



Position Description

College/Division:	ANU College of Asia and the Pacific
School/Centre:	Crawford School of Public Policy
Department/Unit:	National Security College
Position Title:	Lecturer/Senior Lecturer/Associate Professor
Classification:	Academic Level B/C/D
Position No:	TBA
Responsible to:	NSC Academic Coordinator (in consultation with the Head of College)
Number of positions that report to this role:	Nil (with the exception of the possibility of a Level D hire alternating as Academic Coordinator, noted below)
Delegation(s) Assigned:	TBA

PURPOSE STATEMENT:

The ANU College of Asia and the Pacific (CAP) leads intellectual engagement with the Asia-Pacific region through research, teaching and contributions to public debate, and seeks to set the international standard for scholarship concerning the region.

Crawford School of Public Policy is Australia's premier public policy school, with recognised world-class expertise and experience in economics, political science, environmental management and development, and on key Asia-Pacific countries, especially China, Japan, Korea, Vietnam and Indonesia, as well as Australia.

The National Security College, with its academic program integrated with the Crawford School, is a joint initiative of the Commonwealth Government and the Australian National University. The purpose of the NSC is to lift Australia national capability in security through executive education, academic teaching, research, policy engagement, futures analysis, public outreach and dialogue. A vital part of this mission is the NSC's role as an academic unit providing world-class Master of National Security Policy and PhD programs as well as academic and policy-oriented research.

KEY ACCOUNTABILITY AREAS:

Academic staff provide the core of the NSC's graduate studies program, notably the coordination and convening of the Master of National Security Policy degree. This involves developing curriculum, designing courses, delivering lectures, seminars and tutorials on designated topics, marking, and supporting a quality student experience of learning and teaching. They will also be expected to supervise PhD candidates where appropriate. In addition, they can be expected to teach into the NSC's executive and professional development (EPD) programs and contribute to the policy engagement, Futures Hub, outreach and dialogue aspects of the NSC mission. NSC academic staff are expected to generate original and quality research publications as well as meet service expectations, in line with the standards of the Crawford School and NSC.

Position Dimension & Relationships:

NSC academics report to the NSC Academic Coordinator in consultation with the Head of College, although personal supervisory and mentoring arrangements may also involve other academic staff within the Crawford School on an individual basis and depending on level. They work as part of a hybrid NSC team including other academics, policy practitioners, ANU professional staff and seconded public servants. They are expected to combine their academic expertise and independence with maintaining a dynamic awareness of developments in policy and practice, particularly in relation to Australia's national security and national interests. NSC academics are expected to develop and use professional networks to enhance

the NSC's position in the national security community, build commitment to the NSC vision and demonstrate critical rigour in national security policy thinking, teaching and research. NSC academics are also part of the wider Crawford School and College of Asia Pacific communities of expertise and practice. They are expected to adhere to Crawford School research expectations, while also contributing to wider collaborative endeavours within and beyond ANU.

Academics employed under the 'in the practice of stream' will be expected to make substantial and tailored contributions to policy-oriented NSC programs in subject areas related to their career experience and insight. They will be required to bridge academic and non-academic elements of the NSC mission and may have the purely academic expectations of their roles adjusted accordingly, although there will still be research expectations in keeping with broader Crawford standards. In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement. A position at C or D level will normally require a record of demonstrable achievement in the relevant discipline area. For an 'in the practice of' position, due emphasis will be given to parallel achievement and experience in professional practice.

Staff employed under fractional arrangements will have expectations for the scale of their contributions adjusted accordingly.

All positions will be considered in light of the NSC's subject-matter priorities relating to Australia's national security. Expertise or experience in at least one of these areas is essential: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geoeconomics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.

Role Statement (academic level B, C, D):

Under broad direction of the Academic Coordinator in consultation with the Head of College:

- contribute to NSC education activities, including designing and delivering courses and lectures for the National Security College's academic program, marking and assessment, assisting with marketing and outreach activities and contributing to course design as required
- contribute to NSC/Crawford academic research activities by publishing research in peer-reviewed journals and books, in line with Crawford School standards
- supervise postgraduate research and coursework students; mentor early career researchers and supervise junior staff, as required
- contribute as appropriate to other NSC activity, such as executive and professional development, Futures Hub projects, policy engagement, dialogue and outreach, public commentary and policy publications
- meeting NSC/Crawford, CAP and University-level service commitments, including participation in committees, meetings and planning processes as required
- comply with all ANU policies and procedures, in particular those relating to work health and safety and equal opportunity
- other duties including service and leadership consistent with the classification of the position. In particular, an academic employed at level D would be expected to take rotating responsibility for the role of Academic Coordinator (with a focus on the NSC Master of National Security Policy program) with other senior NSC academic staff.

Academic Level B

Level B academics undertake independent teaching and research in their discipline or related area. In research and/or scholarship and/or teaching, they make independent contributions through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

Level B academics normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to their profession or discipline. They normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.

Academic Level C

Level C academics make a significant contribution to the discipline at the national level. In research and/or scholarship and/or teaching they make original contributions, which expand knowledge or practice in their discipline.

Level C academics normally make a significant contribution to research and/or scholarship and/or teaching and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. They also play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the institution.

Academic Level D

Level D academics normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area. Level D academics make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. They make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline.

SELECTION CRITERIA:

Academic Level B: Lecturer

1. a PhD in security studies or cognate discipline
2. a record of independent scholarship, evidence of publication in peer-reviewed journals, and the potential to attract external research funding. A research specialisation in one or more of the following areas, based on National Security College priorities, is essential: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geoeconomics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.
3. a demonstrated record of high quality, best practice teaching, in the areas of expertise
4. a demonstrated ability to successfully interact with key government stakeholders dealing with security issues, with non-governmental organisations, other public agencies, and private sector actors
5. evidence of contributions to public debate and the dissemination of research results to the wider public through media interviews, opinion pieces, seminars, workshop presentations and conference papers
6. demonstrated ability to supervise research projects at Masters Coursework and HDR levels
7. ability to contribute effectively to university administration, including highly developed communication skills and the ability to work productively in teams
8. a demonstrated understanding of equal opportunity principles, and a commitment to applying them in a University context.

Academic Level C: Senior Lecturer

1. a PhD in security studies or cognate discipline with a strong record of scholarly research, publication and policy leadership and impact with evidence of an international reputation in areas of national security. .
2. a strong record of scholarship that includes publication in high-ranking journals, success in obtaining external research funding, and the successful supervision of postgraduate research candidates. A research specialisation in one or more of the following areas, based on National Security College priorities, is essential: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geoeconomics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.
3. a demonstrated record of high quality, best practice teaching, in the areas of expertise.
4. a record of successful interactions with key government stakeholders dealing with security issues, non-governmental organisations, other public agencies, and/or private sector actors

5. evidence of significant contributions to public debate and the dissemination of research results to the wider public through media interviews, opinion pieces, seminars, workshop presentations and conference papers.
6. ability to provide academic leadership by overseeing research teams, supervising other staff members and/or mentoring junior colleagues
7. a demonstrated record of effective contributions to university administration, including highly developed communication skills and the ability to work productively at all levels
8. a demonstrated understanding of equal opportunity principles, and a commitment to applying them in a University context.

Academic Level D: Associate Professor

1. a PhD in security studies or cognate discipline with an eminent record of scholarly research, publication and policy leadership and impact with evidence of a substantial international reputation in areas of national security
2. an outstanding record of scholarship incorporating a nationally or internationally recognised publication record, successes in attracting external research funding, an active current and future research agenda, and a track record of successful supervision of postgraduate research candidates. A research specialisation in one or more of the following areas, based on National Security College priorities, is essential: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geoeconomics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.
3. an outstanding track record of contributions to education including program development, high quality teaching, and original and innovative approaches to pedagogy
4. a strong record of achievement in interactions with key government stakeholders dealing with security issues, non-governmental organisations, other public agencies, and/or private sector actors
5. leading contributions to public debate and the dissemination of research results to the wider public through media interviews, opinion pieces, seminars, workshop presentations and conference papers
6. a record of effective academic leadership, including leadership of research teams, supervising other staff members and/or mentoring junior colleagues
7. a demonstrated record of effective contributions to university administration, including highly developed communication skills and the ability to work productively at all levels
8. a demonstrated understanding of equal opportunity principles, and a commitment to applying them in a University context.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the [Background Checking Procedure](#) which sets out the types of checks required by each type of position.