

Information for Candidates for the Position of **DIRECTOR,** **CENTRE FOR ABORIGINAL** **ECONOMIC POLICY RESEARCH**



Australian
National
University



Guach 2006 by Terry Ngamandara Wilson

Research School of Social
Sciences

ANU College of
Arts and Social Sciences

Acknowledgement of Country



The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

We pay our respects to the elders of the Ngunnawal people past and present, and extend our recognition to those who shaped our country.

Content

Message from the The Research School of Social Sciences	01
About The Centre for Aboriginal Economic Policy Research	02
Role Statement	03
Selection Criteria	05
The University	06
ANU Academic Colleges	07
ANU Executive Organisational Structure	08
ANU Academic Organisational Structure - CASS	09
Why Choose Canberra?	10
How to Apply	11

Message from The Research School of Social Sciences

I welcome your interest in the position of Director of the Centre for Aboriginal Economic Policy Research. This is an important position within the Centre, RSSS, and the College of Arts and Social Sciences.

The Centre for Aboriginal Economic Policy Research has an unrivalled reputation as Australia's leading social science research Centre on Indigenous policy issues. With diverse disciplinary backgrounds among academic staff including economics, anthropology, political science, sociology, development studies, political philosophy, and human geography, CAEPR is underpinned with long-term collaborative relationships and projects with Aboriginal and Torres Strait Islander communities.

The successful candidate for this position will be an accomplished and senior Indigenous academic leader with relevant discipline and policy expertise. This position is an Identified position in accordance with the ANU's Identified position policy. The Director will be responsible for the operational management, research and education leadership and strategic direction of the Centre, including national and international policy outreach and partnerships with stakeholders, government agencies and research networks.

I strongly encourage your application and look forward to discussing with you.

A video message from Professor Brian Schmidt, Nobel Laureate and ANU Vice-Chancellor and President, can be found [here](#).

Professor Catherine Waldby
Director, Research School of Social Sciences
ANU College of Arts and Social Sciences
The Australian National University



Professor Brian P. Schmidt AC FAA FRS
Vice-Chancellor & President
The Australian National University
2011 Nobel Laureate Physics



About The Centre for Aboriginal Economic Policy Research

The Centre for Aboriginal Economic Policy Research (CAEPR) is an internationally unique, high quality research environment with outstanding research impact.

- The principle objective of CAEPR is to undertake high-quality, independent research that will assist in furthering the social and economic development and empowerment of Aboriginal and Torres Strait Islander people throughout Australia. CAEPR is proudly interdisciplinary and has a longstanding culture of combining academic freedom with a shared commitment to social justice.
- CAEPR has a reputation for sensitively engaging with and writing about Indigenous policy and community development and draws strength in answering policy-relevant questions in a diverse range of study. The Centre also provides independent analysis of government policy, including the Forrest Review, the Cashless Debit Card and remote employment policy.
- CAEPR PhD scholars bring with them policy, practitioner, governance and leadership backgrounds, as well as established relationships with public service departments, the NGO sector, and communities. PhD scholars consistently contribute to CAEPR and the ANU through initiating public seminars, contributing to strategic discussions on Indigenous Studies and reconciliation at the ANU. They are prominent in the media, host international conferences and establish seminar series with Department agencies.
- Publications from CAEPR staff have substantially contributed to the ANU being ranked at the highest level in the field of research, policy and administration in Indigenous studies in the 2018 ERA review. CAEPR's publication series has an unparalleled reputation for impact and knowledge translation, taking research findings out of the academy and making them accessible to many levels of the Australian public.
- CAEPR contributes to the ANU Strategic Plan, the ANU Reconciliation Action Plan and the National Institute Grant (NIG), focusing on the Indigenous perspective in these policies and programs.
- CAEPR is committed to strengthening its engagement with government and other stakeholders through providing high quality research evidence to inform debates and shape new policy and programs that benefit the Indigenous community.,
- CAEPR has developed innovative, research-intensive Indigenous studies courses for undergraduates, which have included fieldtrips to enable students to engage with Aboriginal communities firsthand on country, and engaged visiting Indigenous lecturers.
- CAEPR has a vibrant Indigenous visiting fellowship program, supported by an endowment, and hosts a stream of visiting fellows from Australia and overseas, including Endeavour Fellows from Asia working on Indigenous and minority education issues.
- CAEPR has valuable and significant engagement with the Commonwealth and State governments. Staff serve on advisory committees such as the Steering Committee for the Longitudinal Study of Indigenous Children, Population and Social Survey Advisory Group, and the National Aboriginal and Torres Straight Islander Health Survey Advisory Group at the federal level, and the Advisory Group for Aboriginal Affairs Research of the NSW Government at the state level.

Role Statement

The Director of the Centre for Aboriginal Economic Policy Research is a crucial position in leading and delivering successful operational management, research and educational leadership and strategic direction, consistent with the strategic plans of CASS and the ANU.

CAEPR is seeking an accomplished and senior Indigenous academic leader with relevant discipline and policy expertise, who will provide leadership in Indigenous policy research and be the Director of CAEPR.

The Director will be responsible for research and educational leadership and strategic direction of CAEPR, consistent with the strategic plans of the College of Arts and Social Science and the ANU. This will include national and international policy outreach and partnership with multiple stakeholders, and the ongoing development of relationships between CAEPR and government agencies and research networks.

These responsibilities will be carried out within University policies and delegations, the Code of Conduct, and the University's statutory obligations. Specifically, these responsibilities include the following:

- academic leadership of CAEPR including responsibility for the management, development and quality of the Centre's teaching, research and student support services;
- establishing clear academic objectives and priorities to encourage excellence in multidisciplinary Indigenous policy research, education and professional activities;
- implementing high quality teaching processes including curriculum design and implementation;
- encouraging collaboration (i.e. inter-ANU, nationally and internationally) particularly with Indigenous communities, researchers and organisations;
- development and management of the CAEPR's academic and professional staff; and
- membership of committees as appropriate.
- developing, implementing and maintaining appropriate planning and monitoring processes;
- managing and implementing change;
- monitoring the academic and research training activities of the Centre, including postgraduate supervision, and the quality of information and support provided to students;
- communicating University-wide strategies and policies to the Centre and contributing to those strategies and policies; encouraging collaboration with other relevant areas and external stakeholders; and
- contributing to the implementation of the ANU Reconciliation Action Plan.
- overseeing the academic welfare and progress of students
- facilitating undergraduate and postgraduate programs and contributing to Indigenous Studies across ANU
- preparing enrollment plans, promoting the University, and monitoring enrollment trends;
- reporting on student matters
- development and management of CAEPR's finances and infrastructure;



- ensuring satisfactory provision of IT infrastructure, accommodation and facilities;
- ensuring that the Centre is a safe and healthy environment, and that risks are managed; and
- actively pursuing opportunities to increase funding outside the recurrent grant.
- managing human resources issues within the Centre, including recruitment, selection, induction, mentoring staff, performance management, staff development, promotion, grievances, community outreach, and consultation about change;
- ensuring appropriate allocation of staffing resources for the effective performance of the Centre's research, teaching and postgraduate training functions;
- ensuring that staff have workloads which are equitable and manageable, and which enable staff to balance their University life with their outside responsibilities and interests;
- ensuring that the working and learning environment is safe and free from harassment, bullying and discriminatory practices; and
- representing the Centre's interests, academic work, achievements and plans, in the context of the University-wide strategies and directions, at internal fora, and to Indigenous organisations and communities, industry and government, and to professional and educational communities in local and international arenas; and
- promoting a welcoming and encouraging environment for Indigenous and other staff and students.

Selection Criteria

ANU values diversity and inclusion and is committed to providing equal employment opportunities to those of all backgrounds and identities. This is an Identified position in accordance with the ANU's Identified Position Policy.

1. Demonstrated knowledge and understanding of Aboriginal and/or Torres Strait Islander societies and cultures, or contemporary issues affecting those societies.
2. Capacity for organisational leadership and cultural change, and ability to enhance and develop CAEPR's national and international reputation and performance in education and research
3. Capacity to provide a sense of purpose, focus and strategic direction to CAEPR within the overall strategic direction of the University and College.
4. Demonstrated knowledge of contemporary Indigenous policy and experience of high quality and ethical policy-relevant research in this area, with demonstrated policy, research and/ or teaching impact.
5. Demonstrated capacity to build strong collaborative relationships with colleagues and with a wide range of Indigenous communities, researchers, and organisations and promote Indigenous engagement in research and teaching.
6. Demonstrated management and leadership skills to ensure the effective operation of CAEPR, including the capacity to work collaboratively with a diverse range of people and organisations, governments and other stakeholders, and recognise and grasp opportunities.
7. Capacity to provide academic leadership to CAEPR including responsibility for the management, development and quality of CAEPR's teaching, research and student support services.
8. Demonstrated capacity to attract research and consultancy funding for Indigenous policy research and oversee CAEPR's income generation via category 1, 2 and 3 funding and other sources.
9. Ability to manage and enhance the development and skills of the CAEPR academic and professional staff.
10. Ability to develop and manage CAEPR's finances and infrastructure in a changing environment.

The University

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 partnerships

The University has strong links with leading research institutions across the globe such as King's College London. ANU is also part of the International Alliance of Research Universities, which includes:

- University of Cambridge
- University of Oxford
- University of California, Berkeley
- Yale University
- Peking University
- University of Tokyo
- University of Capetown
- University of Copenhagen
- National University of Singapore
- ETH Zürich

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.

Our location

The University campus has over 200 buildings and occupies 145 hectares adjacent to the city centre of Australia's national capital, 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 – Canberra Hospital
- ANU Medical School – Calvary Hospital
- Health Facilities in South East New South Wales



Further information can be found at anu.edu.au

ANU Academic Colleges

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

ANU College of Arts and 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.

cass.anu.edu.au

ANU College of Asia and 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. The College comprises four Schools: the School of Culture, History and Language; the Coral Bell School of Asia Pacific Affairs; the Crawford School of Public Policy; and the School of Regulation and Global Governance (RegNet). The Australian Centre on China in the World is also based within CAP.

asiapacific.anu.edu.au

ANU College of Business and Economics

The ANU College of Business and Economics (CBE) seeks to advance knowledge in the fields of business and economics through fundamental and high quality research, and provision of an excellent education and student experience. CBE is made up of four Research Schools; Research School of Accounting; Research School of Economics; Research School of Finance, Actuarial Studies and Statistics and; Research School of Management.

cbe.anu.edu.au

ANU College of Engineering and Computer Science

The ANU College of Engineering and Computer Science (CECS) is shaping a new intellectual agenda to reimagine engineering, computing, cybernetics and the use of technology in the world. We are a vibrant and diverse community comprised of three Schools: Computing, Cybernetics, and Engineering, supported by the Professional Services Group. We draw on our

disciplinary foundations to find and solve problems of global importance; bringing together expertise in social, technical, ecological and scientific systems to build a new approach.

cecs.anu.edu.au

ANU College of Health and Medicine

The ANU College of Health and Medicine (CHM) serves society through transformational research and education in health and medicine, working in partnership with the health sector at local, national and international levels. It comprises the School of Medicine and Psychology, the John Curtin School of Medical Research and the National Centre for Epidemiology and Population Health.

health.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.

law.anu.edu.au

ANU College of Science

At the ANU College of Science staff and students come from all over the world to conduct, and to learn about, scientific research at the highest level. The College comprises: the Research School of Astronomy and Astrophysics, the Research School of Biology, the Research School of Chemistry, the Research School of Earth Science, the Fenner School of Environment and Society, the Mathematical Sciences Institute, the Research School of Physics and Engineering, and the Centre for the Public Awareness of Science.

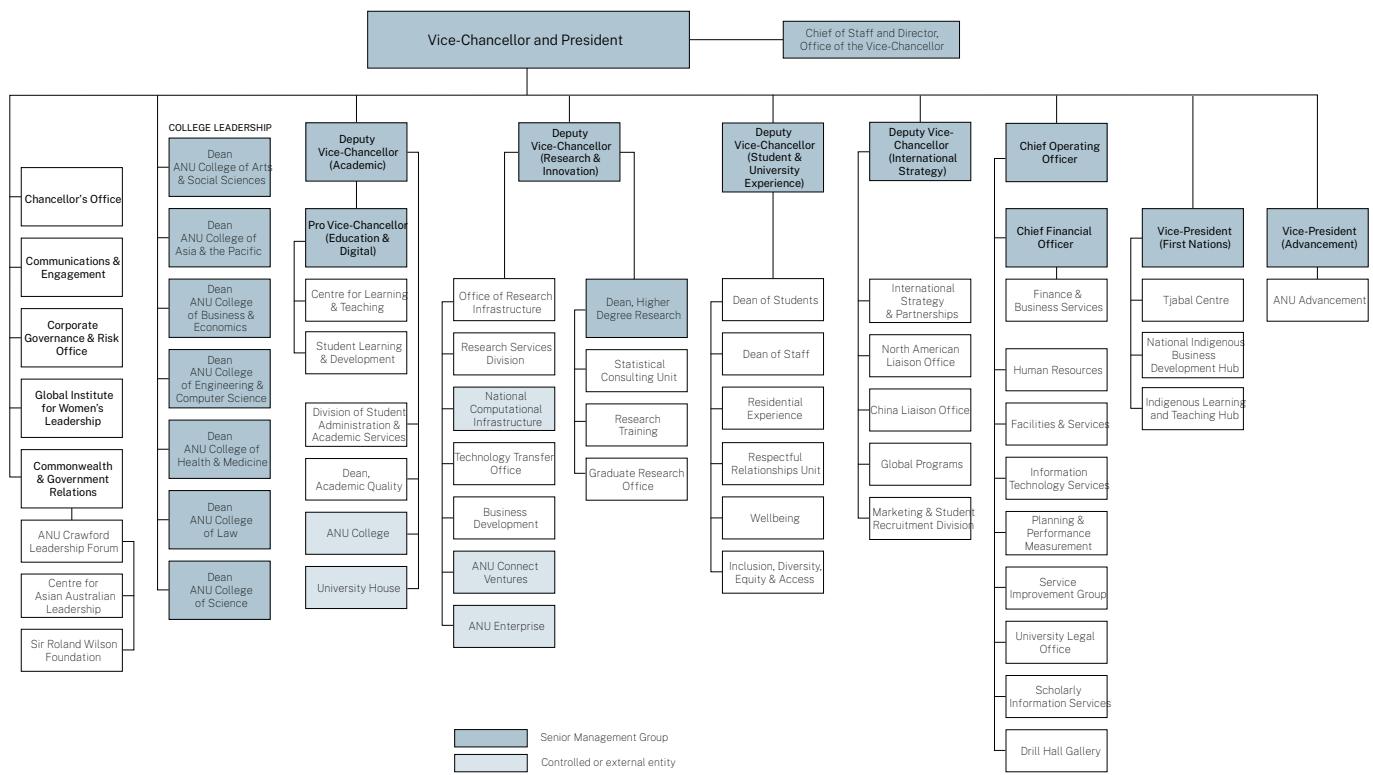
science.anu.edu.au



Further information can be found at
anu.edu.au/about/academic-colleges

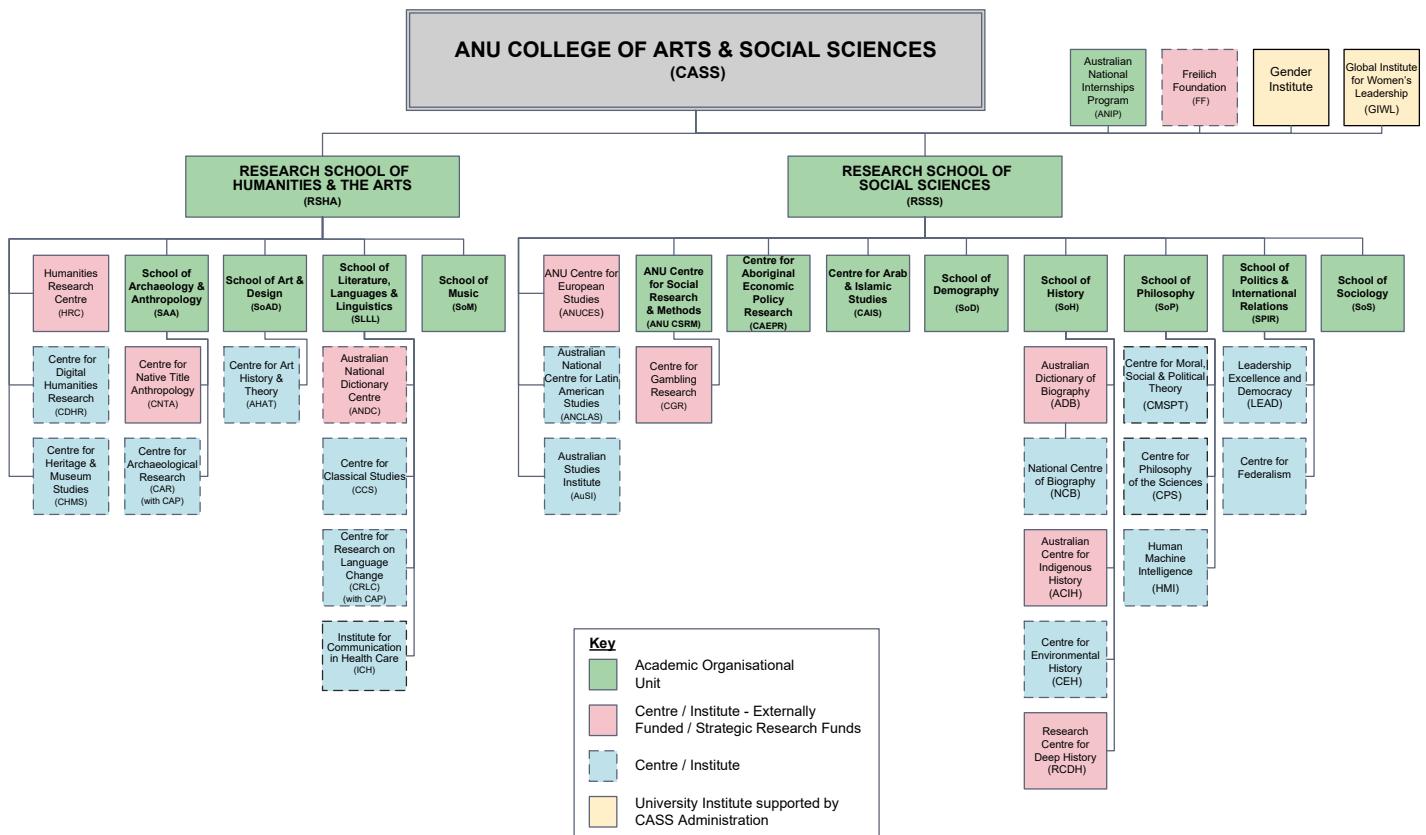
ANU Executive Organisational Structure

Updated 08/02/21



CASS Academic Organisational Structure

as at 8 April 2022



Why Choose Canberra?

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 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.

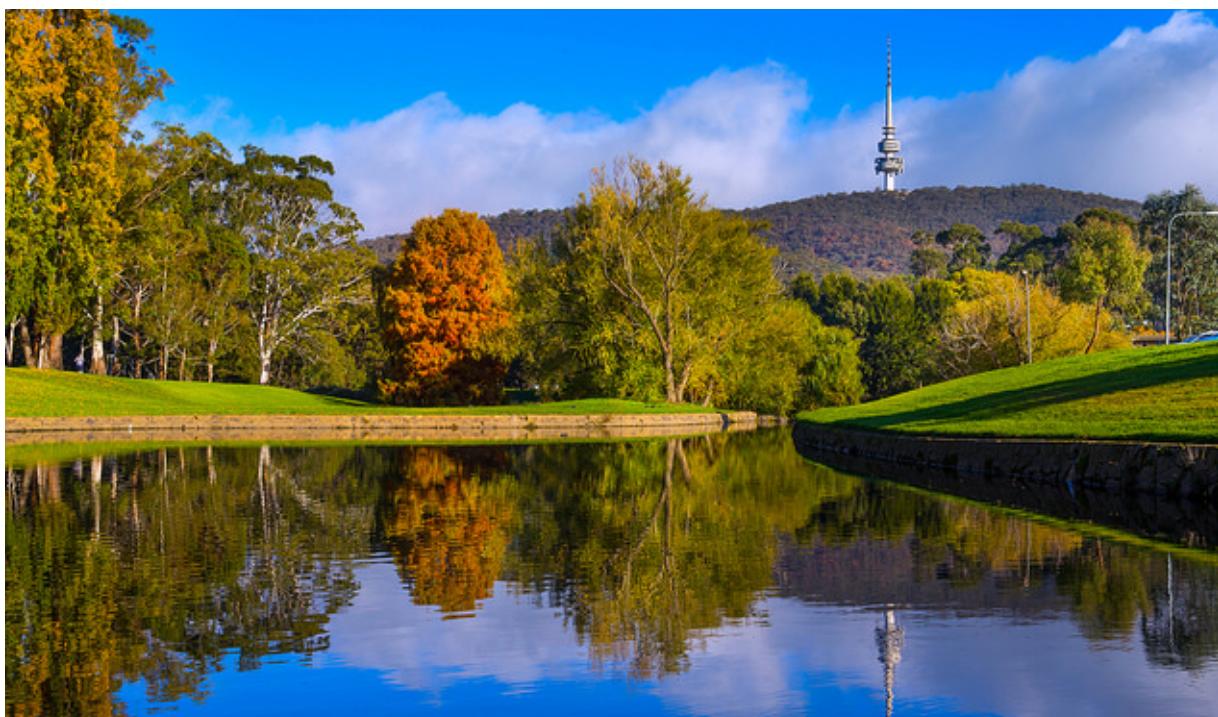
Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility or heading up to the Snowy Mountains for a day on the slopes. We are also home to most of Australia's major national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

Drive from Canberra

TO SYDNEY  3 HOURS

TO THE SNOW  2.5 HOURS

TO NSW BEACHES  2 HOURS



How to Apply

To apply for this role, please contact Professor Catherine Waldby, Director of the ANU Research School of Social Sciences, to discuss the role, and register your interest.

Your application will require submission of:

- Curriculum Vitae;
- Details of your nominated referees; and
- A letter of Expression of Interest addressing the selection criteria.

Referees

Applicants must provide full contact details for three referees who have agreed to supply confidential references if requested by the University.

- 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.

Anticipated Timeframes

- Applications close: 11:59pm 15 May 2022
- Shortlisting of candidates: May 2022
- Interviews: June 2022

Enquiries

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