Information for prospective candidates
Welcome from the Dean

It is my pleasure to introduce The Australian National University College of Law, the intellectual home of some of Australia’s foremost experts in international, constitutional, public and private law.

For 60 years, ANU College of Law has built a global community whose expertise spans the globe and spectrum of legal endeavour. Our campus is located at the heart of Canberra, the national capital. In addition to being a hub for foreign missions, the Australian Parliament and other national institutions, it is also one of the world’s best student cities renowned for being safe, clean and green.

If you would like the opportunity to be extraordinary, then ANU will nurture you to achieve your potential.

I look forward to welcoming you to ANU.

Professor Sally Wheeler
OBE, MRIA, FAcSS, FAAL
Deputy Vice-Chancellor for International Strategy and Dean of ANU College of Law
By the numbers

The Australian National University (ANU) is one of the world’s leading centres for research and education. Our global reputation and rankings allow us to attract the best staff and students from around the world.

One of the highest academic staff-to-student ratios
Good Universities Guide 2019

Five-star maximum rating for student demand, student retention, student–teacher ratio and staff qualifications
Good Universities Guide 2019

Five-star max rating for law and legal studies research
2018 Excellence in Research for Australia (ERA) rankings

 Ranked in the top 20 in the world for law
QS World Rankings by Subject 2021

The top ranked university in Australia for international outlook
2021 Times Higher Education Most International Universities in the World

Ranked 1st in Australia and 27th in the world
QS World University Rankings 2022

ANU counts six Nobel Laureates among our staff and alumni including our Vice-Chancellor

Information for prospective candidates
ANU College of Law
About ANU College of Law

Since 1960, ANU College of Law has stood as a leader in legal research, addressing contemporary legal, social and political challenges in Australia and around the world. Balancing global outlook with local focus, we have a long-standing reputation for excellence in legal education, research and community outreach.

This, coupled with our role as the national university, means we have a responsibility to be ambitious, bold and transformative in our research and teaching. Our campus is located at the heart of the national capital, alongside foreign missions, the Australian Parliament, other national institutions, research organisations and government departments.

Across undergraduate, postgraduate and research degrees, we provide our students with a unique understanding of current law and policy.

As Australia’s national law school, we provide national research leadership on the most important legal, regulatory and governance challenges facing Australia, the Asia-Pacific region and the world. ANU leads the nation in research excellence, confirming our reputation as a world-class university for law and legal research by receiving the highest possible ranking in the 2018 Excellence in Research for Australia (ERA). ANU legal scholars have received a five-star rating in all four rounds of the ERA since it began in 2010. The ERA results recognise the University’s continuing tradition of global excellence in legal research.

Our capital city location links us with the nation’s key law-making and legislative bodies. Our researchers work closely with government departments, research agencies, NFPs/NGOs, other universities and the wider legal community to support and enhance legal education, research and policy in Australia and around the world.
Education

Bringing together extensive experience and real-world insight, our teachers are experts both in their legal disciplines and in legal education. Our scholars are engaging regularly with government and the profession, producing world-class scholarships and making important contributions to the development of the law and public policy.

Degrees
- LLB HONS
- Juris Doctor
- Master of Laws
- Master of International Law and Diplomacy
- Graduate Certificate of Law
- Graduate Certificate of New Technologies Law
- PhD
- Master of Financial Management and Law

Alumni
With over 23,000 ANU Law graduates across Australia and around the world, our alumni can be found working not only as lawyers, but agents for social change, public policy and global diplomacy.

Teaching facilities
We have recently finished refurbishing our facilities to provide modern teaching and learning spaces to educate the next generation of lawyers. Features:
- State-of-the-art teaching spaces
- Social and collaborative student spaces
- New and modern moot court
Research-led education

A number of ANU courses adopt a research-led curriculum whereby subject content is based on the specialist research interests of the teaching staff. For example, in 2020 Associate Professor Vivien Holmes and Honorary Associate Professor Peter Burnett supervised a study by GreenLaw under the ANU Law Reform and Social Justice research and policy group. The study, an empirical review of all 32 cases under Australia’s federal environment laws between 2009 to 2019, dispelled the myth of federal courts being inundated with ‘lawfare’ and ‘green tape’, finding the cases accounted for just 0.06 per cent of the Federal Court’s annual caseload.

In 2021, GreenLaw students spoke before the Australian Capital Territory (ACT) Standing Committee on Environment, Climate Change and Biodiversity’s Inquiry into Renewable Energy Innovation in the region. Their testimony expanded on a written submission to the Inquiry on the benefits of community-scale batteries and how to incentivise their uptake in the ACT.
Dr Faith Gordon FHEA
Senior Lecturer, ANU College of Law

“The ANU College of Law is situated on beautiful campus grounds and as staff members we are immersed in the beauty of Australian wildlife and scenery every day.

“I am from Northern Ireland originally and ANU has provided a welcoming intellectual home for me and a real sense of community.

“As Australia’s national university, the institution has provided me with excellent opportunities to continue to grow and develop the local, national and international reach of my research.

“Coupled with the rich intellectual culture and highest standards in academic research, the ANU College of Law prioritises student experience and provides a tailored education programme for the future lawyers and changemakers in Australia and beyond. The ANU College of Law has an inspiring tradition of promoting social justice and contributing to law reform, through research, advocacy and also encouraging our students to engage actively in these important spaces.

“If you are like me and your scholarship has a core element of wanting to effect policy change and make an impact, Canberra is the city for you to achieve this. We are logistically close to the heart of the Australian Government and as an institution, we have a reputation for successful engagement with policymakers and for producing world-leading research leading to real-world impact.”
Dr Ntina Tzouvala
Senior Lecturer, ANU College of Law

“The ANU College of Law is a powerhouse in the fields of international and public law as well as legal theory and inter-disciplinary approaches to law. Our students come from around Australia and the world and our teaching focuses both on doctrinal rigour and social reform and justice. This is a collegiate and intellectually thriving environment that is especially supportive of early-career researchers. And Canberra certainly offers more than meets the eye!”

Dr Jonathan Liljeblad
Senior Lecturer, ANU College of Law

“The location of ANU in the national capital provides a significant benefit for research, teaching, or consulting work related to international affairs or federal issues. Canberra hosts all the international embassies and the offices of international organisations. In addition, the city contains the head offices for all ministries and branches of government: executive, legislative, and judicial. As a result, ANU enjoys a close institutional relationship with a range of entities directly relevant to anyone with interests in public law and public policy at global and national levels.”

Dr Damian Clifford
Senior Lecturer, ANU College of Law

“The ANU College of Law is such a welcoming place. When I took up my position at the ANU and arrived in Canberra, I was struck by the friendliness of the staff and the excellent environment the College offers for world-class research and teaching.

“As an early career academic, the ANU College of Law has afforded me the scope and opportunities necessary to continue developing my career. I feel supported and encouraged and I am very happy to be an ANU College of Law academic.”
Research excellence

Recognised around the world, our research has long been known for scholarly excellence and positive impact. Since our beginning, we have attracted academics, researchers and practitioners from across Australia and abroad. Together, these scholars have engaged with governments, communities and the wider legal profession to produce world-class research, and make important contributions to the development of the law and public policy.

Humanising Machine Intelligence

Funded by the ANU Grand Challenges Scheme, the Humanising Machine Intelligence (HMI) project is an interdisciplinary, impact-driven research collaboration between computer scientists, ethicists, mathematicians, lawyers and sociologists. Among its chief investigators is ANU College of Law Associate Professor Will Bateman. The HMI project aims to harness the power of artificial intelligence while ensuring society’s best qualities are protected. “The biggest challenge is ensuring public law rules, which control governance, are applied to algorithmic public service utilisation,” says Dr Bateman. “I’m running a major research project explicitly focused on updating public law principles that apply to governance to ensure that people’s individual rights and group rights are properly protected in the age of AI.”

Space law and governance

ANU is renowned for its expertise in research and teaching related to space law. Published by Oxford University Press in 2021, War and Peace in Outer Space: Law, Policy, and Ethics by Senior Lecturer Cassandra Steer analyses the legal and ethical concerns over the increased weaponisation of outer space and the potential for space-based conflict in the near future. “At a time when the creation of the US Space Force has brought the notion of military activities in space to public attention, and when we have returned to a multipolar world in which the traditional great powers are once again competing, the weaponisation of space and the potential for a space-based conflict is very real,” says Dr Steer.
A powerhouse for socio-legal research

In 2021, the ANU College of Law made history when three of our researchers were awarded almost $1.3 million in Federal Government funding for their interdisciplinary, socio-legal projects under the Discovery Early Career Researcher Awards (DECRA) scheme. The awards to Associate Professor Rebecca Monson, Associate Professor Moeen Cheema and Dr Eve Lester made ANU the first Australian university to secure three DECRA grants in the Law and Legal Studies field of research in a single year.

Integrated bushfire defence

In 2019–20, Australia was ravaged by the Black Summer bushfires that delivered a shocking climate wake-up call. In response to this national challenge, ANU researchers including law and technology expert Associate Professor Philippa Ryan unveiled a research project that aims to develop an integrated defence system enhanced by emerging technologies.

International partnerships and global engagement

Our research is enriched by our partnerships with universities, governments and businesses across the Asia-Pacific region. We are a proud founding member of the National Law Schools Network that also comprises the National University of Singapore, Peking University and the University of Tokyo, all members of the International Association of Research Universities (IARU) alliance. The National Law Schools Network aims to strengthen relations with partners in our region, and to share insights and ideas on shared challenges of national law schools.
The ANU College of Law is recognised as one of Australia’s leaders in legal research and education. Located in Australia’s capital city, Canberra, the ANU College of Law is home to a thriving research community including the Centre for International and Public Law (CIPL), the Centre for Law, Arts and the Humanities and a law reform and social justice initiative. It has built strong networks with lawmakers, the judiciary and legal academics throughout Australia and the world.

Start date negotiable but with a preference for early 2022. The College recognises that travel to Australia, even for Australian citizens and permanent residents, is likely to remain challenging for some months to come. Newly appointed staff can commence work remotely if necessary.

For all enquiries please contact Professor Sally Wheeler, Dean, ANU College of Law, T +61 2 6125 4070 E Sally.Wheeler@anu.edu.au

The University actively encourages applications from Aboriginal and Torres Strait Islander people. For more information on employment opportunities at the ANU, visit https://services.anu.edu.au/human-resources/respect-inclusion/aboriginal-torres-strait-islander-employment.

ANU values diversity and inclusion and believes employment opportunities must not be limited by socio-economic background, race, religion or gender. For more information about staff equity at ANU, visit https://services.anu.edu.au/business-units/human-resources-division/equity-and-diversity

Application information

In order to apply for this role please make sure that you upload the following documents:

- A statement addressing the selection criteria.
- A current curriculum vitae (CV) which includes details of education, professional training and qualifications, full list of publications, positions held (including relevant dates, titles, responsibilities and key achievements), details of teaching and/or research experience, and any other relevant information such as contributions to professional associations and learned societies, and community activities.

Applications which do not address the selection criteria may not be considered for the position. The successful candidate will be required to undergo a background check during the recruitment process.
Information for prospective candidates  
ANU College of Law
Purpose statement

The core purpose of all positions on academic staff is to make a contribution to advancing the discipline of law by (a) exploring the boundaries of legal knowledge through research, scholarship, and the dissemination of scholarship (b) educating future lawyers and associated professionals to be competent, ethical, and act in the service of society (c) sharing and spreading the benefit of legal knowledge and skills amongst wider audiences by engaging in appropriate outreach activities, and (d) infusing all of these activities with an interest in underlying questions of law reform and/or social justice.

Position dimension and relationships

The Lecturer is a member of the ANU College of Law and is expected to work collegially with both academic and professional staff in the College to contribute towards the achievement of teaching, research and engagement and impact outcomes in accordance with the strategic goals of the College and ANU more broadly.

Role statement

Specific duties required of a Level B Teaching and Research Academic may include:

- The preparation and delivery of tutorials, lectures, practical classes, demonstrations, workshops, seminars, student field excursions and clinical sessions.
- Acting as a course convenor.
- Supervision of honours and postgraduate students engaged in course work. Supervision of research projects undertaken by these cohorts of students.
- The conduct and publication of high quality research.
- Involvement in academic professional associations, conferences and events.
- Initiation and development of course material with appropriate advice from and support of senior colleagues.
- Marking and assessment.
- Consultation with students.
A range of administrative functions the majority of which are connected with the courses in which the academic teaches.

- Attendance at School and/or College meetings and/or membership of a number of committees.
- Engagement in outreach activity in line with the interests of the College.
- Compliance with all ANU policies and procedures, including those relating to work health and safety and equal opportunity.
- Other duties as allocated by the supervisor consistent with the classification of the position.

**Skill base**

A Level B Academic shall have qualifications and/or experience recognised by the institution as appropriate for the relevant discipline area. In addition to offering teaching in their areas of research, they will also be able to teach in one of the compulsory subjects in the ANU LLB excluding Legal Theory, International Law or subjects allied to Public Law. The College does not currently have teaching needs in those areas.

**Selection criteria**

- LLB with honours (or equivalent) and a completed (submitted) PhD in law or a cognate discipline.
- Demonstrated achievement in high quality research and scholarship in areas that align with the College’s existing research strengths, and a demonstrated capacity for obtaining research grants from the ARC or other appropriate funder.
- Demonstrated ability to publish research findings in high quality publication outlets.
- Awareness of the impact of research agenda as currently defined by the ARC.
- Demonstrated interest and ability to deliver effective teaching including experience of, or a willingness to teach at, undergraduate and postgraduate level.
- Ability to undertake outreach activities in line with the interests of the College.
- Good oral and written communication skills and an ability to maintain positive working relationships with students and colleagues at all levels.
- Understanding of equal opportunity principles and commitment to their application in a university context.
Senior Lecturer (Academic Level C)

Purpose statement

The core purpose of all positions on academic staff is to make a contribution to advancing the discipline of law by (a) exploring the boundaries of legal knowledge through research, scholarship, and the dissemination of scholarship (b) educating future lawyers and associated professionals to be competent, ethical, and act in the service of society (c) sharing and spreading the benefit of legal knowledge and skills amongst wider audiences by engaging in appropriate outreach activities, and (d) infusing all of these activities with an interest in underlying questions of law reform and/or social justice.

Position dimension and relationships

The Senior Lecturer is a member of the ANU College of Law and is expected to work collegially with both academic and professional staff in the College and the University to contribute towards the achievement of teaching, research and engagement and impact outcomes in accordance with the strategic goals of the College and ANU more broadly.

Role statement

Specific duties required of a Level C Teaching and Research Academic may include:

- The preparation and delivery of tutorials, lectures, practical classes, demonstrations, workshops, seminars, student field excursions and clinical sessions.
- Course coordination including the initiation and development of course material.
- Supervision of honours or postgraduate research projects in coursework. Supervision of research students.
- The publication of high quality research at an international level and the pursuit of funding to support research.
- Significant involvement with the development of the discipline at a national or international level through contributions to academic associations, conferences and events.
- Consultation with students.
- Broad administrative functions.
- Marking and assessment.
● Attendance at departmental and/or faculty meetings and a major role in planning or committee work.
● Engagement in outreach activities in line with the interests of the College.
● Compliance with all ANU policies and procedures, including those relating to work health and safety and equal opportunity.
● Other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

Skill base

A Level C Academic shall have advanced qualifications and/or be recognised by the institution as appropriate for the relevant discipline area. In addition to offering teaching in their areas of research, they will also be able to teach in one of the compulsory subjects in the ANU LLB excluding Legal Theory, International Law or subjects allied to Public Law. The College does not currently have teaching needs in those areas.

Selection criteria

● LLB with honours (or equivalent) and a PhD in law or a cognate discipline.
● Demonstrated achievement in high quality research and scholarship in areas that align with the College’s existing research strengths, and a demonstrated capacity for obtaining research grants from the ARC or other appropriate funder.
● Awareness of and a willingness to pursue the impact of research agenda as currently defined by the ARC.
● Demonstrated record of achievement (a publication record) in publishing research with high quality publishers or in high quality publication outlets.
● Demonstrated achievement in effective teaching (in person and online) including experience of, or a willingness to teach at, undergraduate and postgraduate level. An interest in curriculum design and development at higher education level is also required.
● Demonstrated achievement or experience in outreach activities that align with the interests of the College.
● Demonstrated achievement or experience in university administration and governance.
● Well-developed oral and written communication skills and a demonstrated ability to maintain positive working relationships with students and colleagues at all levels.
● Understanding of equal opportunity principles and commitment to their application in a university context.
● Evidence of engagement in continuous professional development.
How to apply

Application information
In order to apply for this role, please make sure that you upload the following documents via ANU Recruit jobs.anu.edu.au

A statement addressing the selection criteria
Respond to each of the selection criteria, taking into account experience, past roles and expertise.

A current Curriculum Vitae (CV)
- Details of education, professional training and qualifications.
- Full list of publications.
- Positions held, including relevant dates, titles, responsibilities and key achievements.
- Details of teaching and/or research experience.
- Any other relevant information such as contributions to professional associates and learned societies, and community activities.

Selection process
Shortlisted candidates will be asked to provide two written references in support of their application prior to the interview. It is the candidates’ responsibility to ensure referees provide a report that can be considered.

Shortlisted candidates will be required to submit a video presentation on a topic, which will be provided upon notification of being shortlisted. Shortlisted candidates will be required to supply the College with PDFs of their two best publications in the last three years prior to interview.

Candidates will be provided with a deadline to provide the above information which will fall prior to the interview.

Interviews will be held via Zoom for all shortlisted candidates.

Anticipated timelines

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising commences</td>
<td>Tuesday 24 August 2021</td>
</tr>
<tr>
<td>Applications close</td>
<td>Sunday 26 September 2021</td>
</tr>
<tr>
<td>Shortlisting of candidates</td>
<td>Wednesday 29 September 2021</td>
</tr>
<tr>
<td>Shortlisted candidates notified and asked to provide references and submit video presentation</td>
<td>Thursday 30 September 2021</td>
</tr>
<tr>
<td>Shortlisted candidates interviewed</td>
<td>12–13 October 2021</td>
</tr>
<tr>
<td>Successful candidates notified</td>
<td>Mid–Late October 2021</td>
</tr>
<tr>
<td>Commencement of successful candidates</td>
<td>Negotiable</td>
</tr>
</tbody>
</table>

Enquiries
Professor Sally Wheeler, OBE, MRIA, FAcSS, FAAL
Dean, ANU College of Law
T +61 2 6125 4070
E sally.wheeler@anu.edu.au
At ANU, you’ll be warmly welcomed into a safe, inclusive and collaborative environment that facilitates immersion and offers a strong sense of togetherness and community spirit.

Our proximity to the High Court of Australia, Parliament House, Commonwealth courts and federal agencies offers unparalleled access to legal practitioners, members of the judiciary and government policymakers, many of whom are ANU Law alumni.

Canberra offers a different cultural experience to other Australian cities and is incredibly easy to get around — the city has the shortest commute times of any major Australian city and a newly opened light-rail network.

**Most liveable city**

Canberra is one of the world’s most liveable cities, ranking first for quality of life ahead of Sydney and Melbourne.

2021 Numbeo Quality of Life Index

**Safest**

Canberra is considered one of the safest cities in Australia with one of the lowest crime rates.

**Global community**

A city of just over 411,000 people with more than 27 per cent of our residents born overseas, Canberra is a multicultural city with a strong sense of community.
A world-leading university

ANU is one of the world’s foremost research universities. Distinguished by our relentless pursuit of excellence, the University attracts leading academics and outstanding students from Australia and around the world.

Further information about ANU and its vision for the future can be found at: https://bit.ly/ANU2025

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 4,300 staff, 10,286 undergraduates and 6,925 postgraduate students. Its annual revenue exceeds $1 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 (IARU), a cooperative network of 11 eminent international research-intensive universities which includes:

- University of Cambridge
- University of Oxford
- University of California, Berkeley
- Yale University
- University of Cape Town
- Peking University
- National University of Singapore
- University of Tokyo
- University of Copenhagen
- ETH Zurich
Research-intensive education

As the specially-chartered national university, ANU 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.

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’s Acton campus has more than 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
Employee benefits

ANU provides a number of employee benefits for eligible employees.

Below is a brief summary of the benefits the ANU provides for eligible employees, which begin from the commencement of their appointment.

Family-friendly workplace

- Generous parental leave provisions — up to 26 weeks at full pay plus six weeks of career re-entry leave.
- On-campus childcare with the option to deduct payment from pre-tax salary.
- Flexible working arrangements.
- Breastfeeding facilities.
- Dual career (spousal) hires.

Career and professional development

- In-house and external staff development opportunities, including individual coaching program.
- Support for caring responsibility to attend conference/seminar.
- Outside studies program.
- Support for individual career planning/counselling services.
- Staff undergraduate and postgraduate scholarships. Career development leave program.
- Informal and formal mentoring.

Salary packaging

- Novated (car) leases.
- Airline membership — Qantas and Virgin Australia.
- Laptops.
- Parking — eligible staff are able to apply for permits for on-campus parking.
- Superannuation.

Health and wellbeing

- On-campus staff counselling service.
- Independent and confidential employee assistance program.
- On-campus fully credited primary health care facility — free flu vaccination.
- ANU Fitness Centre — gym and group fitness classes.
- Wellbeing programs for staff (e.g. women and men’s health checks).
- Dedicated work environment group to support staff with work, health and safety matters.
Campus life and facilities

- Cafes, banks, ATMs, chemist, newsagent, bookshop and a post office.
- ANU is a smoke-free campus.
- Access to the University’s five libraries.
- ANU GreenShare car service.
- Campus bicycle fleet and a network of walking and bike paths around campus.
- ANU Green Unit to help reduce our carbon footprint.
- Corporate discount for rental cars.
- Vehicle servicing and maintenance with Autoco Belconnen — free pick-up and drop-off from ANU.
- Well-established and maintained precincts for acoustic and other events.
- Well-maintained gardens and sporting/recreation facilities.

Salary and rewards

- Contribution of up to 17 per cent superannuation (in addition to base salary).
- On-campus UniSuper consultant available for general advice on superannuation.
- ANU staff health insurance plan with HCF for Australian resident and non-resident staff.
- Recognition of prior service with another Australian university or Commonwealth authority.

Learning communities

Student-led organisations inclusive and open to everyone. These communities encompass areas such as:

- creative arts
- cultures
- global challenges
- history
- sustainability

For additional information, please contact:
ANU College of Law Human Resources: hr.law@anu.edu.au
Contact

ANU College of Law
The Australian National University
Canberra ACT 2600 Australia
law.anu.edu.au

Follow us
@ANUCollegeofLaw
@ANUCollegeofLaw
@ANUCollegeofLaw
@ANUCollegeofLaw
@ANU_Law