

# ANU wants you

INFORMATION FOR  
PROSPECTIVE CANDIDATES

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**Director, Research School of  
Psychology**

ANU COLLEGE OF  
HEALTH AND MEDICINE



Australian  
National  
University



# Welcome to ANU

Thank you for considering the position of Director, Research School of Psychology at the Australian National University (ANU).

The new ANU College of Health and Medicine is preparing to add a new dimension to Australia's research and education landscape. Bringing the capabilities of its four schools, the College aims to prepare leaders with knowledge and means to transform health and wellbeing. The four schools of the ANU College of Health and Medicine are:

- > Research School of Psychology;
- > John Curtin School of Medical Research;
- > Research School of Population Health; and,
- > ANU Medical School

In association with the other strengths at ANU, and our extensive network of Government, academic and agency partnerships, we strive to fulfill our national mission of making Australia the healthiest country in the world, and being a significant asset for global health and wellbeing.

Over the next five years the College will grow its physical and academic presence on campus, nationally, and throughout the region. The Research School of Psychology, and all its disciplines, will be a critical part of this development.

With five broad areas of research, the School champions research-led education.

## > The Clinical and Health Group

The Clinical and Health Group focuses on a range of issues related to understanding and managing psychological disorders and distress, models of psychological adjustment and the interface between health and psychology and has its own clinic that provides a living laboratory and training facility on our beautiful campus.

## > The Social and Organisational Group

The Social and Organisational Group is critical to our national and international roles through advancing the national conversation and leadership on important issues such as racism, prejudice and social cohesion, and providing the science that underpins behavioural strategies to promote community health and wellbeing.

## > The Cognition and Perception Group

The Cognition and Perception Group conducts original research in the areas of visual cognition, early visual processing, memory and motor control.

## > The Developmental Psychology Group

The Developmental Psychology Group (Child, Youth, Aging) spans many sub-disciplines of psychology from language development in the early years, psychopathology across childhood and adolescence, eating disorders and obesity and how the social climate of schools affect student outcomes.

## > Research Methods

The school also has significant expertise in quantitative and qualitative Research Methods, publishing original contributions in quantitative research methods as well as undergraduate text books and advanced researcher handbooks.

This high impact research is recognised across the world and picked up in major news streams.

» View the School's latest published research - [Read it here](#)

I am looking for an experienced and energetic leader who wants to make a difference, not just in leading and growing the Research School of Psychology, but as a core member of my leadership team that charts a new course for our national university in its mission to advance health and wellbeing.

## Professor Russell Gruen

Dean, ANU College of Health and Medicine  
The Australian National University





# Introducing ANU

ANU was established by an Act of the Federal Parliament in 1946. Its founding mission was to be of enduring significance in the post-war life of the nation, to support the development of national unity and identity, to improve Australia's understanding of itself and its neighbours, and to contribute to economic development and social cohesion. In the seven decades since, the University has cemented its unique national position and its standing as one of the world's finest institutions, validating the mandate and the faith of its founders.

Ranked in the top 25 universities globally, the first Australian university to be recognised in this elite tier, ANU continues to be an academic resource for the whole of Australia. The University can claim four of the seven Nobel prizes awarded for work undertaken in Australia alongside numerous other academic distinctions and innovations that have helped nurture the unique research culture for which our University is renowned.

Our focus on excellence in research and education ensures our graduates are in demand the world-over, and are well-prepared to address complex contemporary challenges. We encourage in them a leadership and service ethos which characterises ANU more broadly, framed by our responsibilities as a recipient of the National Institutes Grant from the federal government.

Among these responsibilities is to work to enhance Australian society in all parts of our nation. The land on which our campus stands has been a meeting place for hundreds of generations over thousands of years, a legacy and tradition we honour, celebrate and continue, particularly through our renewed partnership with Indigenous Australia.

Our physical campus environment defines much of the character of the ANU community. ANU is among the most residential universities in Australia. We will nurture this asset, and have made a strategic commitment to create an unrivalled campus environment.

At ANU, we are ambitious for our future, and for our nation's future. We will continue to strive to be the excellent institution Australians rightly expect their national university to be.

## Our Vision

- > Contemporary ANU will sit among the great universities of the world, and be defined by a culture of excellence in everything that we do.
- > We will be renowned for the excellence of our research, which will be international in scope and quality, always measured against the best in the world. Our research investment will be strategic, taking a long-term view and focus on high-quality activities, high-impact infrastructure and areas of high national importance.
- > We will be renowned for the excellence of our undergraduate and graduate education: excellence in student cohort, excellence in teaching, excellence in student experience, and excellence in outcomes.
- > We will be renowned for the quality of the contribution our research and education make to societal transformation. We will identify emerging areas of need

for the nation and provide research and education that will equip Australia to cope with challenges not yet imagined.

- > ANU research, education and contributions to public policy-making will change Australia and change the world. It will have impact.

## Our Values

- > We bring a distinctive excellence to our work and have the confidence to pursue original ideas.
- > We are inclusive, open and respectful, reflecting the diversity of our nation.
- > We are committed to integrity and ethical behaviour.
- > We value, enable, reward and celebrate collegiality.
- > We embrace informed risk-taking in pursuit of our objectives.
- > We are committed to better outcomes for our community, the environment, our nation and the world.
- > We are committed to the service of our nation, through original thinking and through courage in advancing our ideas.

## Location

The University campus has over 200 buildings and occupies 145 hectares adjacent to the city centre of Canberra. The University also has a number of smaller campuses:

- > Mount Stromlo Observatory (west of Canberra)
- > Siding Spring Observatory (near Coonabarabran, western New South Wales)
- > North Australia Research Unit (Darwin, Northern Territory)
- > Kioloa (coastal campus near Bawley Point, on the New South Wales South Coast)
- > ANU Medical School – Canberra Hospital
- > ANU Medical School – Calvary Hospital
- > Health Facilities in South East New South Wales

## Partnerships

The University has strong links with leading research institutions including the International Alliance of Research Universities:

- > ETH Zurich
- > National University of Singapore
- > Peking University
- > University of California, Berkeley
- > University of Cambridge
- > University of Cape Town
- > University of Copenhagen
- > University of Oxford
- > University of Tokyo
- > Yale University



Further information about ANU can be found at [anu.edu.au/about](http://anu.edu.au/about)



# Academic colleges

ANU has seven academic colleges, each housing the schools and research centres that contribute to various broad disciplines. The ANU Colleges link research and teaching at undergraduate, postgraduate and higher degree levels. They undertake globally significant research and provide education programs at the highest standards. Reflecting its national significance and multi-disciplinary nature, in addition to its seven colleges, ANU has established the National Centre for Indigenous Studies.



## ANU College of Arts & Social Sciences

The ANU College of Arts and Social Sciences (CASS) is the research and education college for the broad disciplines of the creative arts, humanities and the social sciences. The College has two research schools: the Research School of Social Sciences and the Research School of Humanities and the Arts.

> [cass.anu.edu.au](http://cass.anu.edu.au)

## ANU College of Asia & the Pacific

The ANU College of Asia and the Pacific (CAP) hosts the largest assembly of scholars dedicated to working on Asia and the Pacific in the English-speaking world. The College comprises four Schools: the School of Culture, History and Language; the Coral Bell School of Asia Pacific Affairs; the Crawford School of Public Policy; and the School of Regulation and Global Governance (RegNet). The Australian Centre on China in the World is also based in the College.

> [asiapacific.anu.edu.au](http://asiapacific.anu.edu.au)

## ANU College of Business & Economics

The ANU College of Business and Economics (CBE) seeks to advance knowledge through high quality education and research in the closely related areas of accounting, actuarial studies, business information systems, econometrics, economic history, economics, finance, international business, management, marketing and statistics. Its four Research Schools research and teach in these disciplines.

> [cbe.anu.edu.au](http://cbe.anu.edu.au)

## ANU College of Engineering & Computer Science

The ANU College of Engineering and Computer Science (CECS) undertakes basic and applied research in information and communications technologies, materials and manufacturing, formal methods and logic, machine learning and vision, robotics and energy systems. CECS comprises the Research Schools of Electrical, Energy and Materials Engineering; Aerospace, Mechanical and Environmental Engineering; Computer Science, and the 3Ai and Cyber Institutes.

> [cecs.anu.edu.au](http://cecs.anu.edu.au)

## ANU College of Health & Medicine

The ANU College of Health and Medicine (CHM) works across the spectrum of medicine and health-related fields, working in partnership with the health sector at local, national and international levels. It comprises the ANU Medical School, the John Curtin School of Medical Research, the Research School of Psychology and the Research School of Population Health.

> [chm.anu.edu.au](http://chm.anu.edu.au)

## ANU College of Law

The ANU College of Law (CoL) is Australia's national law school, committed to legal research and education at the highest level, and to striving for continuous improvement in the law for the benefit of national and international communities.

> [law.anu.edu.au](http://law.anu.edu.au)

## ANU College of Science

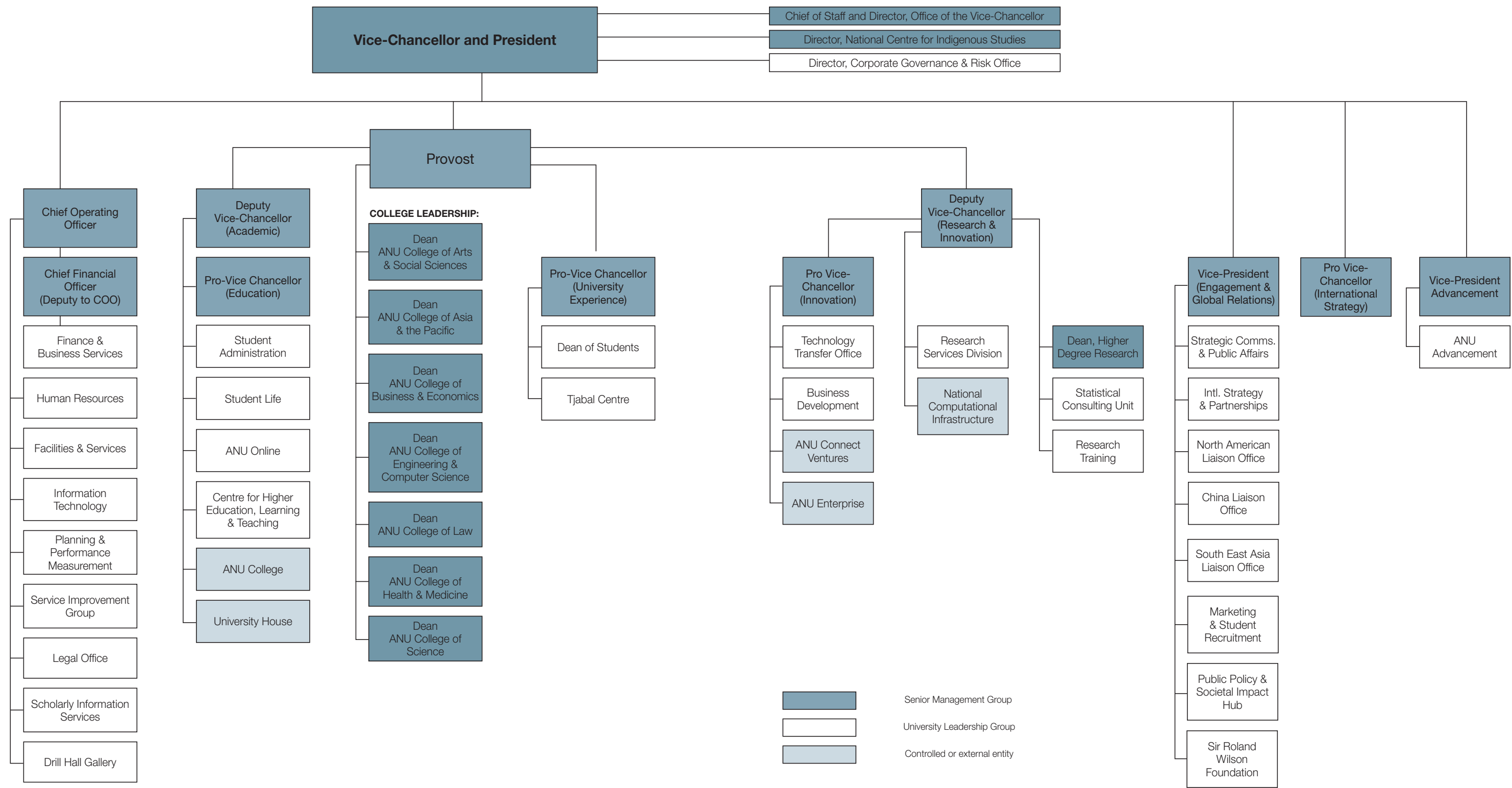
The ANU College of Science (CoS) focuses on scientific education and research of global importance, supported by extensive international networks and world class facilities. CoS includes the Research Schools of Physics and Engineering; Earth Sciences; Chemistry; Astronomy and Astrophysics; and Biology. The Fenner School of Environment and Society, the Mathematical Sciences Institute, and the Australian Centre for the Public Awareness of Science are also within the CoS.

> [cos.anu.edu.au](http://cos.anu.edu.au)



Further information can be found at  
[anu.edu.au/about/academic-colleges](http://anu.edu.au/about/academic-colleges)

# ANU Executive Structure





# Excellence in education & student experience

Great research by outstanding staff creates the right environment for the highest quality education

## Innovative teaching and learning

Our graduates will have a positive influence on the future. They are passionate, creative and capable of solving critical problems not yet imagined. They create and apply knowledge to improve the lives of people, the nation and the world.

In achieving the vision of a contemporary ANU, sitting among the great universities of the world, defined by a culture of excellence (ANU Strategic Plan 2017 – 2021), the University is committed to high quality learning and teaching.

This commitment acknowledges that students are the centre of learning and teaching at ANU. A partnership between students, academics, professional staff and the University forms the foundation for excellence in learning and teaching.

The Vision for Excellence in Learning and Teaching requires commitment and leadership across the University and at all levels. The University values, enables, rewards and celebrates excellence in learning and teaching.

Four key interdependent pillars – engaged students, inspirational academics, an enriching environment, a connected community – provide a frame of reference for aligning focus and effort to continuously improve the outcomes of learning and teaching at ANU.





# The Director, Research School of Psychology

As Director, Research School of Psychology, you will enable academic staff to achieve research, educational and practice outcomes for the School.

In line with the strategic goals of the College, as Director you will effectively manage the operational budget of the School, including academic, financial and staffing activities.

The Director is responsible to the Dean of the ANU College of Health and Medicine, for overall research and education leadership in the School, consistent with the operational plan of the College. The Director is also a member of the College Executive.

As Director, you will:

- > Inspire, motivate, and support RSP academic staff to pursue creative and innovative research and scholarship at the highest levels of excellence, to engage in outstanding and effective educational activities and innovations, and to achieve high impact on practices and policies in both public and private sectors.
- > Inspire, motivate, and support RSP professional staff in working closely with academic staff to grow and utilise financial, administrative, infrastructure, and other resources in the pursuit of excellence in education and research.
- > In consultation with the Dean, ANU College of Health and Medicine, develop a strategic plan for the Research School of Psychology and ensure its effective integration in the overall College and University plans.
- > Facilitate engagement and interaction with key internal and external stakeholders (including government, public service, academia, and non-government organisations) to build the profile and fundraising capacity of the Research School.
- > Build and promote a culture of innovative research-led education programs among all members of staff within the School.
- > Maintain and enhance the School's educational programs, including the Undergraduate, Clinical Psychology and Higher Degree Research programs, and ensure the quality of the curriculum and delivery of these programs occurs with a geographically dispersed teaching team. Ensuring the maintenance of accreditation of programs by the relevant professional body is essential.
- > Generate new ideas, strategies, and networks that expand the RSP capacity for gaining external research funding and support in the form of grants, consultancies, and collaborative networks across the ANU as well as nationally and internationally.
- > Build and develop a positive, inclusive, supportive and creative research and innovation culture where failure is integral to learning and success is celebrated collectively. Maintain and enhance mental and physical health and safety in the workplace and a sustained culture of best practice in such matters, including providing leadership to ensure continual improvement of the health and safety agenda within the School.
- > Provide advice to the College Dean as requested and contribute to College/University strategic plans and initiatives as a member of the College and University leadership teams.
- > Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.

# Selection criteria

## 1.

An internationally recognised outstanding career in Psychology, with a compelling vision for the University's place in the future of Psychology.

## 2.

Demonstrated experience in the provision of strategic planning, management and leadership within a high profile research environment, which may include management of research programs, undergraduate, and/or post graduate teaching programs.

## 3.

An ability to enhance and develop the University's national and international reputation and performance in research.

## 4.

An ability to enhance and develop the University's national and international reputation and performance in undergraduate and post-graduate teaching.

## 5.

A capacity to consult extensively and communicate effectively within the Research School, within ANU, and with external bodies in order to secure positive outcomes for the School and the university.

## 6.

Highly developed interpersonal skills with the ability to work with, and to lead teams in a collegial fashion.

## 7.

A demonstrated high level achievement in relation to incorporation of Equal Opportunity principles into strategic planning and the capacity to accept devolved responsibility for the achievement of equity and diversity.



# ANU Research School of Psychology

Established in 1951, the ANU Research School of Psychology (RSP) is a leading psychology department in Australia, and in 2019 ranked in the top 40 of Psychology Departments in the world (QS rank of 38).

The ANU Research School of Psychology is recognized for its impact despite its small size. Currently the ANU Research School of Psychology is in a period of planned growth and vitalisation. The School is committed to increasing the number of full-time academic positions by more than half to over 30, and expanding new competitive research fellowships; the School currently has 3 Australian Research Council DECRA fellows and 1 Future fellow.

This is an exciting time for a new Director to build on its strengths, expand the scope and add new directions to the ANU Research School of Psychology vision and its development, and help to generate an even stronger world-leading School of Psychology.

The school is a centre for both psychological science and professional training. Its academics are experts in basic, translational, and applied research. ANU Research School of Psychology also provides exceptional research-led education in psychology including undergraduate, Honours, Master and PhD levels with professional post-graduate training in clinical psychology. The clinical program is high quality and the demand for places is strong. It also incorporates a highly-regarded Psychology Clinic which is a training, treatment and research centre offering specialised psychological services to the community.

ANU Research School of Psychology academics are internationally renowned researchers who have expertise across the mainstream areas of psychology, including clinical,

cognition, developmental, health, methods and statistics, neuroscience, organisational, social, and perception. We engage in innovative and productive collaborations internationally and nationally, as well as across the ANU. At the ANU Research School of Psychology we conduct pioneering research and translate that research into applications that have impacts on policies and practices in both the public and private sectors.

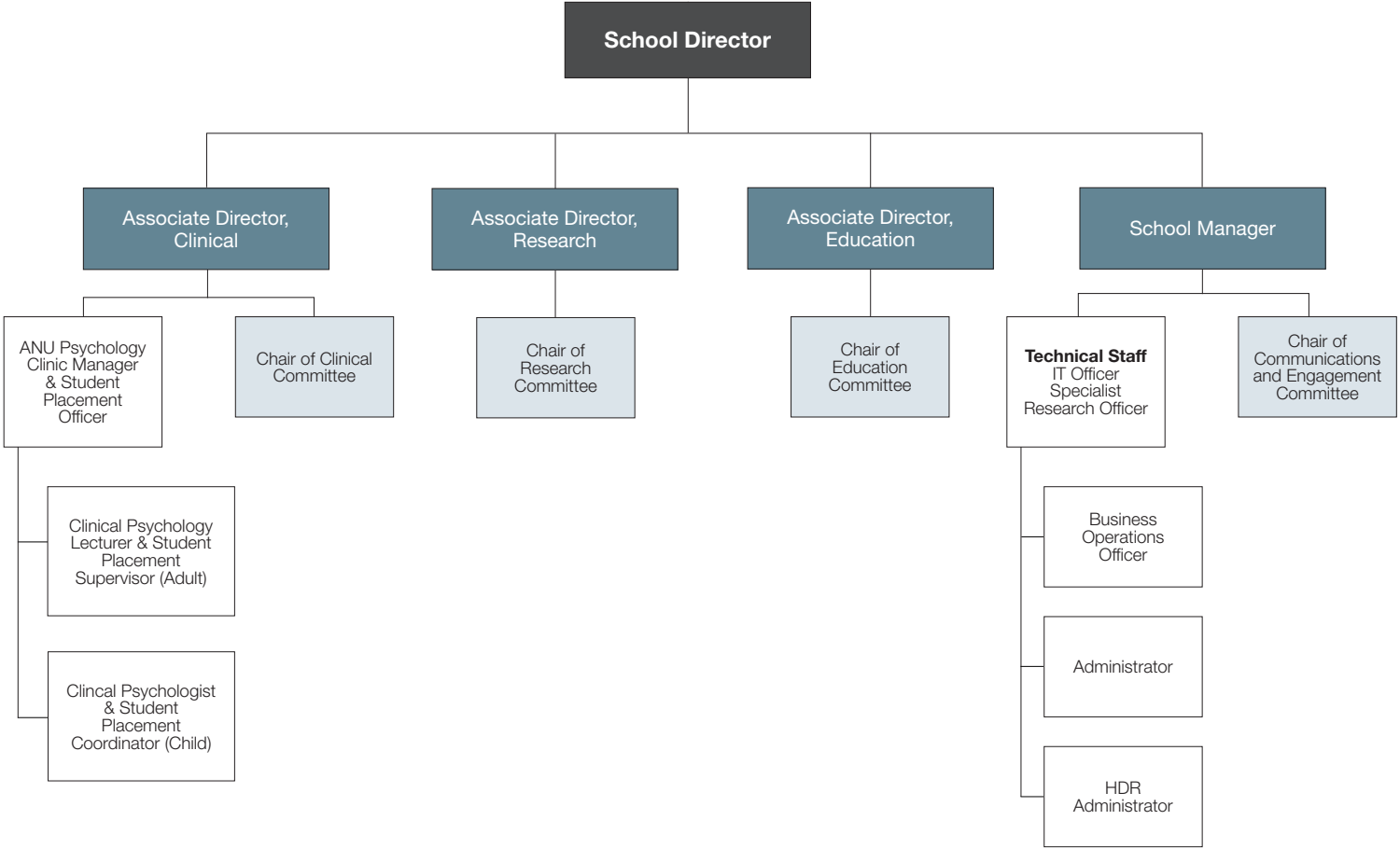
» View the ANU Research of Psychology - [Read it here](#)





# ANU Research School of Psychology

## Organisational Structure





# Our responsibility to Indigenous Australia

As Australia's national university one of our defining roles has been to contribute to the advancement of Australia's Indigenous peoples.

We contribute by graduating Indigenous students, as well as through game-changing research and direct engagement. Delivering on our Unique National Responsibilities with Indigenous communities. We provide an environment for debating the big issues and partnering with Indigenous Australia to advance the status, recognition and lives of Aboriginal and Torres Strait Islander peoples.

Although the proportion of Indigenous students at ANU is high by the standards of some of our peer universities, we remain far from parity with the population at large for undergraduates. The proportion of postgraduate and higher degree students is lower again, as is the proportion of

professional and academic staff. Through targeted activities we will work towards achieving parity with the proportion of Indigenous Australians in the overall population.

Research focused on Indigenous issues is broad in scope and has made a substantial contribution. ANU has strong Indigenous research leaders in a number of disciplines. However, our continued salience requires constant attention to impact, partnership with Indigenous communities and a commitment to novel and multidisciplinary approaches to our work.



# Achieving equity

ANU is committed to equity and diversity as fundamental values. Australia has a diverse population and we are committed to providing opportunities and an inclusive and welcoming environment, to those of all backgrounds and identities.

As Australia's National University, we have a responsibility and an obligation to educate students from across Australia who have the capacity to succeed, no matter their background. It is for this reason that we have launched a pioneering program to transform the way we do admissions. We are undertaking an international first to link our admission, scholarship, and accommodation processes so that when we make a student an offer to university, they will at the same time know where they will be living and whether they have a scholarship to support them. We are reserving a place for domestic students in the top 2% of every school in Australia who have the capacity to succeed, ensuring students have access to a world class education no matter the socio-economic status of their school.

Alongside this we are undertaking a major scholarship drive to remove the financial barrier for some of our most capable but most disadvantaged students, whether they be Indigenous, suffering a long term disadvantage, low-SES, or from interstate regional and remote areas. We now have a single application form that allows both excelling and disadvantaged students to access more than 200 scholarship opportunities across campus by answering just four questions. And we are looking at the whole person, requiring all undergraduate applicants to have engaged beyond the classroom to support themselves, their family or their community, to clearly signal the importance of engagement beyond studies to both academic and employment success.

## Athena Swan

ANU has committed to the SAGE Pilot of Athena SWAN in Australia. Athena SWAN is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. ANU became an inaugural member of the SAGE Pilot project in 2016.

While the focus of the SAGE pilot is on Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines, ANU is also committed to gender equity in the Humanities and Social Science disciplines, as well as in our professional staff.





# One of the worlds most liveable cities

## The power of surprise

Canberra has the power to surprise, with its abundance of food, wine, art, culture, ideas and innovation. As an evolving city, this element of surprise continues even once you've made Canberra your home, with new developments, events and opportunities constantly emerging to keep life interesting.

### About Canberra

Canberra is also a planned city – designed to maximise opportunities for work and play. As our Nation's Capital, big ideas emerge, circulate and grow here, thanks to unique links between leading thinkers in business, government, education and research. Our dynamic economy, highly educated workforce and an innovative business culture provide career and business opportunities unique to Canberra.

Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility or heading up to the Snowy Mountains for a day on the slopes. We are also home to most of Australia's major national cultural institutions, with whom the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

### Where to Live

The architects who designed Canberra, Walter and Marion Burley Griffin, had a master plan to create a series of 'satellite cities' separated by nature reserves and connected with major roads. Today their vision lives on, with Canberra divided into seven distinct regions of residential suburbs, each serviced by a central business district.

The resulting benefits are that commuting times are short. Employment hubs are virtually on your doorstep and recreational facilities are within walking distance, regardless of where you live.

Find information on each district and the suburbs contained within them through the ['Explore Canberra' map](#).

### Education and Childcare

Canberra nurtures the pursuit of dreams from the ground up. Here families are provided with the supportive services, facilities and environments to raise happy, inspired and resilient children. Community is crucial for the support of families and Canberra has a number of ways to connect families with each other through playgroups, family events and activities.

Find out more about Canberra's excellent childcare, preschool and school system [here](#).

**Canberra has the lowest commuting times of all Australia's major cities**

**More than 25% of Canberra residents were born overseas**

**The region is known for four distinct seasons, enjoying 246 days of clear, crisp sunshine**



Further information about Canberra visit [canberra.com.au](http://canberra.com.au)



# How to apply

The appointment of the Director, Research School of Psychology is being supported by Kent Vidler, Senior Recruitment Consultant, ANU Recruitment Services.

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To submit an application for this role, please provide the following information:

1. A candidate statement which outlines both your vision for the role and an overview of your experience and skills as it relates to the parameters of the role and selection criteria.
2. A detailed CV.
3. Three referees including their email and phone contact details.  
Referees will only be contacted after prior consultation with the candidate. It is the candidate's responsibility to ensure referees are willing to provide reports when contacted.
5. An indication of the earliest date on which you could commence in the position.

Apply online: [www.anu.edu.au/jobs](http://www.anu.edu.au/jobs) Reference #530896

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**For a confidential discussion regarding this role and the application process, please contact:**

Kent Vidler  
Senior Recruitment Consultant, ANU  
Recruitment Services  
E: [executivesearch@anu.edu.au](mailto:executivesearch@anu.edu.au)  
T: +61 2 6125 9997

**Anticipated timeframe for the appointment process.**

Applications close: Sunday, 28 July 2019.  
Shortlisting: August 2019  
Interviews: September 2019, in Canberra ACT  
References and negotiation: Thereafter.

ANU reserves the right to appoint by invitation.

On behalf of the University and as part of the application and appointment process, candidates may be requested to provide proof of their identity and citizenship and give permission for verification of their tertiary qualifications and a police background check.