



RESEARCH FELLOW

DEPARTMENT/UNIT	BehaviourWorks Australia / Monash Sustainable Development Institute (MSDI)
FACULTY/DIVISION	Deputy Vice-Chancellor (Research) & Senior Vice-President (DVCR)
CLASSIFICATION	Level A
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

Everyone needs a platform to launch a satisfying career. At Monash, we give you the space and support to take your career in all kinds of exciting new directions. You'll have access to quality research, infrastructure and learning facilities, opportunities to collaborate internationally, as well as the grants you'll need to publish your work. We're a university full of energetic and enthusiastic minds, driven to challenge what's expected, expand what we know, and learn from other inspiring, empowering thinkers. Discover more at www.monash.edu.

The **Deputy Vice-Chancellor (Research) and Senior Vice-President (DVCR)** is responsible for the development, implementation and continuous improvement of the University's research vision within the changing landscape of higher education, ensuring delivery of accountabilities within the context of the University's strategic plan. Reporting to the President and Vice-Chancellor and as an integral member of the University's executive team, the DVCR further advances the University's research performance, diversifies research funding, oversees research infrastructure strategy, and fosters interdisciplinary and transdisciplinary areas of excellence, collaboration and innovation within Monash and with global research partners. Further information about the University's organisational and governance structure is available at www.monash.edu/about/structure.

Monash Sustainable Development Institute (MSDI) is committed to sustainable development research, translation and education. MSDI also engages across Monash to facilitate cross-faculty research partnerships that provide solutions to sustainable development challenges globally. Our expanding education focus includes postgraduate courses and PhD supervision alongside capacity development and student leadership activities. To learn more about MSDI please visit our [website](http://www.monash.edu/about/msdi).

BehaviourWorks Australia (BWA) employs researchers from a broad range of disciplines with a common interest in cutting-edge research on how to influence behaviour and implement behaviour change mechanisms and programs. With a strong focus on collaboration, it places great importance on bringing together the best people working in academia, the community, business and government to achieve effective policies, strategies and outcomes across a range of health, social and sustainability issues, all underpinned by high-quality interdisciplinary research. BWA's work is guided by a number of sources, including State and Federal Government policies and agendas, current thinking and evidence in leading behaviour change research, industry sectors with a social or environmental agenda, and our collaborators' knowledge and experience. An Advisory Board consisting

of representatives from partner organisations meets quarterly to review activities conducted by BWA and provides strategic advice and direction on projects undertaken within the initiative.

POSITION PURPOSE

A Level A research-only academic is expected to contribute towards the research effort of the University and to develop their research expertise through the pursuit of defined projects relevant to the particular field of research.

The primary purpose of these positions is to assist in delivering on the activities of BWA by working closely with research staff and partner organisations in order to support research projects. You will be involved in conducting literature and practice reviews, audience research and developing, monitoring and evaluating behaviour change interventions. You will produce industry reports and peer-reviewed publications and, depending on interest, deliver training. You will also contribute to MSDI's over-arching research agenda, which uses the Sustainable Development Goals (SDGs) as a framework for addressing sustainability challenges. The position will have a specific focus on supporting projects in the areas of energy, waste, water, biodiversity, biosecurity, climate change and pollution.

Reporting Line: The position reports to a Senior Research Fellow, BehaviourWorks

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level A research-only academic may include:

1. Work with our industry partners to identify and scope out behaviour change research needs
2. Support, conduct and coordinate behaviour change research under limited supervision either as a member of a team or, where appropriate, independently. The research will involve a mixture of literature and practice reviews, interview and survey research, developing behaviour change interventions, implementing trials and pilot programs, and running data appropriate analyses to evaluate the impact of interventions
3. Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise
4. Limited administrative functions primarily connected with the area of research of the academic
5. Development of a limited amount of research-related material for teaching or other purposes with appropriate guidance from other staff
6. Occasional contributions to teaching in relation to their research project(s)
7. Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and/or membership of a limited number of committees
8. Write-up research reports and disseminate and translate research findings within our industry partners
9. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - An honours degree in the relevant discipline or have equivalent qualifications or research experience; or

- an honours degree or higher qualifications in the relevant discipline and/or progress towards a doctorate in the relevant discipline; or
- a doctoral qualification in the relevant discipline or a closely related field.

Knowledge and Skills

2. Demonstrated analytical and manuscript preparation skills; including a track record of refereed research publications
3. Ability to solve complex problems by using discretion, innovation and the exercise diagnostic skills and/or expertise
4. Well-developed planning and organisational skills, with the ability to prioritise multiple tasks and set and meet deadlines
5. Excellent written communication and verbal communication skills with proven ability to produce clear, succinct reports and documents
6. A demonstrated awareness of the principles of confidentiality, privacy and information handling
7. A demonstrated capacity to work in a collegiate manner with other staff in the workplace
8. Demonstrated computer literacy and proficiency in the production of high-level work using software such as Microsoft Office applications and specified University software programs, with the capability and willingness to learn new packages as appropriate
9. High level oral and written communication and interpersonal skills, particularly in dealing with a broad range of individuals, groups and organisations
10. A track record of communicating research outputs (i.e. publishing in peer-reviewed journals, conference papers reports, and/or technical contributions in a relevant discipline)

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University and to client and partner locations in Melbourne and Interstate will be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.