



THE UNIVERSITY OF
MELBOURNE

Career opportunities
for Indigenous
applicants at the
University of Melbourne

Career opportunities


Inaugural Director, Indigenous Knowledge Institute

Institute Manager, Indigenous Knowledge Institute

Director, Murrup Barak – Melbourne Institute for Indigenous Development

Deputy Director, Atlantic Fellows for Social Equity

Associate Dean (Indigenous) for the Faculty of Arts



The University acknowledges and pays respect to the Traditional Owners of the lands on which our campuses are situated

- Wurundjeri and Boon Wurrung peoples (Parkville, Southbank, Werribee and Burnley campuses)
- Yorta Yorta Nation (Shepparton and Dookie campuses)
- Dja Dja Wurrung people (Creswick campus)

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of the lands and waterways across the Australian continent with histories of continuous connection dating back more than 60 000 years.

We also acknowledge and respect our Aboriginal and Torres Strait Islander students, staff, Elders and collaborators, and all Aboriginal and Torres Strait Islander people who visit our campuses from across Australia.

“Wominjeka” Welcome

The University’s seven campuses are situated across the traditional lands of the Wurundjeri and Boon Wurrung peoples (Parkville, Southbank, Werribee and Burnley campuses), the Yorta Yorta Nation (Shepparton and Dookie campuses) and the Dja Dja Wurrung people (Creswick campus).

Our work and reconciliation agenda are guided by Traditional Owner and Elder representation of those lands and led by our senior Indigenous leadership – Associate Provost Marcia Langton and Pro Vice-Chancellor (Indigenous) Shaun Ewen.



Parkville campus

Lying within the University of Melbourne’s built environment are the whispers and songs of the Wurundjeri people. As one of the clans of the Kulin Nation, the Wurundjeri people of the Woiwurrung language group have walked for more than 60 000 years upon the grounds on which the University now stands.

Parkville is the main campus of the University of Melbourne. It stretches across more than 20 hectares and is located just 1.7 kilometres north of the city centre. The campus is well connected by trams and buses and a short walk to Melbourne Central Station.

Other major University of Melbourne buildings are located off campus: east of Swanston Street, south of Grattan Street and as far as Queensberry Street. The University has 12 residential halls and colleges, most lining the northern boundary of the campus along College Crescent.

The Parkville campus environment is vibrant and dynamic where music, exhibitions, sporting facilities, libraries and excellent cafes can be found for all to enjoy. Numerous services are located on campus for convenience.

Our students, staff and wider Melbourne community are invited to experience Billibellary’s Walk, a cultural interpretation of the University’s Parkville campus pre-settlement landscape.



Indigenous colleagues join University of Tromsø (Arctic University of Norway) Academic Director of the Centre for Sámi Studies, Niklas Labba, after his presentation of the 2018 Narrm Oration. From left to right: Dr Sana Nakata, Professor Daryle Rigney, Niklas Labba, Professor Marcia Langton AM, Associate Professor Sheryl Lightfoot and Professor Shaun Ewen. Photo Peter Casamento.

Message from the Pro Vice-Chancellor (Indigenous)



Pro Vice-Chancellor (Indigenous) Professor Shaun Ewen presenting the Key Forum at the 2019 Garma Festival. Photo Teagan Glenane.

For too long, Australian universities have overlooked Indigenous knowledge, ideas and peoples. Margaret Williams-Weir, the University of Melbourne's (and Australia's) first recorded Indigenous graduate, graduated in 1959, an unconscionable 104 years after the University opened its doors. Excluding Indigenous Australia meant universities missed opportunities to discover and share its rich knowledge. Indigenous knowledge still exists, and we can still access it, learn from and about it.

Importantly, including Indigenous knowledge systems, and examining their interaction with other knowledge systems, will enhance universities' core purpose of knowledge creation and dissemination.

The University of Melbourne's relationship with Indigenous knowledge thus far is instructive. At first, our mindset towards Indigenous issues focused on undertaking research on major challenges facing Indigenous peoples and generating solutions to 'fix' them from afar. Another approach was to view Indigenous communities as needing our charitable help, and providing the support we determined they needed.

Despite this history, the ongoing generosity of the peoples on whose land our campuses sit, is notable.

The University only started to build enriching relations once we began viewing our relationship with Indigenous peoples as one that involves deep two-way learning. The concept of *bala lili*, from the Yolngu Matha in Arnhem land, northern Australia, beautifully encapsulates our new approach. *Bala lili* means 'to give and take, listening and understanding'.

A key imperative of the University of Melbourne's Reconciliation Action Plan is to increase the recruitment of Aboriginal and Torres Strait Islander researchers and professional staff to ensure Indigenous people have an equal and equitable opportunity to achieve in education, and to have a stake in shaping the future of the University and broader Australian and global societies.

Accordingly, the University's headline targets were revised in 2018 to align with our third 'Elevate' Reconciliation Action Plan April 2018–December 2022 (RAP3).

Theme 1 of RAP3 – Leadership for Change – set targets and developed initiatives to increase Indigenous student and staff recruitment and retention that are now formalised in a range of enabling frameworks and plans. Building on these achievements, our focus is now on developing leadership capability at the University.

Professor Shaun Ewen

The University at a glance

Global rankings



#1
in Australia



#32
in the world



#6
in graduate employability
worldwide

Times Higher Education World University Rankings 2019/QS Graduate Employability 2019

9000+ staff (FTE)



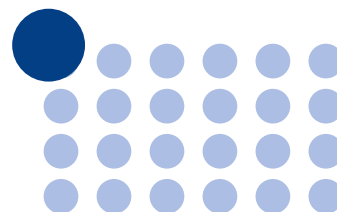
140+ Indigenous staff
and an internationally
recognised professoriate

33 highly cited researchers



**Most of any
Australian
university**

Elevate status

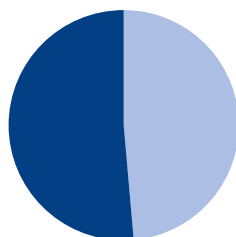


One of only 25 organisations
of more than 1100+ nation-
wide with an 'Elevate' RAP

72 000+ students

In 2018, approximately
2,400 students enrolled
in 51 subjects with a
dedicated Indigenous focus

51% u/grad



49% grad

**29 000+
international
students**

**400+
Indigenous
students,
including 50+
in Research
Higher Degrees**

Research income



\$460 M

Grants

\$137 M

**in NHMRC, ARC
and MRFF grants**

\$100+ M

**research grant allocation
on Indigenous-related topics
(has exceeded \$100 million
over the last 7 years)**

Connections

***Bala lili*, to give, and to take, listening and understanding, the meeting of the fresh and saltwater – the intersection of knowledges, where they can combine and flow on together.**

At the University of Melbourne, the Yolngu philosophy of *bala lili* informs our engagement with Aboriginal and Torres Strait Islander peoples and, in particular, our current Indigenous strategic priorities:

1. Relationships and collaboration with the Traditional Owners of the Melbourne area

To develop a coordinated approach to the University's relationships and collaboration with the Traditional Owners on whose land the University's largest campuses are located

2. Indigenous students and staff

With over 439 Indigenous students (54 in Research Higher Degrees) and 145 Indigenous staff (including 50 academic staff with a professoriate of five), to ensure continued good progress towards our challenging participation and success targets

3. Institute for Indigenous Knowledge

With a \$6 million investment, launch of the Indigenous Knowledge Institute which will be an Indigenous led, place-based catalyst for transformational educational and social change.

4. Yothu Yindi Foundation partnership

To further progress our partnership with the Yothu Yindi Foundation supporting Indigenous social, economic and cultural advancement in North East Arnhem Land

5. Goulburn Valley partnership

To build upon our deep and significant partnerships with the Kaiela Institute and Rumbalara Football and Netball Club and further develop a future-focused strategy for the Goulburn Valley that will contribute to Indigenous self-determination and prosperity in the region

6. Cultural Collections

To ensure our focus on our cultural collections, including extensive and best practice consultation with Traditional Owners to ensure access to, engagement with and agency in the governance and management of Indigenous collections.

Walking alongside and with Australia's Aboriginal and Torres Strait Islander peoples, University academics, staff and students will work to uphold the rights of Indigenous Australians to self-determination, and the pursuit of cultural, social and economic development.

The University will deepen relationships with Indigenous Australians, respect and increase our understanding of their intellectual traditions, and work in partnership to create new knowledge and a culture of reconciliation for all Australians. In this way the University can be a leader in the recognition and advancement of Indigenous knowledge and intellectual traditions nationally and on the global stage.

The University of Melbourne is well placed to lead such change and make sustained contributions for Australia and for all Aboriginal and Torres Strait Islander peoples. Ranked in the Times Higher Education World University Rankings* and consistently ranked as Australia's best university, Melbourne enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

In 2019, the University employed more than 9000 ongoing and fixed-term staff and more than 72 000 students (more than 29 000 of whom were international). Our administrative structure is comprised of Chancellery and Academic Divisions (Faculties and Graduate Schools), each playing an important role in the University's journey of reconciliation through meeting both our 'Elevate' RAP commitments and those in the 14 Indigenous enabling plans that underpin them.

The University of Melbourne operates an annual budget exceeding \$2 billion, with income from research grants, student fees, government grants, commercial operations, executive education, investment and philanthropy. The increased demand for teaching programs, and the University's focus on sustainability and resilience, have allowed savings to be reinvested into strategic teaching and research-related initiatives.



Australia's first Indigenous university graduate, the late Dr Margaret Williams-Weir (second from right), with University of Melbourne Indigenous students and staff (from left) Genevieve Grieves, Kate Rendell, Lilly Brown and Clinton Benjamin at the 2014 Wominjeka (Welcome) ceremony. Photo Peter Casamento.

Initiatives

Melbourne Interdisciplinary Research Institutes

The formation of the portfolio of Melbourne Interdisciplinary Research Institutes (MIRI) is a recognition of the institutional benefits that result from harnessing the University's capacity to work on complex, interdisciplinary research problems in collaborative arrangements.

The MIRIs are a way of articulating the University's research to the external world, enhancing the research profile of the University, facilitating significant new partnerships, and increasing the University's responsiveness to external priorities. They are a manifestation of the ambition to be public-spirited in aspects of the University's research, and of the desire to facilitate increased levels of cross-university collaboration and interdisciplinary research. The newly established Indigenous Knowledge Institute sits within the portfolio of the MIRIs.

Indigenous Knowledge Institute

The overarching aim of the Indigenous Knowledge Institute is to support and promote interdisciplinary research and engagement with Indigenous knowledge and strengthen Indigenous research capability. The Institute will provide global leadership that will have lasting impact for the University and Indigenous peoples nationally and internationally.

The Institute will function as a portal or front door to showcase existing and emerging research, enabling enhanced visibility and impact, and serving as a platform for strategic opportunities to augment and stimulate further research activity. It will give full recognition to Indigenous knowledge systems as living, dynamic and innovative, and collaboratively engage with Indigenous knowledge holders to address global and local challenges. In so doing, the Institute will provide an avenue for Indigenous peoples' empowerment.



The Aboriginal Flag flies above Ormond College on the University of Melbourne's Parkville campus. Photo Peter Casamento.

Research units and networks

The University of Melbourne is home to a wide range of exceptional Indigenous research, based across all the academic divisions, engaging Indigenous communities and external partners, and crossing disciplinary boundaries. Much of this work is Indigenous led or co-designed and oriented to achieving positive impacts for Indigenous people.

Indigenous Settler Relations Collaboration (ISRC) is a multi-disciplinary research unit devoted to exploring the challenges that lie at the heart of relations between Indigenous and settler Australians. Guided by three research priorities – Indigenous Futures, Treaty, and Economic Sovereignty – the ISRC looks to expand public and official understanding of these challenges, and explore what might inform, shape and give life to more just relations between Indigenous and non-Indigenous peoples.

Grimwade Centre for Cultural Materials Conservation works with the Association of Northern, Kimberley and Arnhem Aboriginal Artists to apply the knowledge of Indigenous artists in the conservation of cultural materials.

Research Unit for Indigenous Language (RUIL), the first of its kind in Australia, works with Indigenous communities across the nation to expand and strengthen Indigenous language research, and support efforts by communities to maintain their linguistic and cultural heritage.

Indigenous Studies Unit (ISU) develops world-class teaching and research in Australian Indigenous Studies and works to increase the number of Aboriginal and Torres Strait Islander students enrolled in Research Higher Degrees (RHDs). The ISU contributes to an evidence base in a range of research areas that improve outcomes in Indigenous health, economic participation, and cultural and resource management.

Leaders in Medical Education (LIME) Network is dedicated to ensuring the quality and effectiveness of teaching and learning in Indigenous health, as well as best practice in the recruitment and retention of Indigenous medical students.

Indigenous Eye Health (IEH) aims to Close the Gap for Vision for Aboriginal and Torres Strait Islander peoples through world-leading research, policy formation, advocacy and implementation.

Research Unit for Indigenous Arts and Cultures (RUIAC) conducts and promotes research that produces knowledge about Indigenous arts practices and arts philosophies, supports and grows Indigenous research and researchers in the arts through postgraduate training, research activity and research networks, informs and demonstrates world's best practice in intercultural arts research and arts research training, and leverages the potential of Indigenous arts knowledge in society through partnerships with community, government, and industry.

Indigenous Hallmark Research Initiative (IHRI) is a mechanism through which the University seeks to increase the engagement and impact of its research in Indigenous studies, enhanced by close working relationships with Indigenous communities, and to nurture, recruit and retain Indigenous researchers to build a stronger Indigenous research cohort both within and beyond the University. Expanding our understanding of the challenges and opportunities confronting Indigenous peoples, embracing Indigenous knowledges, and exploring these issues in the broadest sense via multidisciplinary collaboration, we look to improve knowledge and understanding for the benefit of Indigenous communities and Australian society as a whole.

Atlantic Fellows for Social Equity

Atlantic Fellows for Social Equity is one of seven interconnected Atlantic Fellows programs globally, collaborating across disciplines and borders to advance fairer, healthier, and more inclusive societies. The Atlantic Institute, based at Oxford, connects these seven programs, building a global community of courageous Fellows who inspire positive change.

The Atlantic Fellows for Social Equity is an Indigenous-led, lifelong, collaborative fellowship program and platform for systemic change. It harnesses timeless Indigenous knowledge, ingenuity, and creativity to bring a unique approach to transformative change.

The program was established at the University of Melbourne and funded by The Atlantic Philanthropies in 2016. The foundation has committed over US\$660 million worldwide. The program also includes partner organisations and governments to support the work of this global network of thousands of Atlantic Fellows over the next two decades, and beyond.

Murrup Barak

Murrup Barak – Melbourne Institute for Indigenous Development provides leadership in the development of a supportive and culturally safe service and experience for prospective and current Indigenous students. Through school outreach and on-campus events, Indigenous staff connect students with the information they need to start studying at the University of Melbourne. With targeted support, engagement and leadership programs, Murrup Barak staff work with students to navigate and succeed at the University. Murrup Barak supports the University's Indigenous employment agenda, and engagement with Indigenous Elders, Traditional Owners and community.

Poche Centre for Indigenous Health

The Melbourne Poche Centre for Indigenous Health is focused on developing the future Indigenous health workforce through qualifications and leadership. The Poche Leadership Program is one of two flagship programs for the Centre, tailored to meet the needs of Indigenous early career professionals with a health focus across higher education, government, health service delivery and community sectors. This interactive program brings Fellows together and helps foster networks and collaboration.

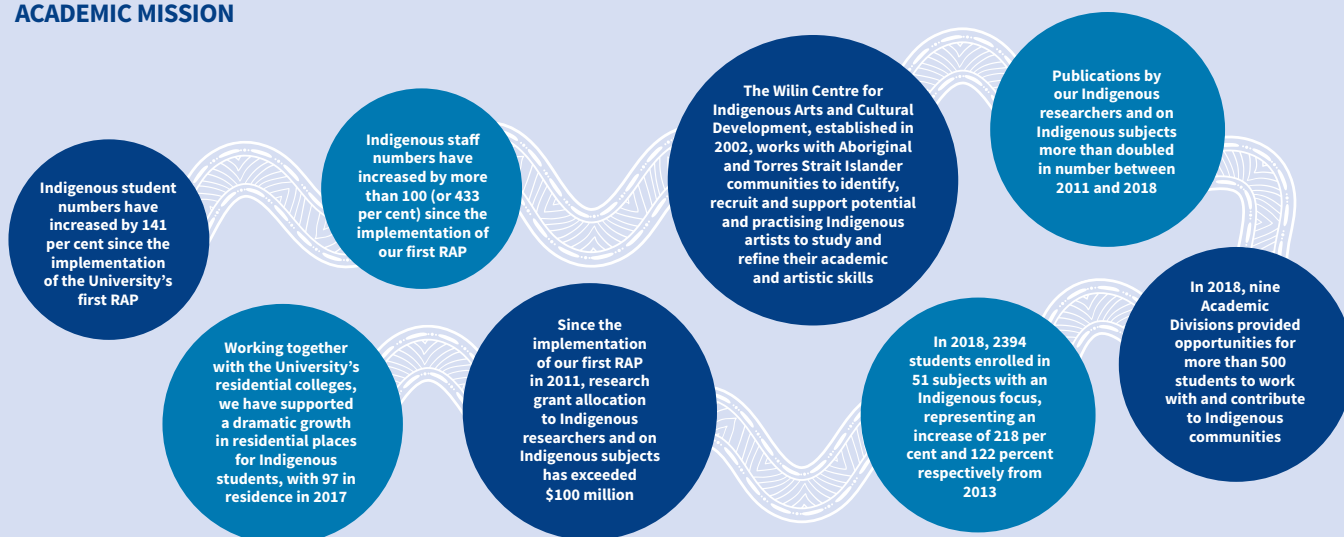
The Centre helps connect prospective Indigenous PhD students with senior academics at the University who can assist them with their applications. Poche also connects prospective Indigenous PhD students and early career researchers with academic supervisors and mentors.

Wilin Centre

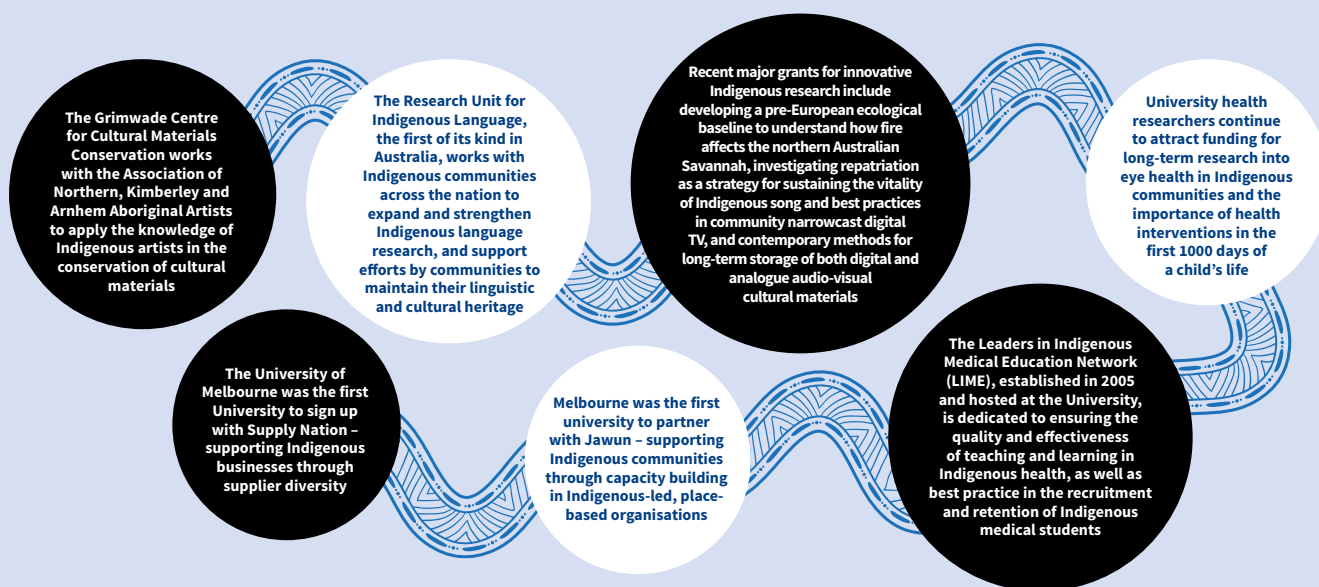
The Wilin Centre for Indigenous Arts and Cultural Development provides academic and student support services for Indigenous students who require culturally appropriate support in the Faculty of Fine Arts and Music.

OUR RECONCILIATION ACHIEVEMENTS: A SNAPSHOT

ACADEMIC MISSION



SOCIAL CONTRACT



ENGAGEMENT AND OUTREACH



Take your rightful place

The University of Melbourne is committed to providing an intellectually stimulating and personally rewarding workplace which attracts people who are the best in their professional, academic and teaching fields.

People

The University of Melbourne has made a commitment to promote an environment that accepts and appreciates every individual's uniqueness and characteristics, including race, gender, gender identity, sexual orientation, language, age, ethnicity, physical abilities, religion, socioeconomic background and national origin.

Creating a culture of celebrating difference and diversity, and supporting the flourishing of all members of the scholarly community and those in wider society, is a key driver at the University of Melbourne.

A cultural University goal is to support Reconciliation as a national project of the highest importance, and to do so in various ways including increased enrolment of and successful outcomes for Indigenous students and recruitment of outstanding Indigenous staff to be, at the very least, commensurate with their presence in the national population.

Benefits

The University of Melbourne offers staff more than just a job – it offers an opportunity to be part of a dynamic world class organisation which provides its staff with exceptional benefits and support at every stage of their life and career.

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- Focusing on health and wellbeing
- Offering outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support.

Course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.



2016/2017 Indigenous Graduation Ceremony with Uncle Kevin Coombs (front row, 4th from left), other Elders, and Aboriginal and Torres Strait Islander staff and students. Photo Fred Kroh.

Anchored in place

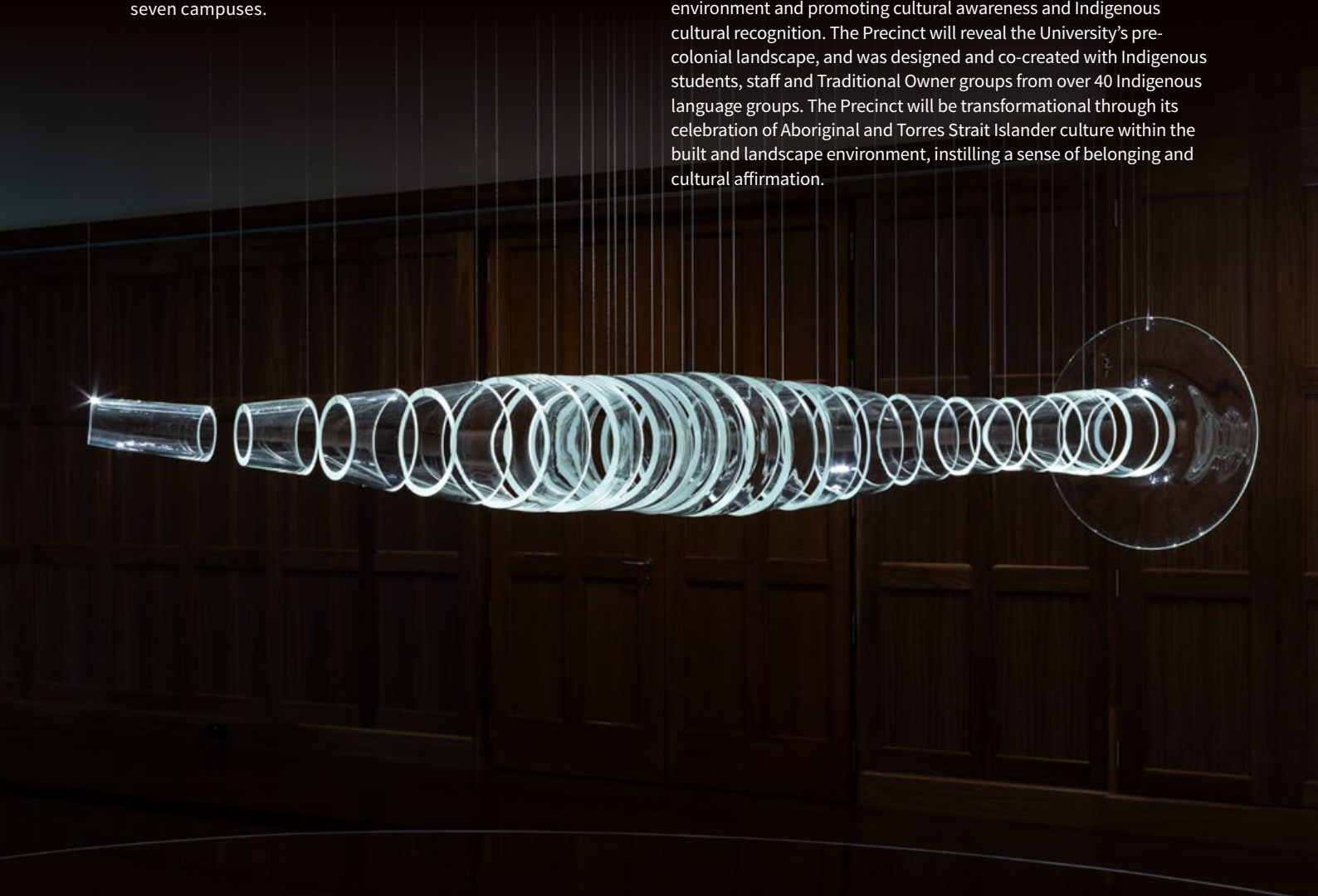
The University of Melbourne seeks to improve the lived experience of Indigenous communities through promoting cultural awareness and recognition. This commitment is demonstrated through a range of programs and initiatives including anchoring Indigenous recognition and development in the University's built and landscape environment through:

- University of Melbourne Estate Plan
- Indigenous Design Standard
- Development of Indigenous campus narratives for each of our seven campuses.

New Student Precinct

The University of Melbourne is developing a state-of-the-art New Student Precinct that will co-locate services, provide convenient access to public transport, new Arts and Cultural facilities, increased study and outdoor space, as well as delivering on several key University of Melbourne strategies.

The Precinct sits under the theme 'Our Place' in RAP 3, denoting the University-wide commitment to improve the lived experience of the University's Indigenous communities by shaping the physical environment and promoting cultural awareness and Indigenous cultural recognition. The Precinct will reveal the University's pre-colonial landscape, and was designed and co-created with Indigenous students, staff and Traditional Owner groups from over 40 Indigenous language groups. The Precinct will be transformational through its celebration of Aboriginal and Torres Strait Islander culture within the built and landscape environment, instilling a sense of belonging and cultural affirmation.



The inside front and back covers of this publication feature details from installation photography of the *Ancestral Memory* exhibition. The exhibition launched the new gallery space in the restored Old Quad in the centre of the University of Melbourne's main campus in Parkville in early 2019. Curated by Maree Clarke, a Mutti Mutti/Wemba Wemba/Yorta Yorta/Boon Wurrung woman, *Ancestral Memory* tells the story of water on the lands of the Kulin Nation through evocations of a dramatic glass eel trap, a new commission by Maree Clarke, displayed alongside woven eel traps generously loaned by Koorie Heritage Trust. Photography Christian Capurro.

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murrupbarak.unimelb.edu.au/home
about.unimelb.edu.au/reconciliation/home

MURRUP BARAK

Melbourne Institute
for Indigenous Development



THE UNIVERSITY OF
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Front and back covers feature the fascia of the Murrup Barak – Melbourne Institute for Indigenous Development situated in the heart of the University of Melbourne's main campus at Parkville.

CRICOS Provider Number 00116K

Produced by Design, Print and Merchandise | The University of Melbourne | unimelb.printiq.com | RFQ01866