



**Australian
National
University**

Position Description

College/Division:	ANU College of Asia and the Pacific
Faculty/School/Centre:	Crawford School of Public Policy
Department/Unit:	Individual Deprivation Measure (IDM) Program
Position Title:	Fellow (IDM)
Classification:	Academic Level C
Position No:	33134
Responsible to:	IDM Program Leader (Professor)

PURPOSE STATEMENT:

The ANU College of Asia and the Pacific (CAP) leads intellectual engagement with the Asia-Pacific region through research, teaching and contributions to public debate, and seeks to set the international standard for scholarship concerning the region. The Crawford School of Public Policy is Australia's premier public policy school, with recognised world-class expertise and experience in resource and environmental management and development, and on key Asia-Pacific countries.

The Individual Deprivation Measure (IDM) is a new, gender-sensitive measure of multi-dimensional poverty. The IDM is a composite measure made up of 15 dimensions of deprivation and moves beyond the binary threshold to multiple levels of deprivation. As such, there exists a need to address the challenges of aggregating across dimensions and selecting appropriate cut-offs of deprivation. The IDM is the first mainstream measure of multi-dimensional poverty designed to be sensitive to the gendered nature of poverty. It was developed through a four-year, multidisciplinary international research collaboration, based at the Australian National University and funded by the Australian Research Council. The Crawford School of Public Policy is now hosting the next phase of the IDM development (2016-2020), in collaboration with the International Women's Development Agency (IWDA) and funded by the Australian Department of Foreign Affairs and Trade. The IDM Program will involve further refinement of this composite measure, field studies in up to five countries, analysis of survey data, and communication of the IDM to a global audience.

Working under the broad direction of the Individual Deprivation Measure (IDM) Program Leader (Professor) at the Crawford School of Public Policy, the Fellow (IDM) will make significant contributions to the development of the research and scholarship of the School. The Fellow (IDM) plays a major role in the technical and conceptual development of the quantitative components and statistical elements of the IDM, including sensitivity testing and composite index construction. The Fellow (IDM) will support and provide mentoring as appropriate for the development of quantitative methods and statistical capacity of staff within the IDM Program (including within the IWDA-IDM Team). This position will also play a key role in communicating the technical aspects and findings of the Individual Deprivation Measure to internal and external stakeholders and the scholarly community. The position may require teaching in related areas.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The Fellow (IDM) reports to the IDM Program Leader (Professor) and works with the IDM team and IDM partners, including IWDA, DFAT and field partners to deliver key strategic outcomes in research and education/training relating to the IDM Measure and overall IDM Program. The Fellow (IDM) will be expected to provide vital high-level quantitative/statistical expertise and guidance, which is essential to the further development of the IDM, thus strengthening the technical and evidential base that is essential to the intended global uptake of the IDM. As part of the Crawford School of Public Policy the Fellow (IDM) will also be expected to demonstrate excellence in published research, teaching, and program management, and have the potential to attract external funding for research.

Role Statement:

All academic staff within the College are expected to undertake work in three areas of academic activity - education (teaching and learning), research and service (including outreach). The allocation of time to each area will reflect relative opportunities within the Crawford School of Public Policy, as well as individual appointment situations. This expectation applies regardless of the level of appointment, the type of appointment an academic

holds, or the part of the University in which an academic may have begun their career at ANU.

Under the broad direction of IDM Program Leader (Professor) the responsibilities of the Fellow (IDM) may include:

- Conduct research that is directly related to the development of the Individual Deprivation Measure, to ensure the gender-sensitivity and technical rigour of this composite index.
- Analysis of large-scale survey data, using R.
- Solely or jointly author articles in top-ranked peer-reviewed journals.
- Participate in research collaboration with government agencies, which generate substantial outcomes.
- Translate research and research findings and publications into accessible, policy-salient forms.
- Provide expertise in quantitative research methods including in areas related to composite index construction.
- Contribute to the gender sensitivity of the Individual Deprivation Measure.
- Present on the IDM and associated work at scholarly, public and policy fora.
- Prepare and deliver tutorials, lectures, executive education, professional development, workshops, seminars related to the IDM Program, as required.
- Develop IDM course materials.
- Supervise IDM Program interns.
- Contribute to research training activities (e.g. master classes and research practicums).
- Other duties consistent with the classification of the position.
- Comply with all ANU policies and procedures and in particular those relating to work health and safety and equal opportunity.

Skill Base

A Level C academic will make a significant contribution to research and/or scholarship and/or teaching and administration activities. S/he will normally play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities

In determining experience relative to qualifications, regard shall be had to experience in research, teaching experience, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.

In addition, a position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area.

SELECTION CRITERIA:

1. A PhD in either statistics, demography, economics, or a cognate discipline, with a demonstrated track record of high quality scholarly research and publication.
2. Evidence of experience in analysing large-scale survey data (poverty and gender related topics is desired; competence in use of R is necessary).
3. Demonstrated experience in constructing composite index in particular aggregation and weighting approaches using multi-topic datasets, including a strong record of scholarship and publication in this area.
4. A track record of contribution to outreach activities including engagement with policy communities and provision of policy-relevant advice.
5. Well-developed oral and written communication skills in English and a demonstrated ability to develop positive relationships with a wide range of staff and students.
6. Ability to provide academic leadership by overseeing research teams, supervising other staff members and/or mentoring junior colleagues.
7. Ability to explain statistical concepts to a range of audiences.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Supervisor Signature:

Date:

Printed Name:

Uni ID:

References: [Minimum Standards for Academic Levels \(MSAL\)](#)