



Position Description

College/Division:	ANU College of Engineering, Computing and Cybernetics
School/Centre:	School of Engineering
Position Title:	Research Fellow
Classification:	Academic Level B
Position No:	14526 / xxxxx / xxxxx / xxxxx
Responsible to:	Chief Investigators – The Thermal Energy Group
Number of positions that report to this role:	Nil
Delegation(s) Assigned:	Nil

PURPOSE STATEMENT:

The ANU by 2025 Strategic Plan calls for the University to serve society through transformational research and education. As one of the great universities of the world, ANU is driven by a culture of excellence in everything we do. Our lived experience is increasingly one of large-scale systems of people, whose actions and interactions are influenced by our digital, physical and biological environment. The ANU College of Engineering, Computing and Cybernetics (CECC) hosts three of the key disciplines necessary to help us design, build, regulate and secure the future.

CECC brings together expertise in social, technical, computational, ecological and scientific systems to build a new approach to systems design and build new national capabilities in data-driven policy and business development. The work we do in the College directly supports one of the four pillars of ANU by 2025: to strengthen our national mission and meet our unique responsibilities as Australia's national university. We will deliver on our mission by building a strong community, providing transformative educational experiences, conducting high-impact research, seeking meaningful engagement.

We welcome and openly acknowledge differences in expertise, research / education / professional focus, experience and perspective.

CECC is a vibrant and diverse community of more than three thousand students, staff, and visitors. Our College is comprised of three schools: the School of Computing, School of Cybernetics, and School of Engineering, supported by the Professional Services Group.

The School of Engineering brings together a diverse and welcoming community that is motivated to seek “wicked problems”. We connect divergent thinkers, to explore and pose solutions, that cross the traditional interdisciplinary and global boundaries. We have evolved from our foundational strength in systems thinking, reaching beyond traditional engineering fields. This systems approach embraces our core strengths and is shaped around four focus areas: Aerospace Engineering, Electrical Engineering, Environmental Engineering, Mechatronics. Join us in our fundamental quest of discovery and passionate pursuit of knowledge that goes beyond our lived world.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The appointee will become a member of the School of Engineering within the Energy cluster, accountable to the lead CI(s) on the relevant grant(s) and to the School Director, and (as relevant) will be responsible for relationships with industry, government and other academic and professional staff across the University.

Being an academic role, it is expected that the appointee will contribute to educational activities, outward-facing engagement and outreach, innovative and distinctive research, and demonstrate a commitment to the

School's organisational culture. The staff member will be expected likewise to contribute cooperatively to the overall intellectual life of the School, College and University.

As a project-funded position, a commitment to progressing the objectives and deliverables of the associated projects is critical. The two projects supporting the position are funded by the Australian Renewable Energy Research Agency (ARENA) and the Heavy Industry Low-Carbon Transition Cooperative Research Centre (HILT CRC), and focus on the strategic goal of decarbonising industry through advancement of relevant engineering technology.

Role Statement:

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

1. Undertake high impact collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the Activity Cluster, School, and College.
2. Contribute to the educational activities of the Activity Cluster and 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 and assessment; and consultations with students. This also includes, but is not limited to, supervision of research students and coursework students working on individual or group projects at undergraduate, honours, and graduate levels.
3. Take an active role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the Activity Cluster, School and College. Achieve impact through engagement with a range of stakeholders and / or funding bodies and also through the preparation of research proposals.
4. Provide support to the engagement and impact activities of the School, with the aim to engage and activate a stakeholder community in academia / industry / start-ups / government / broader community, including communicating or publishing original, innovative and multi-disciplinary results in international refereed journals, academic seminars, national and international conferences, or appropriate fora for the field, and collaborate with other researchers at an international level. Also, assisting in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
5. Supervise less-senior academic and research staff, as appropriate.
6. Maintain high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
7. Contribute broadly to all aspects of the operation of the School, College and University.
8. Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
9. Other duties as required consistent with the classification level of the position.
10. Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity

SELECTION CRITERIA:

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, with a competitive track record of either impact or research as evidenced by appropriate outputs and measures of esteem in industry, government or academic environments.

2. Evidence of effective teaching, training, facilitation, mentoring or other relevant knowledge transmission activities and of the ability to contribute significantly to delivery of the educational agenda in the Activity Cluster and School.
3. An ability to contribute to impact and engagement activities involving government, industry, the wider research community and the general public, including involvement in collaborations and partnerships with a range of internal and external stakeholders.
4. A demonstrated alignment with the School's culture and work environment including a commitment to enhancing diversity and inclusion, characterised by an orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; commitment to the success of peers and the team; and an ability to contribute to the strategic priorities and activities of the School and College.
5. Evidence of effective collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing on-going support for industry-academia engagement, collaboration and partnerships.
6. An ability and commitment to win bids for competitive external funding to support individual and collaborative research, education and engagement activities with the Activity Cluster and School.
7. Excellent communication skills with the ability to inspire a wide range of audiences, including in cross-disciplinary areas and to foster respectful and productive working relationships with staff, students and colleagues at all levels. Skills in other forms of communication (such as visual communication, podcasting, video, etc.) or a willingness to innovate in these areas will be well regarded.
8. Ability to mentor and develop colleagues to achieve goals in alignment with the College's strategic priorities, particularly in relation to building a diverse and inclusive community life.
9. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.

Consistent with their relative opportunity to do so, a **Level B Academic** will have a relevant doctoral qualification or equivalent accreditation and standing together with subsequent research (or R&D) experience. This may not apply to candidates coming from different fields such as industry or government. Once in the role, there will be an expectation of academic excellence, making an outstanding contribution to research and, in this particular position, the ability to collaborate with internal and external stakeholders outside of your domain. A position at this level will require a demonstrated record of research output in academia, industry or government.

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:

[CECC Academic Performance Standards](#)
[Minimum standards for academic staff](#)



Pre-Employment Work Environment Report

College/Div/Centre	ANU College of Engineering, Computing and Cybernetics	Dept/School/Section	School of Engineering
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. 					
SK	regular	occasional	TASK	regular	occasional
key boarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	laboratory work	<input checked="" type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input checked="" 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"/>	<input checked="" type="checkbox"/>	electricity	<input type="checkbox"/>	<input checked="" type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input checked="" type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input checked="" 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 checked="" 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):					