to transform the way we do admissions. We are undertaking an international first to link our admission, scholarship, and accommodation processes so that when we make a student an offer to university, they will at the same time know where they will be living and whether they have a scholarship to support them. We are reserving a place for domestic students in the top 2% of every school in Australia who have the capacity to succeed, ensuring students have access to a world class education no matter the socio-economic status of their school.

Alongside this we are undertaking a major scholarship drive to remove the financial barrier for some of our most capable but most disadvantaged students, whether they be indigenous, suffering a long term disadvantage, low-SES, or from interstate regional and remote areas. We now have a single application form that allows both excelling and disadvantaged students to access more than 200 scholarship opportunities across campus by answering just four questions. And we are looking at the whole person, requiring all undergraduate applicants to have engaged beyond the classroom to support themselves, their family or their community, to clearly signal the importance of engagement beyond studies to both academic and employment success.

## Athena Swan

ANU has committed to the SAGE Pilot of Athena SWAN in Australia. Athena SWAN is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. ANU became an inaugural member of the SAGE Pilot project in 2016.

While the focus of the SAGE pilot is on Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines, ANU is also committed to gender equity in the Humanities and Social Science disciplines, as well as in our professional staff.



# One of the worlds most liveable cities

## The power of surprise

Canberra has the power to surprise, with its abundance of food, wine, art, culture, ideas and innovation. As an evolving city, this element of surprise continues even once you've made Canberra your home, with new developments, events and opportunities constantly emerging to keep life interesting.

### About Canberra

Canberra is also a planned city – designed to maximise opportunities for work and play. As our Nation's Capital, big ideas emerge, circulate and grow here, thanks to unique links between leading thinkers in business, government, education and research. Our dynamic economy, highly educated workforce and an innovative business culture provide career and business opportunities unique to Canberra.

Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility or heading up to the Snowy Mountains for a day on the slopes. We are also home to most of Australia's major national cultural institutions, with whom the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

### Where to Live

The architects who designed Canberra, Walter and Marion Burley Griffin, had a master plan to create a series of 'satellite cities' separated by nature reserves and connected with major roads. Today their vision lives on, with Canberra divided into seven distinct regions of residential suburbs, each serviced by a central business district.

The resulting benefits are that commuting times are short. Employment hubs are virtually on your doorstep and recreational facilities are within walking distance, regardless of where you live.

Find information on each district and the suburbs contained within them through the ['Explore Canberra' map](#).

### Education and Childcare

Canberra nurtures the pursuit of dreams from the ground up. Here families are provided with the supportive services, facilities and environments to raise happy, inspired and resilient children. Community is crucial for the support of families and Canberra has a number of ways to connect families with each other through playgroups, family events and activities.

Find out more about Canberra's excellent childcare, preschool and school system [here](#).

Canberra has the lowest commuting times of all Australia's major cities

More than 25% of Canberra residents were born overseas

The region is known for four distinct seasons, enjoying 246 days of clear, crisp sunshine

 Further information about Canberra visit [canberra.com.au](http://canberra.com.au)

# How to apply

For a confidential discussion about the role, please contact Professor Imelda Whelean, Dean, Higher Degree Research.

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To submit an application for this role, please provide the following information in Microsoft Word format:

1. A candidate statement which outlines both your vision for the role and an overview of your experience and skills as it relates to the parameters of the role and selection criteria.

This should be a narrative and no more than five pages.

2. A detailed CV.

3. Three referees including their email and phone contact details.

Referees will only be contacted after prior consultation with the candidate. It is the candidate's responsibility to ensure referees are willing to provide reports when contacted.

4. Your total compensation and its component parts e.g. base, superannuation, vehicle allowance etc.

5. An indication of the earliest date on which you could commence in the position.

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**For a confidential discussion regarding this role and the application process, please contact:**

Professor Imelda Whelehan  
Dean, Higher Degree Research  
E dean.hdr@anu.edu.au  
T +61 2 6125 8487

**Anticipated timeframe for the appointment process.**

Applications close:  
Sunday, 10 March 2019  
Shortlisting of candidates:  
Mid March 2019  
Interviews:  
Early April 2019  
in Canberra ACT  
References and negotiation:  
Thereafter interviews.

ANU reserves the right to appoint by invitation.

On behalf of the University and as part of the application and appointment process, candidates may be requested to provide proof of their identity and citizenship and give permission for verification of their tertiary qualifications and a police background check.