



Position Description

Research Fellow (Indigenous Ecological Knowledge)

Gulbali Institute

Office of the Deputy Vice-Chancellor, Research

Classification	Level B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	This is an identified position and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	16 September 2022



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none"> • Commencing progress rate • Student experience
Our Research	<ul style="list-style-type: none"> • Research income • Research quality and impact
Our People	<ul style="list-style-type: none"> • Engagement • All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment



Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

Research Institutes

To deliver on the university goal of research excellence, the university is establishing three research institutes, all with a digital and regional focus:

1. Gulbali Institute
2. Rural Health Research Institute
3. Cyber, Data and Security Research Institute.

Gulbali Institute – Agriculture, Water and the Environment

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact.

We collaborate with our partners on research with global impact. Our research in Agriculture, Water and the Environment (AWE) has been targeted for strategic investment, with the University committed to driving research which has impact across Australia and globally. The key pillar of this strategic investment in AWE research is the establishment of the Gulbali Institute.

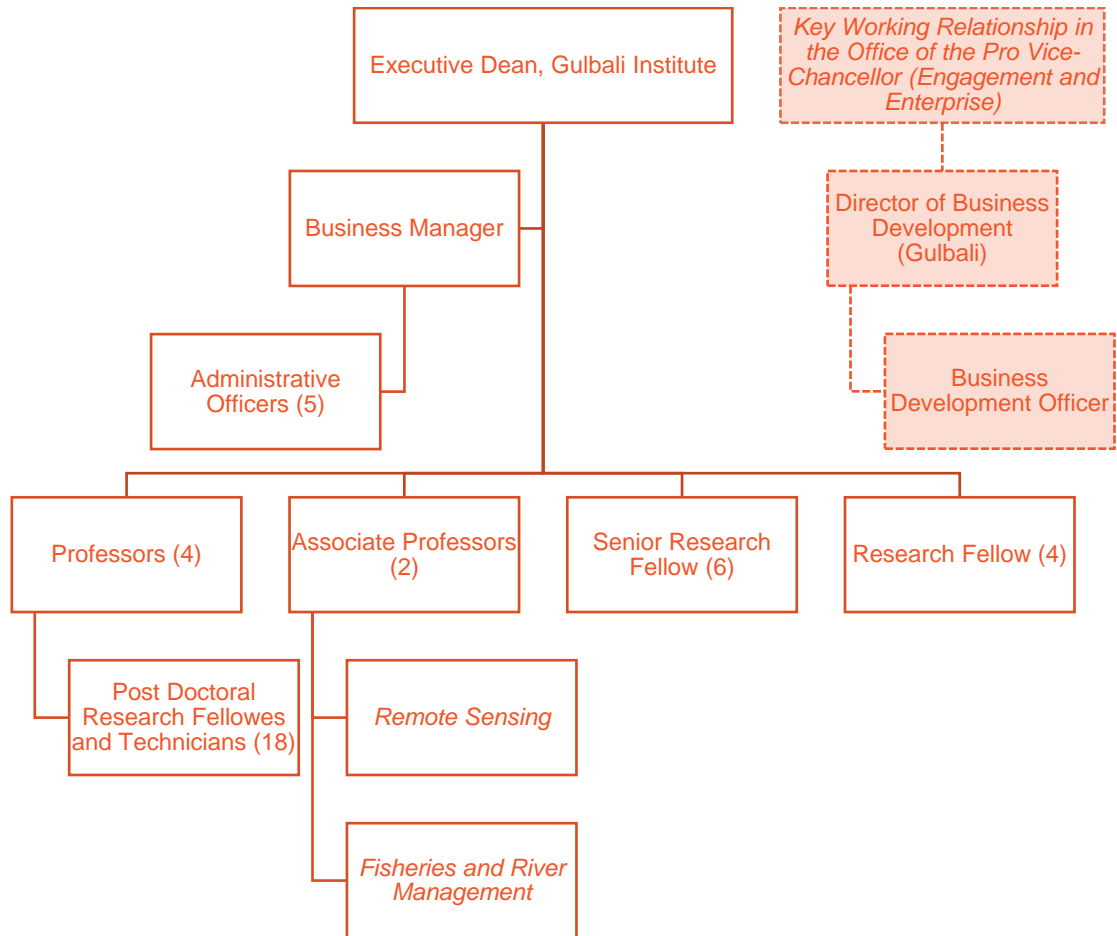
The Gulbali Institute will create integrated AWE research which is grounded in our footprint across the Murray-Darling Basin. The Institute will focus on our research strengths in the areas of optimising farm systems for performance and sustainability; and enhancing the health and resilience of freshwater ecosystems. But we also recognise that it is important to recognise that Country is not just about land 'environment' it also includes social and spiritual aspects that influence the mind and the body.

The Institute brings together multidisciplinary research teams, enabling a holistic approach to research that provides solutions that are comprehensive, authoritative, and reflective of our economic, natural and social aspirations. The Institute will focus on research that addresses major national challenges and government, industry, and community strategic imperatives.

Our multidisciplinary approach together with the application of an innovation framework, will lead to the translation of research into viable industry partnerships.



Organisational chart



Reporting relationship

This position reports to: Executive Director

This position supervises: Nil

Key working relationships

- Business Development Director
- Academic staff
- The Academic Directors and Executive Directors of the other university Research Institutes
- Federal and State Government bodies
- Industry partners and regional start ups
- Competitive funding bodies
- Professorial mentor



Position overview

The position is part of Charles Sturt's commitment to *Gulbali ngurumbang*, which translates to 'to understand Country'. The Research Fellow will be required to investigate "Indigenous ecological knowledge" (TEK). There is no agreed definition of the term "Indigenous ecological knowledge", and it is expected that the successful applicant will respectfully engage with First Nations peoples, including representative bodies, to refine the definition and to ensure that the research is conducted in a culturally appropriate manner. Lines of enquiry may include defining ecological knowledge, understanding traditional and contemporary ways of knowing and belonging, connecting with language, understanding totems, developing ongoing cultural connections and benefits of TEK, defining the ecology and biology underpinning TEK, and/or merging western science with indigenous science. There is no one defined endpoint and the research program will likely be a journey of scientific and self-discovery. The direction of research and lines of inquiry would be developed with the successful applicant in collaboration with the executive director, other researchers within the institute and key stakeholders inside and outside the university.

Principal responsibilities

- Proactively develop and foster relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Maintain a sound and current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar.
- Conduct ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with Charles Sturt University's Research Plan and objective including pursuing funding opportunities.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- Contribute to the development and improvement of policy and practice especially in terms of engagement with First Nations peoples on research projects.
- Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records withing Charles Sturt University's research database.
- Develop and implement culturally appropriate methods and frameworks for performing "Indigenous ecological knowledge" research and extension, including intellectual and cultural property rights
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Institute.
- Engage with the University's reconciliation strategy, to work with the School of Indigenous Australian Studies to help advance and integrate Indigenous self-determination and sovereignty across all we do at Charles Sturt. There are exciting opportunities for the incumbent to contribute to these aspirations
- Supervision of Research Higher Degree Students.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

Network	Bring people together and build relationships that deliver desired benefits and outcomes
Listen Closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
Writing and Reporting	Writing clearly, succinctly and correctly, convincing through writing, avoiding jargon, structuring information
Learning and Researching	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. Identify as an Indigenous Australian with a thorough understanding of First Nations cultures and societies and demonstrate ability to communicate sensitively and effectively within this environment.
- B. A doctoral or master's qualification, relevant to the discipline or equivalent accreditation and standing
- C. Significant Knowledge, interest and/or understanding of "Indigenous ecological knowledge" gained through industry experience and/or scholarly activities or similar.
- D. Demonstrated written and/or oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback; including the ability to self-reflect on that feedback.
- E. An appreciation for the application of sound research ethics, especially when navigating a complex area of social and cultural IP which may emerge as the research advances.
- F. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting with an outcome orientated focus.
- G. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace including in the field.



Brisbane
Study Centre

New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Goulburn
NSW Police Academy

Sydney
Study Centre
Parramatta

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta
Regional University Study Centre

Victoria

Melbourne
Study Centre

