



Position Description

College/Division:	College of Arts and Social Sciences
Faculty/School/Centre:	Research School of Social Sciences
Department/Unit:	Centre for Indigenous Policy Research, POLIS: The Centre for Social Policy Research
Position Title:	Research Fellow
Classification:	Academic Level B
Position No:	TBA
Responsible to:	Dr William Fogarty, Senior Fellow

PURPOSE STATEMENT:

A **Level B Academic (Research Intensive)** is expected to carry out independent and/or team research within the field of Indigenous education and to carry out activities to develop his/her research expertise relevant to this particular field of research.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

This position will be based in the Centre for Indigenous Policy Research (CIPR) in POLIS: The Centre for Social Policy Research at the Australian National University in Canberra. The successful candidate will be required to work independently and collaboratively within a team of researchers and maintain good relationships with existing and potential collaborative partners, and other national and international research institutions. The position will work on the project 'Improving On-Country Education for First Nations Students' funded by the National Indigenous Australians Agency (NIAA). The successful candidate will be required undertake fieldwork to the Northern Territory and South Australia over the duration of the project. The appointee will be expected to participate fully throughout the year in all aspects of the academic life of the Centre.

Role Statement:

Specific duties required of a **Level B Academic** include:

- work with Indigenous communities, government departments, partner universities and non-government organisations in a collaborative and consultative way;
- guidance in the research effort of junior members of research-only academic staff in his/her research area and developing training materials and supporting local fieldwork teams as required;
- conduct of research either as a member of a team or independently, and the production of conference and seminar papers and publications from that research;
- supervision of research-support staff involved in the staff member's research;
- involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise;
- administrative functions primarily connected with his/her area of research;
- occasional contributions in the teaching program within the field of the staff member's research;
- attendance at meetings associated with research or the work of the project and/or Centre and/or college meetings and/or membership of a limited number of committees;
- undertake other duties as required that are consistent with the classification of the position; and
- comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.

Skill Base

A **Level B Academic** will normally have completed a relevant doctoral qualification or have equivalent qualifications or research experience.

In addition he/she may be expected to have had post-doctoral research experience that has resulted in publications, conference papers, reports or professional or technical contributions that give evidence of research ability.

SELECTION CRITERIA:

1. A relevant doctoral qualification and/or substantial Indigenous policy/education experience.
2. Broad experience in or capacity for carrying out policy-relevant Indigenous research with a social and economic focus.
3. Knowledge and understanding of Indigenous Australian cultures and issues, and the ability to communicate sensitively and effectively with Indigenous peoples and communities.
4. Experience in designing and undertaking fieldwork research including collecting primary data (qualitative and/or quantitative).
5. A record of independent research and or an ability to conduct research in Indigenous policy / education and an ability to attract [or success in attracting] research funding.
6. Demonstrated capacity to build strong collaborative relationships with Indigenous communities, researchers and organisations and promote Indigenous engagement in research.
7. Ability to contribute to university administration and successfully interact with relevant industry/business/professional/government organisations.
8. Demonstrated ability to foster inclusive, respectful, and productive working relationships with staff, students and colleagues at all levels.
9. A demonstrated high-level of understanding of equal opportunity principles and a commitment to the application of EO principles 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.

Supervisor/Delegate Name:	Assoc Prof William Fogarty	Date:	17 July 2024
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References:

[Professional Staff Classification Descriptors](#)

[Academic Minimum Standards](#)



Pre-Employment Work Environment Report

Position Details

College/Div/Centre	CASS	Dept/School/Section	CIPR
Position Title	Research Fellow	Classification	Academic Level B
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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input checked="" 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):					
Supervisor/Delegate Name:		<i>Assoc Prof William Fogarty</i>		Date:	U4064679