



Position Description

College/Division:	ANU College of Asia and the Pacific
School/Centre:	Coral Bell School of Asia Pacific Affairs
Department/Unit:	Department of Pacific Affairs
Position Title:	Fellow / Senior Fellow
Classification:	Academic Level C / Academic Level D
Position No:	TBC
Responsible to:	Department Head
Number of positions that report to this role:	Nil
Delegation(s) Assigned:	D6

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.

The Coral Bell School of Asia Pacific Affairs forms part of the ANU College of Asia and the Pacific and is dedicated to advancing analysis and understanding of the international, political, societal, and strategic affairs of Asia and the Pacific. The School consists of four departments: the Department of International Relations; the Department of Pacific Affairs; the Department of Political and Social Change; and the Strategic and Defence Studies Centre.

The Department of Pacific Affairs (DPA) is a vibrant research unit, comprising over 20 academics and some 35 PhD students, situated in the Coral Bell School of Asia Pacific Affairs. DPA is the leading international centre for applied research into contemporary governance issues in the broader Pacific. In addition to its scholarly goals, DPA maintains a strong commitment to active engagement with policy communities in the region and Australia.

DPA is the lead partner in the consortium delivering Pacific Research Program – Phase 2 (PRP II). Co-funded by DFAT and the consortium partners' parent bodies, PRP II (2022-26) will generate and disseminate independent Pacific-focused research as a regional public good, and support stronger evidence-based policy making in the Pacific by working to foster stronger research practice and deeper research-to-knowledge engagement.

The Fellow / Senior Fellow undertakes research focussed on climate change as part of a broader research program on Politics, Governance and Economic Resilience theme under the Pacific Research Program (PRP) research agenda. The Fellow/ Senior Fellow makes outstanding contributions to research, scholarship, teaching, outreach and administrative activities of the Department and interdisciplinary area/s.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

Our ideal candidate will report to the Head of the Department of Pacific Affairs and works with Department, School, College, and University colleagues to deliver key strategic outcomes in education and research. The Fellow / Senior Fellow will be expected to demonstrate excellence in published research, teaching, outreach and program management, and have the potential to attract external funding for research.

Role Statement:

All academic staff within the College are expected to undertake work in three areas of academic activity - education (teaching and learning), research and service (including outreach). The allocation of time to each area will reflect relative opportunities within the School and/or discipline, as well as individual appointment situations. This expectation applies regardless of the level of appointment, the type of appointment an academic holds, or the part of the University in which an academic may have begun their career at ANU.

Under the broad direction of the Head of the Department of Pacific Affairs the Fellow / Senior Fellow will:

Level C

Research activities:

- Make a significant contribution to DPA's research outputs and outcomes by undertaking high impact independent research in the area of climate change in the Pacific, from the perspective of politics, governance and economic resilience.
- Undertake quality independent research, focussed on environmental sustainability and resilience challenges, particularly those related to climate change, in the Pacific.
- Undertake applied policy-relevant research, and contribute to collaborative research within DPA.
- Publish in peer-reviewed journals and in venues oriented to a broader policy audience (which includes regional governments, policy makers and development practitioners in Australia and in partner countries within the Pacific), including DPA in-house publication series.

Education activities:

- Contribute to DPA's broader teaching program and the teaching activities of the School at the undergraduate and graduate levels, through course convenorship, the preparation and delivery of lectures and through supervision of HDR students.
- Develop course materials including on the University learning management system.
- Contribute to research training activities (e.g. Pacific Research Colloquium).
- Contribute to in-country or study abroad options.
- Undertake administrative duties associated with teaching.

Service, outreach, consulting and administrative activities

- Provide policy-relevant briefings and/or undertake research consultancies, and relate academic research to policy advice and formulation.
- Contribute to high level policy engagement with Pacific policy-makers including the Department of Foreign Affairs and Trade (DFAT) and Australian Overseas Missions in the Pacific, Pacific governments, multilateral and regional organisations, development partners and civil society organisations, facilitating access to research including provision of talks, training and exchange relationships.
- Attend departmental and/or faculty meetings and/or participate as a member of at least one School, College or University Committee or Sub-Committee (Education, Research or Administrative) per year
- Translate research and research publications into accessible, policy-salient forms
- Other duties consistent with the classification of the position.
- Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.

Skill Base

A Level C academic will make a significant contribution to research and/or scholarship and/or teaching and administration activities. S/he will normally play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities

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.

In addition, a position at this level will require a record of demonstrable scholarly and professional achievement in the relevant discipline area.

In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, and professional contributions and/or to technical achievement.

Level D

Research activities:

- Make an outstanding contribution to DPA's research outputs and outcomes by undertaking high impact independent research in the area of climate change in the Pacific, from the perspective of politics, governance and economic resilience.
- Conduct collaborative and multidisciplinary research at a national or international level, including, where appropriate, leadership of a large research team.
- Conduct practice lead research in Pacific Affairs including producing publically accessible works and original creative outputs which contribute to the Department of Pacific Affairs output as outlined by the ERA guidelines for Pacific Affairs.
- Submit consistent, competitive grant applications and play a leading role in 2 grant applications at least every 2 – 3 years.
- Supervise HDR students, providing mentoring of junior staff in effective HDR supervision and contributing to the recruitment of HDR students.

Education activities:

- Prepare, convene and deliver teaching courses, including developing course materials on the University learning management system.
- Contribute to other educational activities (e.g. guest lectures, short or intensive courses, and executive education).
- Honours, PhD and Masters level supervision.
- Contribute to research training activities (e.g. Pacific Research Colloquium).
- Integrate research into teaching and implement innovative teaching methods that give effect to the University's commitment to providing a research intensive education.
- Contribute to strategic education planning e.g. strategic positioning of programs or increasing student numbers.
- Undertake high level administrative functions associated with teaching.

Service, outreach, consulting and administrative activities

- Provide leadership through team development, mentoring and career development of academic staff and the performance management process.
- Contribute to high level policy engagement with Pacific policy-makers including the Department of Foreign Affairs and Trade (DFAT) and Australian Overseas Missions in the Pacific, Pacific governments, multilateral and regional organisations, development partners and civil society organisations, facilitating access to research including provision of talks, training and exchange relationships.
- Lead and engage DPA colleagues in research informed policy debate concerning issues of relevance to the Australian Aid Program related to environmental sustainability and resilience challenges in the Pacific.
- Undertake management responsibilities for an academic area.
- Contribute to at least one ANU, College School or Centre Board or Committees.
- Contribute to the convenorship of large-scale or international conferences or workshops.
- Participate in research collaboration with government agencies which generate substantial outcomes.
- Other duties consistent with the classification of the position.
- Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.

Skill Base

A Level D academic will 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.

A Level D academic will 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 his or her discipline. The academic will make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline.

In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, and professional contributions and/or to technical achievement.

SELECTION CRITERIA:**Level C**

1. A PhD in environmental sustainability and resilience challenges, particularly those related to climate change, or cognate discipline with a strong record of independent research, publications and policy leadership and impact with evidence of an international reputation in that field.
2. A strong record of scholarship on the Pacific that includes publication in high-ranking journals, success in obtaining external research funding, and the successful supervision of postgraduate research candidates.
3. A demonstrated record of high quality, best practice teaching, in the areas of expertise.
4. Demonstrated ability to engage in university administration and a record of successful interaction with relevant industry/ business/professional/government organisations.
5. Well-developed oral and written communication skills in English and an ability to liaise effectively and/or develop positive relationships with a wide range of staff and students.
6. Ability to provide academic leadership by overseeing research teams, supervising other staff members and/or mentoring junior colleagues.
7. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Level D

8. A PhD in environmental sustainability and resilience challenges, particularly those related to climate change, with an eminent record of scholarly research, publication and policy leadership and impact with evidence of a substantial international reputation in that field.
9. An outstanding record of scholarship on the Pacific 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.
10. An outstanding record of contributions to education including program development, high quality teaching, and original and innovative approaches to pedagogy.
11. Strong experience in outreach activities and leading contributions to the dissemination of research results to government and the wider public through media interviews, opinion pieces, seminars, workshop presentations and conference papers.
12. A record of effective academic leadership, including leadership of research teams, supervising other staff members and/or mentoring junior colleagues.
13. A demonstrated record of effective contributions to university administration, including highly developed communication skills and the ability to work productively at all levels.
14. A demonstrated high level of understanding of equal opportunity principles and policies and a commitment to the application of EO policies 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.

References:

Minimum Standards for Academic Levels (MSAL)



Pre-Employment Work Environment Report

Position Details

College/Div/Centre	ANU College of Asia and the Pacific	Dept/School/Section	School Name
Position Title	Fellow / Senior Lecturer	Classification	Academic Level C
Position No.	XXXXX	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

- 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	X	<input type="checkbox"/>	laboratory work	<input type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input type="checkbox"/>	work at heights	<input type="checkbox"/>	<input type="checkbox"/>
repetitive manual tasks	<input type="checkbox"/>	<input type="checkbox"/>	work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
Organizing events	<input type="checkbox"/>	<input type="checkbox"/>	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input type="checkbox"/>	X	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input type="checkbox"/>	gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>
ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	beta particles	<input type="checkbox"/>	<input type="checkbox"/>
infra red	<input type="checkbox"/>	<input type="checkbox"/>	nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>
laser	<input type="checkbox"/>	<input type="checkbox"/>			
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	<input type="checkbox"/>	<input 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):					