

Position Description

Post-Doctoral Fellow/Senior Research Fellow/Associate Professor (Levels B, C and D)

Position Number: 00072068
*Position Title: Post-Doctoral Fellow/Senior Research
 Fellow/Associate Professor*
Date Written: March 2019

Faculty / Division: UNSW Law
School / Unit: School of Law
Position Level: B - D

ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten-year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. Part of our global impact strategy is a 10-year growth strategy in India, with a view to strengthening Indian-Australian relations through building research, education and social engagement projects and relationships in the region. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition, we are attracting the very best academic and professional staff to play leadership roles in our organisation.

VALUES IN ACTION: OUR UNSW BEHAVIOURS

UNSW recognises the role of employees in driving a high-performance culture. The behavioural expectations for UNSW are below.



Delivers high performance and demonstrates service excellence.



Thinks creatively and develops new ways of working. Initiates and embraces change.



Works effectively within and across teams. Builds relationships with internal and external stakeholders to deliver on outcomes.



Values individual differences and contributions of all people and promotes inclusion.



Treats others with dignity and empathy. Communicates with integrity and openness.

OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

Ranked 14th in the world, UNSW Law is Australia's leader in progressive and rigorous legal education and research. Inspired by principles of justice, UNSW Law through its teaching, research and community outreach, promotes a holistic understanding of law and its role in society. It has a strong and unwavering commitment to social justice, technical excellence and inter-disciplinary research, informed by the knowledge that law is a vital part of commerce and government, but that it can and does bear harshly and disproportionately upon sectors of the community.

As part of the University's 2020 strategy and the 10-year growth strategy in India, UNSW Law has the opportunity to offer two Future of Change Research Fellows (early and mid-career researchers) to undertake a research project that relates to contemporary legal issues in India. These fellowships will be available to applicants who are undertaking an Indian-focused research project that has direct synergies with the research strengths of the UNSW Law Faculty, so that the project will both provide benefit to the fellow's research agenda and the UNSW Law Faculty's research agenda. Projects must involve intended collaboration directly with members of the UNSW Law Faculty. The positions will be expected to participate in UNSW Law Faculty activities, including participating in regular Faculty research seminars and Faculty-based research centres and institutes as appropriate.

The positions will report to the Head of School and has no direct reports.

RESPONSIBILITIES

Level B – Postdoctoral Fellow

- Conduct research in the area outlined in their accepted project, including leading law and policy components of interdisciplinary projects working independently as well as part of a team
- Prepare manuscripts, abstracts and, where relevant to project, grant applications
- Design and develop innovative concepts and ideas for further collaborative research
- Collaborate in developing a stream of research at UNSW Law and building capacity in relation to law and policy as it relates to their accepted project.
- Disseminate research results through writing of high-quality articles and reports for well-regarded journals and progress reporting to other researchers and industry partners
- Participate in the definition of research directions and actively contribute to the coordination of research and research outputs to meet project milestones
- Working with industry partners, seek and apply for external funding opportunities to grow and enhance research projects, as relevant
- Work collaboratively with peers across the Faculty and UNSW in all aspects of academic endeavour and contribute to mentoring of other staff
- Involvement in administrative functions of the School and University, attend departmental and/or faculty meetings and play a major role in planning and/or committee work or other responsibilities as directed by the supervisor
- Cooperate with all health and safety policies and procedures of the University and take all reasonable care to ensure that your actions or omissions do not impact on the health and safety of yourself or others

Level C (in addition to the above) – Senior Research Fellow

- Leading research and projects in the area of their accepted project
- Lead the development and submission of competitive research grant applications, as relevant
- Design, develop and deliver outcomes measurements, as well as deliver workshops to industry partners, if necessary
- Build and maintain new partnerships and collaborations and contribute to business development activities
- Ensure hazards and risks are identified and controlled for tasks, projects and activities that pose a health and safety risk within your area of responsibility

Level D (in addition to the above) – Associate Professor

- Provide leadership in the relevant research program and encouraging and ensuring excellence
- In consultation with other researchers, initiate and conduct studies of relevance to the goals of their research project and UNSW Law
- Identify and attract national and international research support, including fellowships, project and/or program grants, and major infrastructure grants
- High quality supervision of honours and postgraduate research projects

SELECTION CRITERIA

Level B

- PhD (or equivalent doctoral-level qualification) in Law
- High level research in contemporary legal issues, law and policy in Indian law that has direct synergies with research strengths of UNSW Law
- High level qualitative research and demonstrated excellence in publishing in leading journals relevant to their accepted project
- Strong track record of high-quality publications and conference presentations
- Ability to maintain a sound governance framework for research activities and ensure appropriate ethics approval, reporting and documentation of research outcomes
- Well-developed written, verbal and interpersonal skills, demonstrated ability to communicate and collaborate with academics across various disciplines, students and industry partners
- Ability to work independently as a member of an interdisciplinary team and be responsive to clear deadlines
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training

Level C (in addition to the above)

- A strong track record of publications in relevant well-respected peer-review journals, attracting competitive research grants and funding
- Demonstrated ability to design, develop and lead evaluation research and measurement of outcomes
- Proven experience at effectively leading research projects and managing and developing research teams
- Ability to articulate a strategy for the development of the research stream in the area of their accepted project
- Ability and capacity to implement required UNSW health and safety policies and procedures

Level D (in addition to the above)

- Recognised research leader with an established international profile and outstanding research record as evidenced by capacity to attract category 1 research funding, publications in top journals and successful higher degree supervision
- Proven experience in developing institutional links and collaborative research programs
- Demonstrated leadership in building engagement and partnerships with the profession and industry

PRE-EMPLOYMENT CHECKS FOR THIS POSITION

- Verification of qualifications

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.