



Position Description

College/Division:	ANU College of Engineering, Computing and Cybernetics
Faculty/School/Centre:	School of Engineering
Department/Unit:	
Position Title:	Senior Lecturer
Classification:	Academic Level C
Position No:	TBC
Responsible to:	Supervisor / Director (as applicable)
Number of positions that report to this role:	
Delegation(s) Assigned:	

PURPOSE STATEMENT:

The ANU College of Engineering, Computing and Cybernetics (CECC) has embarked on a major initiative to reimagine the role of engineering and computing in the 21st century. As outlined in the [CECC Strategic Intent](#) the College has a unique set of national responsibilities and an obligation to have a degree of impact befitting Australia's only national university.

To achieve such impact our College embodies principles and values to guide the pursuit of excellence in education; research, engagement and impact; and collegiality. These principles include collaborative teamwork, common strategic intent, nurturing peer and junior staff members, and acting with purpose and professionalism. These attributes are articulated in the CECC [Academic Performance Standards](#), which also indicate that each individual may pursue a unique path on the basis of their impact – which may cover a range of outputs and impact indicators. Our community contribute to making our environment the very best possible venue for all staff, stakeholder and student bodies.

KEY ACCOUNTABILITY AREAS:

The ANU College of Engineering, Computing and Cybernetics is an interdisciplinary venture, with the aim of housing the very best and brightest from around the world to find and solve problems – not just engineers or computer scientists, but also the brightest minds both from industry and other academic disciplines, with varied backgrounds and areas of expertise. We will reimagine the traditional engineering and computing disciplines and build a new cybernetic discipline. We believe the responsibility of engineering, computing, and cybernetics in the 21st century is to bring together expertise on people, technological systems, and science to put technology at the service of creating a more sustainable, responsible and safe world.

The School of Engineering has strong foundations in systems, information, and renewable energy engineering at the ANU. It is a leading centre for research in renewable energy and related technologies, systems, control, and signal processing. Coupled with focussed growth in aerospace and environmental systems, there is a critical need to design, drive and sustain a fundamental program of strategic multi-disciplinary activities in the school. This is an opportunity to establish an innovative and forward-looking intellectual agenda, built on a diverse, inclusive culture.

The School of Engineering has five broad focus areas, or activity clusters: Aerospace Engineering, Energy Engineering, Environmental Engineering, Information & Signal Processing, and Mechatronics Engineering. Each cluster will have an Academic Lead who is responsible for shaping the education, research and engagement activities in their cluster. This structure will allow for the concentration of resources and activities to increase potential for meaningful impact.

The purpose of this appointment is to:

1. Support the establishment of innovative, interdisciplinary, outwardly focused programs blending education, research and engagement;
2. Support the development of partnerships with industry and engage with the wider research community to embed progressive engineering and computing research and education capabilities;
3. Contribute to development of state-of-the-art, unique programs that are globally relevant to equip our students with diverse and multidisciplinary skills.

Position Dimension & Relationships:

The academic will be a member of the School of Engineering within one of the five activity clusters, accountable to the Activity Cluster Lead and to the School Director, and (as relevant) will be responsible for relationships with industry, government and other academic and professional staff across the University.

The Cluster Lead will set the strategic agenda for education, research, and engagement within their Cluster, working in collaboration with the School Director, Deputy Director, Associate Directors, and other Cluster Leads to achieve the strategic goals of the School. They will foster new collaborations that strengthen the School as a whole, generating new cross-cutting research, education and engagement programs that are on par with the best in the world.

As an academic, the role involves educational activities, outward-facing engagement and outreach, innovative and distinctive research, and commitment to organisational culture. The staff member is expected to contribute cooperatively to the overall intellectual life of the School, College and University.

The appointee will also work in partnership with both professional and academic staff to support and contribute cooperatively to the strategic priorities of the School of Computing, College and University.

Role Statement:

Specific duties required of a **Level C Academic** may include:

1. Undertake high impact collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the Activity Cluster, School, and College, and aligned to the strategic directions of the School and College.
2. Make a strong contribution to the educational activities of the Activity Cluster and School. This includes, but is not limited to, the preparation and delivery of lectures, tutorials, short courses and workshops; the preparation and delivery of professional and executive education courses; the preparation of online material; marking and assessment; and consultations with students. This also includes, but is not limited to, supervision of research students and coursework students working on individual or group projects at undergraduate, honours, and graduate levels.
3. Take an active role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the Activity Cluster, School and College. Achieve impact through engagement with a range of stakeholders and / or funding bodies and also through the preparation of a combination of state-level, national and international research proposals, industry funds and approved consultancy arrangements. Where appropriate, oversee the management of grants received for research projects.
4. Make a strong contribution to the engagement and impact activities of the School, with the aim to engage and activate a stakeholder community in academia / industry / start-ups / government / broader community, including communicating original, innovative and multi-disciplinary results in international refereed journals, academic seminars, national and international conferences, or appropriate fora for the field, and collaborate with other researchers at an international level. Also, leading outreach activities including to prospective students, research institutes, industry, government, the media and the general public.

5. Supervise, mentor, and develop careers of less-senior academic and research staff in alignment with the professional development process at the ANU.
6. Maintain and actively promote high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
7. Proactively contribute more broadly to the operation of the School, College and University. This may include representation through committee membership.
8. Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
9. Other duties as required consistent with the classification level of the position.

SELECTION CRITERIA:

The breadth and depth of this role are illustrated in the following selection criteria. While candidates should ideally meet all selection criteria, the School of Engineering will consider all applications that demonstrate alignment with its mission.

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, with an excellent track record of either impact or research as evidenced by appropriate outputs and measures of esteem in industry, government or academic environments.
2. Evidence of effective teaching, training, facilitation, mentoring or other relevant knowledge transmission activities and of the ability to shape and contribute significantly to delivery of the educational agenda in the Activity Cluster and School.
3. Evidence of effective engagement and impact activities involving government, industry, the wider research community and the general public, helping to establish collaborations and partnerships with a range of internal and external stakeholders.
4. A strong orientation to the School's culture and work environment including a commitment to enhancing diversity and inclusion, characterised by an orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; commitment to the success of peers and the team; and an ability to contribute to the strategic priorities and activities of the School and College.
5. A strong orientation to collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing on-going support for industry-academia engagement, collaboration and partnerships.
6. A record of winning bids for competitive external funding to support individual and collaborative research, education and engagement activities with the Activity Cluster and School, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
7. Outstanding communication skills with the ability to inspire a wide range of audiences, including in cross- disciplinary areas and to foster respectful and productive working relationships with staff, students and colleagues at all levels. Skills in other forms of communication (such as visual communication, podcasting, video, etc.) or a willingness to innovate in these areas will be well regarded.
8. Ability to provide leadership to early-career staff and to mentor and develop colleagues to achieve goals in alignment with the College's strategic priorities, particularly in relation to building a diverse and inclusive community life.
9. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.

*Consistent with their relative to opportunity to do so, a **Level C Academic** will have a relevant doctoral qualification or equivalent accreditation and standing together with subsequent research (or R&D) experience. This may not apply to candidates coming from different fields such as industry or government. Once in the role, there will be an expectation of academic excellence, making an outstanding contribution to research and, in this particular position, the ability to collaborate with*

internal and external stakeholders outside of your domain. A position at this level will require a demonstrated strong record of research output in academia, industry or government.

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.

Supervisor/Delegate Signature:		Date:	
Printed Name:		Uni ID:	

References:

[ANU Minimum Standards for Academic Levels](#)

[CECS Strategic Intent](#)

[CECS Academic Performance Standards](#)



Position Description

College/Division:	ANU College of Engineering, Computing and Cybernetics
Faculty/School/Centre:	School of Engineering
Department/Unit:	
Position Title:	Associate Professor
Classification:	Academic Level D
Position No:	TBC
Responsible to:	Supervisor / Director (as applicable)
Number of positions that report to this role:	
Delegation(s) Assigned:	

PURPOSE STATEMENT:

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KEY ACCOUNTABILITY AREAS:

The ANU College of Engineering, Computing and Cybernetics is an interdisciplinary venture, with the aim of housing the very best and brightest from around the world to find and solve problems – not just engineers or computer scientists, but also the brightest minds both from industry and other academic disciplines, with varied backgrounds and areas of expertise. We will reimagine the traditional engineering and computing disciplines and build a new cybernetic discipline. We believe the responsibility of engineering, computing, and cybernetics in the 21st century is to bring together expertise on people, technological systems, and science to put technology at the service of creating a more sustainable, responsible and safe world.

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1. Support the establishment of innovative, interdisciplinary, outwardly focused programs blending education, research and engagement;
2. Support the development of partnerships with industry and engage with the wider research community to embed progressive engineering and computing research and education capabilities;
3. Contribute to development of state-of-the-art, unique programs that are globally relevant to equip our students with diverse and multidisciplinary skills.

Position Dimension & Relationships:

The academic will be a member of the School of Engineering within one of the five activity clusters, accountable to the Activity Cluster Lead and to the School Director, and (as relevant) will be responsible for relationships with industry, government and other academic and professional staff across the University.

The Cluster Lead will set the strategic agenda for education, research, and engagement within their Cluster, working in collaboration with the School Director, Deputy Director, Associate Directors, and other Cluster Leads to achieve the strategic goals of the School. They will foster new collaborations that strengthen the School as a whole, generating new cross-cutting research, education and engagement programs that are on par with the best in the world.

As an academic, the role involves educational activities, outward-facing engagement and outreach, innovative and distinctive research, and commitment to organisational culture. The staff member is expected to contribute cooperatively to the overall intellectual life of the School, College and University.

The appointee will also work in partnership with both professional and academic staff to support and contribute cooperatively to the strategic priorities of the School of Computing, College and University.

Role Statement:

Specific duties required of a **Level D Academic** may include:

1. Undertake high impact independent, collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the Activity Cluster, School, and College, and aligned to the strategic directions of the School and College.
2. Make a leading contribution to the educational activities of the Activity Cluster and School. This includes, but is not limited to, course and program coordination including development of and responsibility for curriculum/programs of study; the creation of innovative new educational experiences; the preparation and delivery of professional and executive education courses; the preparation of online material; marking and assessment; consultations with students; and a willingness to take on the role of Activity Cluster Lead. This also includes, but is not limited to, supervision of research students and coursework students working on individual or group projects at undergraduate, honours, and graduate levels.
3. Establish and maintain relationships with industry, government and the wider research community to enhance cross-disciplinary collaborations and support the translation of research outcomes into applications, including taking a leadership role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the Activity Cluster, School and College. Where appropriate, oversee the management of grants received for research projects.
4. Provide significant leadership and involvement in the engagement and impact activities of the School, with the aim to engage and activate a stakeholder community in academia / industry / start-ups / government / broader community, including communicating original, innovative and multi-disciplinary results in forums of international esteem (and with more extensive impact measures presented in the CECS Academic Performance Standards), and collaborating with others at an international level. Also, leading outreach activities including to prospective students, research institutes, industry, government, the media and the general public.

5. Manage and provide leadership through team development supervision, mentoring, and career development, of less-senior academic and research staff in alignment with the professional development process at the ANU.
6. Maintain, actively promote and champion high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College and University.
7. Proactively contribute more broadly to the operation of the School, College and University, including representation through committee membership.
8. Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
9. Other duties as required consistent with the classification level of the position.

SELECTION CRITERIA:

The breadth and depth of this role are illustrated in the following selection criteria. While candidates should ideally meet all selection criteria, the School of Engineering will consider all applications that demonstrate alignment with its mission.

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, with an outstanding track record of either impact or research as evidenced by appropriate outputs and measures of esteem in industry, government or academic environments.
2. Evidence of innovative and successful teaching, training, facilitation, mentoring or other relevant knowledge transmission activities and of the ability to shape and contribute significantly to delivery of the educational agenda in the Activity Cluster and the School
3. A demonstrated commitment to and leadership in engagement and impact activities involving government, industry, the wider research community and the general public, including leadership of collaborations and partnerships with a range of internal and external stakeholders.
4. A strong orientation to the School's culture and work environment including a commitment to enhancing diversity and inclusion, characterised by an orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; commitment to the success of peers and the team; and a demonstrated capacity to contribute to the strategic priorities and activities of the School and College.
5. A demonstrated commitment to and championing of collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing and scaling on-going support for industry-academia engagement, collaboration and partnerships.
6. A strong record of leading and winning bids for competitive external funding to support individual and collaborative research, education and engagement activities with the Activity Cluster and School, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
7. Outstanding communication skills with the ability to inspire a wide range of audiences, including in cross- disciplinary areas and to foster respectful and productive working relationships with staff, students and colleagues at all levels. Skills in other forms of communication (such as visual communication, podcasting, video, etc.) or a willingness to innovate in these areas will be well regarded.
8. Ability to provide leadership to early-career staff and to mentor and develop colleagues to achieve goals in alignment with the College's strategic priorities, particularly in relation to building a diverse and inclusive community life.
9. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.

*Consistent with their relative to opportunity to do so, a **Level D Academic** will have a relevant doctoral qualification or equivalent accreditation and standing together with subsequent research (or R&D) experience. This may not apply to candidates coming from different fields such as industry or government. Once in the role, there will be an expectation of academic excellence, making an outstanding contribution to research and, in this particular position, the ability to collaborate with*

internal and external stakeholders outside of your domain. A position at this level will require a demonstrated strong record of research output and leadership in academia, industry or government.

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.

Supervisor/Delegate Signature:		Date:	
Printed Name:		Uni ID:	

References:

[ANU Minimum Standards for Academic Levels](#)

[CECS Strategic Intent](#)

[CECS Academic Performance Standards](#)



Pre-Employment Work Environment Report

Position Details

College/Div/Centre	ANU College of Engineering, Computing and Cybernetics	Dept/School/Section	SOEN
Position Title	Senior Lecturer / Associate Professor	Classification	Academic Level C/D
Position No.		Reference No.	

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form must be completed by the supervisor of the advertised position and appended to the back of the Position Description.
- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System via Handbook guidance <https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook>
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- 'Regular' hazards identified below must be listed as 'Essential' in the Selection Criteria - see 'Employment Medical Procedures' at http://info.anu.edu.au/Policies/_DHR/Procedures/Employment_Medical_Procedures.asp

Potential Hazards

<ul style="list-style-type: none"> • Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a regular or occasional part of the duties. 					
TASK	regular	occasional	TASK	regular	occasional
key boarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	laboratory work	<input checked="" type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	work at heights	<input type="checkbox"/>	<input type="checkbox"/>
repetitive manual tasks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
Organizing events	<input type="checkbox"/>	<input checked="" type="checkbox"/>	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input checked="" type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input checked="" type="checkbox"/>	gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>
ultraviolet	<input type="checkbox"/>	<input checked="" type="checkbox"/>	beta particles	<input type="checkbox"/>	<input type="checkbox"/>
infra red	<input type="checkbox"/>	<input checked="" type="checkbox"/>	nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>
laser	<input type="checkbox"/>	<input checked="" type="checkbox"/>			
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	<input type="checkbox"/>	<input checked="" type="checkbox"/>	microbiological materials	<input type="checkbox"/>	<input type="checkbox"/>
allergens	<input type="checkbox"/>	<input type="checkbox"/>	potential biological allergens	<input type="checkbox"/>	<input type="checkbox"/>
cytotoxics	<input type="checkbox"/>	<input type="checkbox"/>	laboratory animals or insects	<input type="checkbox"/>	<input type="checkbox"/>
mutagens/teratogens/ carcinogens	<input type="checkbox"/>	<input type="checkbox"/>	clinical specimens, including blood	<input type="checkbox"/>	<input type="checkbox"/>
pesticides / herbicides	<input type="checkbox"/>	<input type="checkbox"/>	genetically-manipulated specimens	<input type="checkbox"/>	<input type="checkbox"/>
			immunisations	<input type="checkbox"/>	<input type="checkbox"/>
OTHER POTENTIAL HAZARDS (please specify):					
Supervisor/Delegate Name:			Date:		