PURPOSE STATEMENT:
The ANU Research School of Astronomy and Astrophysics (RSAA) is a leading international centre of astrophysical research. RSAA researchers have made major contributions to astronomy, mapping the structure and formation of the Milky Way, discovering planets orbiting other stars, measuring dark matter both within our Galaxy and in the wider Universe, and discovering the accelerating expansion of the Universe. RSAA operates Siding Spring Observatory, which hosts Australia's largest optical telescopes, and the Advanced Instrumentation and Technology Centre, which builds innovative instruments for astronomy and space science. RSAA staff have access to the world's largest telescopes and the supercomputers of the National Computational Infrastructure.

The Fellow is expected to undertake work in all three areas of academic activity – research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of appointees independent research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Fellow may also be required to supervise or mentor less senior staff, and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:
The Fellow will be a member of Research School of Astronomy and Astrophysics, accountable to Associate Director (Academic). The Fellow will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the all academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:
In their role as an Academic Level C the Fellow is expected to:

1. Undertake high-impact independent research in the relevant area of research with a view to publishing original and innovative results in international refereed journals, present research at academic seminars and at national and international conferences, and collaborate with other researchers at a national and/or international level.
2. Actively seek and secure external funding including the preparation and submission of research proposals to external funding bodies.
3. Make a strong contribution to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, the initiation and development course/subject material and actively lead overall development of courses in the discipline.
4. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
5. Lead, supervise and develop less senior academic and research support staff in your research area.
6. Proactively contribute to all aspects of the operation of the School and College. This may include representation through committee memberships.
7. Lead outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain and actively promote high academic standards in all education, research and administration endeavours.
9. Take responsibility for their own workplace health and safety and not willfully place at risk the health and safety of another person in the workplace.
10. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
11. Other duties as required that are consistent with the classification of the position.

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

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

SELECTION CRITERIA:
1. A PhD in in a relevant area, with a strong track record of independent research in the field as evidenced by cited publications in peer-reviewed journals and conferences, a record of developing and maintaining collaborations and by other measures such as awards, and invitations to present at prominent conferences etc.
2. A track record of articulating and prosecuting innovative research in the field and a vision for the activities they will undertake at the ANU.
3. A record of winning bids for competitive external funding to support individual and collaborative research activities.
4. Evidence of effective teaching at all levels and of the ability to contribute to setting the education agenda of the School in the applicant's area of expertise.
5. A track record of successfully supervising and graduating high quality PhD/Masters research students.
6. Demonstrated ability to lead and work as part of a team, significantly contributing to team management and a demonstrated ability to meet deadlines.
7. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Background Checking:
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.

Delegate Signature:  
Date:  
Printed Name:  
Position:  

References:

Academic Minimum Standards
College/Division: ANU College of Science
Faculty/School/Centre: Research School of Astronomy and Astrophysics
Department/Unit: 
Position Title: Associate Professor
Classification: Academic Level D
Position No: 
Responsible to: Associate Director (Academic), Research School of Astronomy and Astrophysics
Number of positions that report to this role: 0
Delegation(s) Assigned: 

PURPOSE STATEMENT:
The ANU Research School of Astronomy and Astrophysics (RSAA) is a leading international centre of astrophysical research. RSAA researchers have made major contributions to astronomy, mapping the structure and formation of the Milky Way, discovering planets orbiting other stars, measuring dark matter both within our Galaxy and in the wider Universe, and discovering the accelerating expansion of the Universe. RSAA operates Siding Spring Observatory, which hosts Australia’s largest optical telescopes, and the Advanced Instrumentation and Technology Centre, which builds innovative instruments for astronomy and space science. RSAA staff have access to the world’s largest telescopes and the supercomputers of the National Computational Infrastructure.

The Associate Professor will be responsible for undertaking and fostering world-leading independent research, fostering national and international leadership in research, education and service. The Associate Professor is expected to undertake work in all three areas of academic activity – research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the appointee’s research agenda, School and interdisciplinary teaching requirements, and leadership opportunities within the School and beyond. The Associate Professor will be required to supervise and mentor less senior academic staff and to undertake service and leadership roles as applicable. The Associate Professor will contribute to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:
The Associate Professor will be a member of Research School of Astronomy and Astrophysics, accountable to the Associate Director (Academic). The Associate Professor will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships with all academic and professional School and College staff, students, and honorary appointees, as well as with University and external stakeholders. The Associate Professor will have a mentoring role for students and early career researchers and will engage in productive collaborations with local, national and international colleagues.

Role Statement:
In their role as an Academic Level D the Associate Professor is expected to:

1. Undertake high-impact independent research in the relevant area of research, with a view to publishing original and innovative results in international refereed journals, presenting research at academic seminars and at prestigious national and international conferences, and collaborating with other researchers at a high international level.
2. Actively seek and secure external funding, including the preparation and leadership of major multi-party collaborative research proposals.
3. Make a strong contribution to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, the initiation and development course/subject material, and actively leading overall curriculum development in the discipline and across the College.
4. Supervise students working on individual or group projects at undergraduate, honours, graduate coursework, and graduate research levels.
5. Lead, supervise and develop less senior academic and research support staff in the School.
6. Actively contribute to all aspects of the operation of the School, College and University. This may include taking on broader leadership and supervisory roles.
7. Lead and initiate community outreach activities, including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain and actively promote high academic standards in all education, research and administration endeavours undertaken by the School, the College and the University.
9. Comply with all ANU policies and procedures, in particular those relating to work health and safety and equal opportunity.
10. Other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

**Skill Base**

An Associate Professor is expected to possess advanced academic qualifications together with broad expertise and deep knowledge in the relevant discipline area. Academic positions are expected to possess skills that foster excellence in the field of research within the University, the discipline, and the scholarly and broader community. An Associate Professor will have the skills to make major contributions to the research, teaching and administration activities of the School and to make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline. An Associate Professor will have attained recognition at a national or international level in their field.

**SELECTION CRITERIA:**

1. A PhD in a relevant area, with an excellent track record of independent research in the field as evidenced by highly-cited publications in leading peer-reviewed journals and conferences, a record of developing and maintaining collaborations with world-leading researchers and institutes, and by other measures such as prestigious awards, invitations to give keynote addresses at leading conferences, membership of professional institutes, etc.
2. A strong track record of articulating and prosecuting innovative research in the field and a compelling vision for the activities they will undertake and lead at the ANU.
3. A strong record of leading and winning bids for competitive external funding to support individual and collaborative research activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
4. Evidence of effective teaching at all levels and of the ability to contribute significantly to setting the education agenda of the School in the applicant’s area of expertise.
5. A strong track record of successfully supervising and graduating high-quality PhD/Masters research students as evidenced by, for example, the subsequent positions held by these students.
6. Demonstrated experience in providing academic leadership and a demonstrated ability to mentor and develop colleagues to achieve goals.
7. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.

**Background Checking:**

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.

Delegate Signature: ____________________________ Date: ____________________________

Printed Name: ____________________________ Position: ____________________________

**References:**

Academic Minimum Standards
<table>
<thead>
<tr>
<th>College/Division:</th>
<th>ANU College of Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty/School/Centre:</td>
<td>Research School of Astronomy and Astrophysics</td>
</tr>
<tr>
<td>Department/Unit:</td>
<td>Professor</td>
</tr>
<tr>
<td>Position Title:</td>
<td>Professor</td>
</tr>
<tr>
<td>Classification:</td>
<td>Academic Level E</td>
</tr>
<tr>
<td>Position No:</td>
<td></td>
</tr>
<tr>
<td>Responsible to:</td>
<td>Director, Research School of Astronomy and Astrophysics</td>
</tr>
<tr>
<td>Number of positions that report to this role:</td>
<td>0</td>
</tr>
<tr>
<td>Delegation(s) Assigned:</td>
<td></td>
</tr>
</tbody>
</table>

**PURPOSE STATEMENT:**

The ANU Research School of Astronomy and Astrophysics (RSAA) is a leading international centre of astrophysical research. RSAA researchers have made major contributions to astronomy, mapping the structure and formation of the Milky Way, discovering planets orbiting other stars, measuring dark matter both within our Galaxy and in the wider Universe, and discovering the accelerating expansion of the Universe. RSAA operates Siding Spring Observatory, which hosts Australia’s largest optical telescopes, and the Advanced Instrumentation and Technology Centre, which builds innovative instruments for astronomy and space science. RSAA staff have access to the world’s largest telescopes and the supercomputers of the National Computational Infrastructure.

The Professor will be responsible for undertaking and fostering world-leading high-impact research, actively seeking and securing significant external funding to support major research initiatives. The Professor is expected to undertake work in all three areas of academic activity – research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the appointee’s research agenda, School and interdisciplinary teaching requirements, and leadership opportunities within the School and beyond. The Professor will be required to supervise and mentor other academic staff and to undertake service and leadership roles as applicable. The Professor will contribute to the overall intellectual life of the School, College and University.

**POSITION DIMENSION AND RELATIONSHIPS:**

The Professor will be a member of the Research School of Astronomy and Astrophysics (RSAA), accountable to the Director of the School. The Professor will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships with all academic and professional School and College staff, students, and honorary appointees, as well as with University and external stakeholders. The Professor will have a major mentoring role for students and early career researchers and will engage in productive collaborations with local, national and international colleagues.

**Role Statement:**

In their role as an Academic Level E the Professor is expected to:

1. Undertake and foster high-impact independent research in the relevant area of research, with a view to publishing original and innovative results in international refereed journals, presenting research at academic seminars and at prestigious national and international conferences, and collaborating with other researchers at a high international level.
2. Actively seek and secure external funding, including leading the preparation and leadership of major multi-party collaborative research proposals (e.g. Centres of Excellence).
3. Make a significant contribution to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, the initiation and development course/subject material, and actively leading overall curriculum development in the discipline and across the College.
4. Supervise students working on individual or group projects at undergraduate, honours, graduate coursework, and graduate research levels.
5. Lead, supervise and develop less senior academic and research support staff in the School and College.
6. Actively contribute to all aspects of the operation of the School, College and University. This may include taking on senior leadership and broad supervisory roles.
7. Lead and initiate major community outreach activities, including to prospective students, research institutes, industry, government, the media and the general public, for the broader benefit of the University.
8. Maintain and actively promote high academic standards in all education, research and administration endeavours undertaken by the School, the College and the University.
9. Comply with all ANU policies and procedures, in particular those relating to work health and safety and equal opportunity.
10. Other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

Skill Base
A Professor is expected to possess advanced academic qualifications together with broad expertise and deep knowledge in the relevant discipline area. Academic positions are expected to possess leadership skills in order to foster excellence in the field of research within the University, the discipline, and the scholarly and broader community. Experience in directing significant research groups, either in academia or industry, is also expected. A Professor will have the skills to make outstanding contributions to the research, teaching and administration activities of the School and to make original and high-impact contributions to the advancement of scholarship, research and teaching in their discipline. A Professor will have attained recognition at an international level in their field.

SELECTION CRITERIA:
1. A PhD in a relevant area, with an outstanding track record of independent research in the field as evidenced by highly-cited publications in leading peer-reviewed journals and conferences, a record of developing and maintaining collaborations with world-leading researchers and institutes, and by other measures such as prestigious awards, invitations to give keynote addresses at leading conferences, elite membership of professional institutes, etc.
2. An outstanding track record of articulating and prosecuting innovative research in the field and a compelling vision for the activities they will undertake and lead at the ANU.
3. An extensive record of leading and winning bids for competitive external funding to support individual and collaborative research activities, and the demonstrated ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
4. Evidence of effective teaching at all levels and the demonstrated ability to set the education agenda of the School in the applicant’s area of expertise.
5. An outstanding track record of successfully supervising and graduating high-quality PhD/Masters research students as evidenced by, for example, the subsequent positions held by these students.
6. Proven success in academic leadership, including mentoring and developing academic colleagues to achieve goals.
7. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.

Background Checking:
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.

Delegate Signature: ___________________________ Date: ___________________________
Printed Name: ___________________________ Position: ___________________________

References:
Academic Minimum Standards