



## Position Description

<b>College/Division:</b>	ANU College of Asia and the Pacific
<b>School/Centre:</b>	Crawford School of Public Policy
<b>Department/Unit:</b>	National Security College
<b>Position Title:</b>	<b>Senior Fellow in the Practice of National Security / Associate Professor in the Practice of National Security</b>
<b>Classification:</b>	Academic in the Practice of National Security Level C/D (full or part time)
<b>Position No:</b>	TBA
<b>Responsible to:</b>	NSC Academic Coordinator (in consultation with the Head of College)
<b>Number of positions that report to this role:</b>	Nil (with the exception of the possibility of a Level D hire alternating as Academic Coordinator, noted below)
<b>Delegation(s) Assigned:</b>	TBA

### 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.

Crawford School of Public Policy is Australia's premier public policy school, with recognised world-class expertise and experience in economics, political science, environmental management and development, and on key Asia-Pacific countries, especially China, Japan, Korea, Vietnam and Indonesia, as well as Australia.

The National Security College, with its academic program integrated with the Crawford School, is a joint initiative of the Commonwealth Government and the Australian National University. The purpose of the NSC is to lift Australia's national capability in security through executive education, academic teaching, research, policy engagement, futures analysis, public outreach and dialogue. A vital part of this mission is the NSC's role as an academic unit providing world-class Master of National Security Policy and PhD programs as well as academic and policy-oriented research.

The purpose of these appointments is to:

- contribute practice-led input to the College's innovative, interdisciplinary, outward-focused and collaborative research programs
- provide practice-led input in the development and delivery of educational offerings and innovative knowledge transmission activities of the College
- provide, in a collaborative manner, practice-led input into traditional and non-traditional academic outputs developed by the College
- support the development of partnerships and collaborations across industry, government, NGOs, philanthropists, cultural/research/education institutions, media and civil society
- contribute to the strategic priorities of the College and the enduring mission of ANU.

### KEY ACCOUNTABILITY AREAS:

#### Position Dimension & Relationships:

These positions are located in the ANU College of Asia and the Pacific within the Australian National University. Appointees are accountable to the NSC Academic Coordinator in consultation with the Head of College, although personal supervisory and mentoring arrangements may also involve other academic staff within the Crawford School on an individual basis and depending on level.

The Senior Fellow / Associate Professor in the Practice of National Security will work as part of a hybrid NSC team including other academics, policy practitioners, ANU professional staff and seconded public servants. Appointees will be expected to combine their expertise and independence with maintaining a dynamic awareness of developments in policy and practice, particularly in relation to Australia's national security and national interests. NSC academics are expected to develop and use professional networks to enhance the NSC's position in the national security community, build commitment to the NSC vision and demonstrate critical rigour in national security policy thinking, teaching and research. NSC academics are also part of the wider Crawford School and College of Asia Pacific communities of expertise and practice. They are expected to adhere to Crawford School research expectations, while also contributing to wider collaborative endeavours within and beyond ANU.

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

Staff employed under fractional arrangements will have expectations for the scale of their contributions adjusted accordingly.

All positions will be considered in light of the NSC's subject-matter priorities relating to Australia's national security. These are based on a set of 'policy pursuits' informing all of NSC's activity, and expertise or experience in at least one of these areas is essential: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geo-economics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.

Academics employed under the 'in the practice of' stream will be expected to make substantial and tailored contributions to policy-related NSC programs in subject areas related to their career experience and insight. In keeping with broader Crawford standards, the appointee will be expected to contribute practice-led input to research, education and engagement activities as well as contribute to the effective administration of the School.

## **Role Statement**

### Senior Fellow Level C in the Practice of National Security

Under broad direction of the Academic Coordinator in consultation with the Head of College, in their role as Senior Fellow the appointee will be expected to:

- Conduct high impact collaborative and cross-disciplinary research and creative works to contribute to transformation of National Security at ANU, and to the body of unique intellectual knowledge
- Proactively support the engagement and impact activities of the School, with the aim to identify, engage and activate a stakeholder community in academia / industry / start-ups / government / civil society
- Provide, in a collaborative manner, practice-led expertise into traditional and non-traditional academic outputs developed by the School
- Contribute to NSC education activities, including designing and delivering courses and lectures for the National Security College's academic program, plus assisting with marketing and outreach activities
- Contribute to NSC executive and professional development programs
- Contribute to NSC Futures Hub and policy engagement activities with government and other stakeholders
- Generate policy-oriented publications and research of an academic standard, in line with Crawford School expectations
- Participate in public policy commentary and debate
- Provide tailored advice to the National Security College across the spectrum of its policy and educational activities
- Lead, supervise and develop less senior academic and research support staff in the School. Provide mentoring and career development advice in alignment with the performance development process at the ANU.
- Take responsibility for own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace
- Other duties as required consistent with the classification level of the position.

### Associate Professor Level D in the Practice of National Security

Under broad direction of the Head of College, the Associate Professor will be expected to:

- Conduct high impact collaborative and cross-disciplinary research and creative works to contribute to transformation of National Security at ANU, and to the body of unique intellectual knowledge
- Proactively support the engagement and impact activities of the School, with the aim to identify, engage and activate a stakeholder community in academia / industry / start-ups / government / civil society
- Provide, in a collaborative manner, practice-driven leadership towards the creation of traditional and non-traditional academic outputs by the School
- Make a leading contribution to the educational activities of the 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 assessment; and consultations with students
- Contribute to NSC executive and professional development programs
- Contribute to NSC Futures Hub and policy engagement activities with government and other stakeholders
- Generate policy-oriented publications and research of an academic standard, in line with Crawford School expectations
- Participate in public policy commentary and debate
- Provide tailored advice to the National Security College across the spectrum of its policy and educational activities
- Proactively contribute to all aspects of the operation of the School, College and University more broadly. This may include taking on leadership and broad supervisory roles.
- Lead, supervise and develop less senior academic and research support staff in the School. Providing leadership, mentoring and career development advice in alignment with the performance development process at the ANU.
- Take responsibility for own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- Other duties as required consistent with the classification level of the position.

### **Indicators of success:**

The following indicators are only guidelines aiming to illustrate expectations for practice-led positions at progressive levels. The appointee will define and collaboratively deliver a contribution to the School, College and University regarding its research, teaching, operations, commercial partnerships and reputation, which reflects their expertise and experience, within the period of tenure.

Specific target outputs and indicators of success will be developed in dialogue between the appointee, the School and (where relevant) the College, consistent with College Academic Performance Standards. The position description and indicators of success will be reviewed following an agreed schedule. They will support a transparent performance development and progression process during the period of tenure and are, as a result, cumulative at progressive levels:

Level C - The appointee has developed sustainable pathways to enable the integration of their practice-led experience and expertise into multiples areas of the intellectual work of the School. The appointee conversely leverages their practice to champion the School's work in an impactful manner at a national level.

Level D - The appointee has embedded their practice-led experience and expertise into the broad intellectual work of the School, through the successful delivery of exploratory projects and provision of mentorship to School staff and students. Conversely, the appointee's practice delivers award-winning impact for the School's work at a national or international level.

## **SELECTION CRITERIA:**

### **Senior Fellow Level C in the Practice of National Security**

1. A substantial track record in national security practice and/or public policy in government, think tanks, policy-oriented university institutions, or the private sector. A PhD relevant to national security would be highly regarded
2. Demonstrated high-level skills in national security and/or public policy analysis and research
3. Experience producing policy documents or policy-oriented publications in one or more of the following areas based on National Security College priorities: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geo-economics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.
4. A demonstrated capacity for trusted engagement with the academic community: staff and students.
5. Excellent oral and written English language skills and a record of credible commentary in the media and/or parliamentary engagement.
6. Potential and interest in teaching at all levels and in contributing significantly to setting and developing the educational agenda of the School
7. A demonstrated understanding of diversity and inclusion principles and a commitment to the application of these policies in a University context

### **Level D: Associate Professor in the Practice of National Security**

1. A substantial and sustained track record in national security practice and/or public policy in government, think tanks, policy-oriented university institutions, or the private sector. A PhD relevant to national security would be highly regarded
2. An outstanding track record of contribution, relative to opportunity, in the field of practice, as evidenced by high impact outputs across government and other institutions.
3. Extensive experience producing policy documents or policy-oriented publications in one or more of the following areas, based on National Security College priorities: Australia's national security interests, structures, laws and processes; resilience and preparedness; cyber security and critical technologies; geo-economics; critical infrastructure; Indo-Pacific security; intelligence; climate, environment and security; gender and security; health and security; migration, social cohesion and security; and counter-terrorism in an Australian context.
4. A demonstrated record of developing partnerships to support individual and collaborative research or practice-based activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
5. Excellent oral and written English language skills and a record of credible commentary in the media and/or parliamentary engagement.
6. Potential and interest in teaching at all levels and in contributing significantly to setting and developing the educational agenda of the School.
7. A demonstrated understanding of diversity and inclusion principles and a commitment to the application of these policies in a University context.

*The ANU conducts background checks on potential employees, and employment in these positions 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*