



Charles Sturt
University

Position Description



Senior Research Fellow

Office of Pro-Vice-Chancellor (First Nations Engagement)

In accordance with the University's [Indigenous Australian Employment Strategy](#), applications are sought from Indigenous Australians.

Classification	Academic Level C
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed Term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	March 2021

Office of First Nations Engagement

The Office of First Nations Engagement, led by the Pro-Vice-Chancellor First Nations Engagement, has direct oversight of all Charles Sturt's First Nations Strategies.

The Office is responsible for a new university wide Cultural Safety framework currently under development, catalysing change by placing strong importance on reflecting how one's own beliefs, values and behaviours impact upon the safety of others.

A major initiative under this is the establishment of a First Nations Governance Circle with the purpose of sharing strategic leadership with University Executive to shape, monitor and lead the direction as it relates to Indigenous peoples' engagement, access, participation and success in, employment, education and **research** at Charles Sturt University and engagement as cultural leaders at the University.

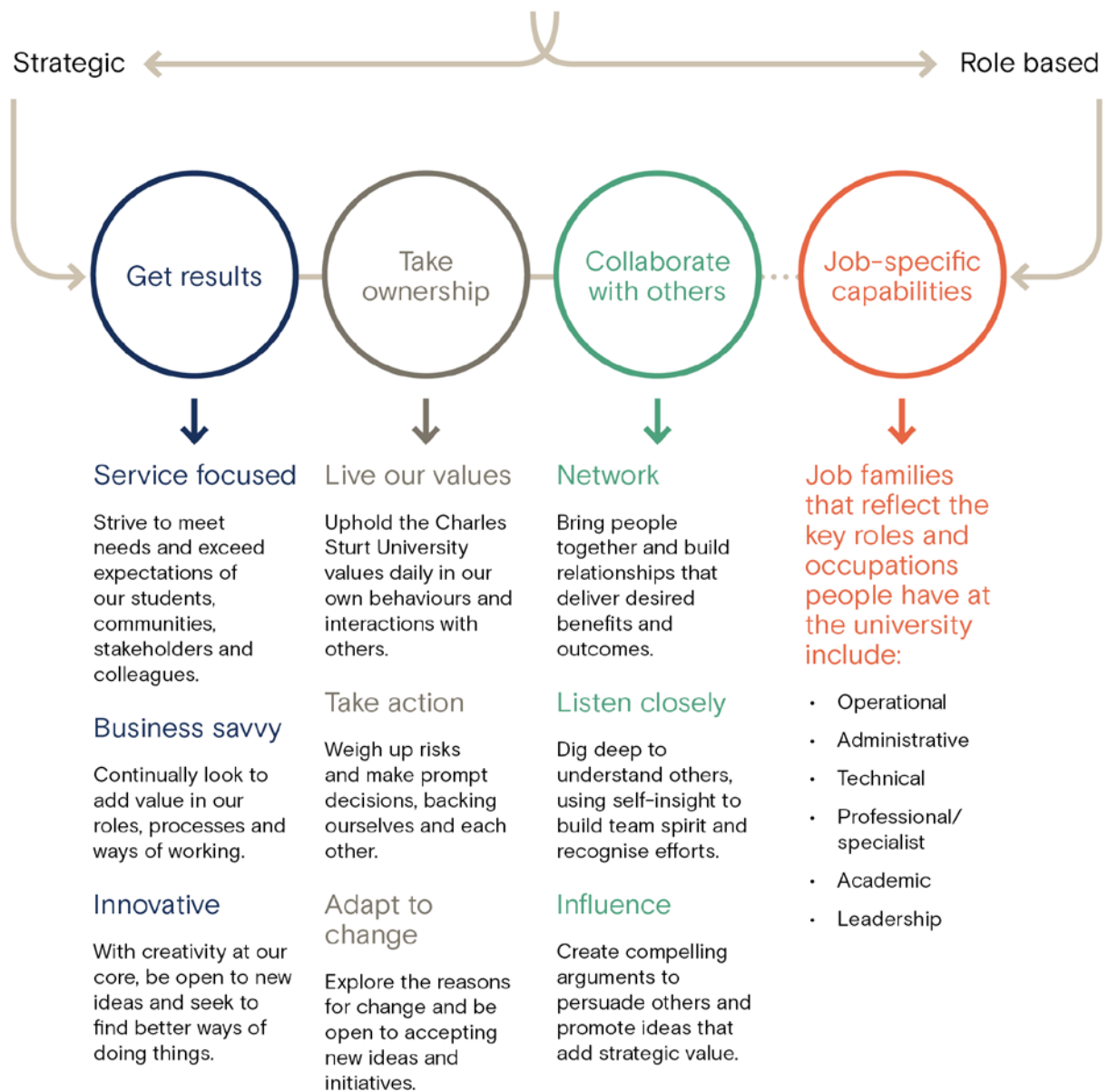
The Office of First Nations Engagement is also responsible for all internal and external community relations, and institute-wide alignment and coordination of key work relevant to increasing employment levels of First Nations staff; enhancing the advancement of First Nations Staff qualifications through extended opportunities for professional development and academic engagement; building First Nations Higher Degree by Research student numbers. It is responsible for increasing First Nations research output and scholarship of Indigenous learning and knowledge through building engagement between Charles Sturt University research and First Nations communities.



Our University Values

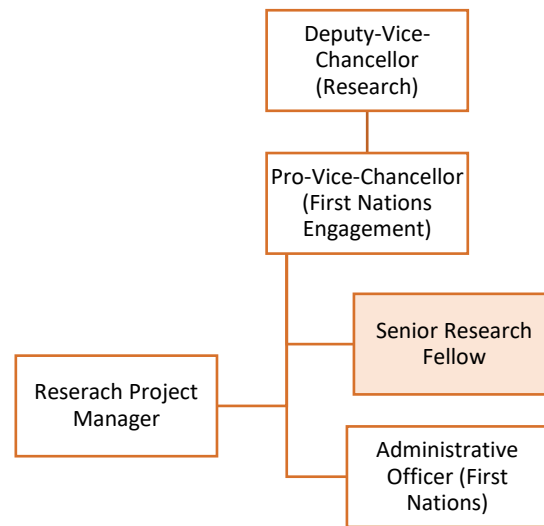


Our Capability Framework





Organisational Chart



Reporting relationship

This position reports to: Pro-Vice-Chancellor (First Nations Engagement)

This position supervises: Nil

Key working relationships

- Research and Engagement Portfolio
- First Nations Governance Circle
- Community groups including Wiradjuri and other First Nations Australian nations across the University's footprint and other areas
- Researchers, Faculty and Divisional staff.



Position overview

The Senior Research Fellow is situated in the Office of First Nations Engagement and reports directly to the Pro-Vice-Chancellor (First Nations Engagement).

This position will work independently as well as in collaboration with the Pro-Vice-Chancellor (First Nations Engagement) to build and consolidate current and emerging research and projects ensuring community focused, culture-centred collaborative approaches are central to engagement. This position will work closely with staff within the Office of First Nations Engagement, the wider Research and Engagement portfolios within the University to ensure the practices and policies relating to First Nations people are well considered and informed.

In accordance with the National and NSW State government policies, Indigenous governance, research and projects in this field, both nationally and internationally, has increasingly been identified as having significant influence for building individual and group empowerment. This research focus has critical implications for First Nations Australians achievement and success in various disciplines at Charles Sturt, including education, employment, health and Indigenous Studies, Agriculture and environmental studies, history and humanities, communication and social inquiry.

This empowerment research and project focus will substantially increase engagement with Wiradjuri and other First Nations Australians across the University's footprint and other areas, our First Nations student load, employment and research goals, and our annual research publication rates.

Principal responsibilities

1. Make a significant contribution to the development, implementation and promotion of First Nations research at Charles Sturt;
2. Establish and maintain strategic relationships and networks with a range of stakeholders including First Nations communities, government and industry/professional bodies;
3. Expand current knowledge and understanding of the educational needs of First Nations Australians through original contributions to industry engagement and/or scholarly activities or similar;
4. Provide leadership and manage small research teams which contribute to the development of knowledge and understanding relevant to needs of the profession, discipline and/or community seeking to effectively engage with First Nations Australians as equals in the broader context of a knowledge community;
5. Conduct ethical, high quality research/creative works relative to First Nations people and studies through scholarship, publication and presentation;
6. Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders;
7. Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength;
8. Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses;
9. Actively contribute to the on-going promotion, and administrative activities that facilitate the work of the Office of First Nations Engagement.
10. Other duties appropriate to the classification as required.



Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the office, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driving Hours Guidelines and Policy](#).
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



Selection criteria

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

Essential

- A. A doctoral qualification or equivalent accreditation and standing along with significant First Nations research experience.
- B. Ability to effectively engage and work closely with a diversity of communities and stake holder groups in developing research and educational projects.
- C. Culturally safe team member, with demonstrated abilities to listen, hear and be responsive to developing a safe First Nations research culture and extending this scope across Charles Sturt University.
- D. Demonstrated ability to build and grow a respectful and responsive First Nations research agenda including flexible and proactive projects and community programs
- E. Ability to be a critical reflective thinker, to provide critical analysis, problem-solve and be flexible to enhance First Nations and Charles Sturt University research agenda.

Desirable

- F. Track record in conducting ethical, high quality, Indigenous focussed research through scholarship, publication and presentation.
- G. Identify as a First Nations Australian.

