Position Description

College/Division:	College of Engineering & Computer Science
Position Title:	Academic Fellow/Fellow/Senior Fellow
Classification:	Academic Level B/C/D
Responsible to:	Director

PURPOSE STATEMENT:

Intellectual leadership in Reimagining engineering and computing

The ANU College of Engineering and Computer Science is embarking on a 15-year project to reimagine a new type of engineering and computing, one that is custom built and fit for the middle of the 21st century. The Reimagine project aims to get us thinking about what our world will be like in 2050, when we are completely embedded in both a digital and physical environment, and to encourage us to take charge and shape a new intellectual agenda. Our lived experience is increasingly one of large-scale systems of people, whose actions and interactions are influenced by our digital, physical and biological environment. We and our technology are highly interconnected and yet highly diverse. Somebody, somewhere designed, built, and operates almost everything.

We believe the world needs new types of engineers, computer scientists and designers. We can't deploy methods and techniques of the past and expect new outcomes for the future. We need to reimagine problem framing and solving, incorporate diverse voices and approaches, and work together now to ensure our future leaders and communities are prepared for the work to come. We welcome and openly acknowledge differences in expertise, research / education / professional focus, experience and perspective.

Bringing interdisciplinary, non-traditional academic perspectives:

This position provides practice-led input in a professional area of interest to the reimaging of engineering and computer science. The Academic Fellow will contribute to the College's research, engagement and knowledge transmission activities, including the design and delivery of research programs, courses and masterclasses; the publication of traditional and non-traditional research outputs; the supervision of students; the development of creative and practice-orientated work programs and initiatives; the provision of support for engagement with stakeholders towards securing financial, human and/or intellectual support for the research through both internal and external mechanisms.

The purpose of this appointment is to

1. Contribute practice-led input to the College's innovative, interdisciplinary, outward-focused and collaborative research program;
2. Provide, in a collaborative manner, practice-led input into traditional and non-traditional academic outputs developed by the College;
3. Support the development of partnerships and collaborations across industry, government, NGOs, philanthropists, cultural/research/education institutions, media and civil society;
4. Provide practice-led input in the development and delivery of educational offerings and innovative knowledge transmission activities of the College;
5. Contribute to the strategic priorities of the College and the enduring mission of ANU.

KEY ACCOUNTABILITY AREAS:
Position Dimension & Relationships:

The position is located in the College of Engineering and Computer Science within the Australian National University. The appointee is accountable to the Director of the appropriate Research School.

The Academic Fellow is expected to contribute, in a collaborative manner, to the overall intellectual life of the School, College and University by leveraging their professional experience towards the objectives of the College.

As an academic position, the role involves the undertaking of research at the highest international level; contributions to outward-facing engagement and outreach activities of the School; contributions to educational activities, mainly

at the postgraduate level; contributions to the effective administration of the School; and a strong engagement in cross discipline studies within the broader College and University environment.

In this specific position, the appointee will also work in partnership with both professional and academic staff to support the strategic priorities of the School, College and University.

Role Statement:

Academic Fellow Level B:

In their role as Academic Fellow the appointee will be expected to:

1. Undertake high impact collaborative and cross-disciplinary research and creative works to contribute to the reimagining of engineering and computer science, and body of unique intellectual knowledge.
2. Provide support to the engagement and impact activities of the School, with the aim to engage and activate a stakeholder community in academia / industry / start-ups / government / civil society.
3. Provide, in a collaborative manner, practice-led input into traditional and non-traditional academic outputs developed by the School.
4. Contribute to the educational activities of the School. This includes, but is not limited to, the preparation and delivery of lectures, tutorials, short courses and workshops; the preparation and delivery of professional and executive education courses; the preparation of online material; marking and assessment; and consultations with students.
5. Supervise at varying levels students working on individual or group projects.
6. Contribute to all aspects of the operation of the School, College and University more broadly.
7. Maintain practice and collegiality in all education, research, engagement and impact endeavours undertaken by the School, the College and the University.
8. Take responsibility for their own workplace health and safety and not willfully place at risk the health and safety of another person in the workplace.
9. Other duties as required consistent with the classification level of the position.

Fellow Level C:

In their role as Fellow the appointee will be expected to:

1. Conduct high impact collaborative and cross-disciplinary research and creative works to contribute to the reimagining of engineering and computer science, and body of unique intellectual knowledge
2. Proactively support the engagement and impact activities of the School, with the aim to identify, engage and activate a stakeholder community in academia / industry / start-ups / government / civil society.
3. Provide, in a collaborative manner, practice-led expertise into traditional and non-traditional academic outputs developed by the School;
4. Contribute to the educational activities of the School. This includes, but is not limited to, the preparation and delivery of lectures, tutorials, short courses and workshops; the preparation and delivery of professional and executive education courses; the preparation of online material; marking and assessment; and consultations with students.
5. Supervise at varying levels students working on individual or group projects.
6. Lead, supervise and develop less senior academic and research support staff in the School. Provide mentoring and career development advice in alignment with the performance development process at the ANU.
7. Proactively contribute to all aspects of the operation of the School, College and University more broadly. This may include taking broad supervisory roles.
8. Maintain practice and champion intellectual leadership and collegiality in all education, research and administration endeavours undertaken by the School, the College and the University.
9. Take responsibility for their own workplace health and safety and not willfully place at risk the health and safety of another person in the workplace.
10. Other duties as required consistent with the classification level of the position.

Senior Fellow Level D

In their role as Senior Fellow the appointee will be expected to:

1. Develop and lead high impact collaborative and cross-disciplinary research and creative works to contribute to the reimagining of engineering and computer science, and body of unique intellectual knowledge.
2. Proactively support the engagement and impact activities of the School, with the aim to identify, engage and activate a stakeholder community in academia / industry / start-ups / government / civil society.
3. Provide, in a collaborative manner, practice-driven leadership towards the creation of traditional and non-traditional academic outputs by the School.
4. Make a leading contribution to the educational activities of the School. This includes, but is not limited to the preparation and delivery of lectures, tutorials, short courses and workshops; the preparation and delivery of professional and executive education courses; the preparation of online material; marking

and assessment; and consultations with students.

5. Supervise students at varying levels working on individual or group projects.
6. Lead, supervise and develop less senior academic and research support staff in the School. Providing leadership, mentoring and career development advice in alignment with the performance development process at the ANU.
7. Proactively contribute to all aspects of the operation of the School, College and University more broadly. This may include taking on leadership and broad supervisory roles.
8. Maintain practice and champion intellectual leadership and collegiality in all education, research and administration endeavours undertaken by the School, the College and the University.
9. Take responsibility for their own workplace health and safety and not willfully place at risk the health and safety of another person in the workplace.
10. Other duties as required consistent with the classification level of the position.

Indicators of success:

The following indicators are only guidelines aiming to illustrate expectations for practice-led positions at progressive levels. The appointee will define and collaboratively deliver a contribution to the School, College and University regarding its research, teaching, operations, commercial partnerships and reputation, which reflects their expertise and experience, within the period of tenure.

Specific target outputs and indicators of success will be developed in dialogue between the appointee, the School and (where relevant) the College, consistently with the CECS Academic Performance Standards. The position description and indicators of success will be reviewed following an agreed schedule. They will support a transparent performance development and progression process during the period of tenure and are, as a result, cumulative at progressive levels:

Level B - The appointee's practice-led experience and expertise are integrated in targeted intellectual work and outputs of the School. The appointee's practice conversely reflects his/her interaction with the School's intellectual work;

Level C - The appointee has developed sustainable pathways to enable the integration of her/his practice-led experience and expertise into multiples areas of the intellectual work of the School. The appointee conversely leverages her/his practice to champion the School's work in an impactful manner at a national level;

Level D – The appointee has embedded her/his practice-led experience and expertise into the broad intellectual work of the School, through the successful delivery of exploratory projects and provision of mentorship to School staff and students. Conversely, the appointee's practice delivers award-winning impact for the School's work at a national or international level;

SELECTION CRITERIA:

Level B:

The School operates at the forefront of global discussions in a field of transformative significance. The Academic Fellow is expected to leverage their professional background to make a strong contribution within this non-traditional academic environment. The breadth and depth of this role are illustrated in the below selection criteria. **While candidates should ideally meet all selection criteria, the School will consider all applications that demonstrate alignment with its objectives.**

1. A PhD that is relevant to the reimagining of engineering and computer science OR an equivalent, demonstrated sustained intellectual leadership, in an area of relevant to the reimaging of engineering and computer science, in non-academic environments.
2. A competitive track record of contribution, relative to opportunity, to their field of practice, as evidenced by high impact outputs in relevant and leading venues; a record of developing and maintaining collaborations with fellow practitioners, researchers, institutes and non-academic partners; and by other measures such as awards (professional, research, teaching, etc.), invitations to give presentations at conferences, membership of professional institutes, patents, exhibits, broadcasts, entrepreneurship, policy or community work, etc.
3. A demonstrated alignment with the College's culture and work environment, characterised by its strong orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; and commitment to the success of peers and the team.
4. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and stakeholders in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels. Skills in other forms of communication (such as visual communication, podcasting, video, etc.) or a willingness to innovate in these areas will be well regarded.

5. Potential and interest in teaching at all levels and in contributing significantly to the delivery of the educational agenda of the School.
6. Potential and interest in fostering education at varying levels, along with a commitment to outreach activities involving the general community, schools, public sector, industry and the wider research community.
7. A demonstrated understanding of diversity and inclusion principles and a commitment to the application of these policies in a University context.

Level C:

The School operates at the forefront of global discussions in a field of transformative significance. The Fellow is expected to take a leading role within this non-traditional academic environment. The breadth and depth of this role are illustrated in the below selection criteria. **While candidates should ideally meet all selection criteria, the School will consider all applications that demonstrate alignment with its mission.**

1. A PhD that is relevant to the reimaging of engineering and computer science OR an equivalent, demonstrated sustained intellectual leadership, in an area of relevant to the reimagining of engineering and computer science, in non-academic environments.
2. An outstanding track record of independent contribution, relative to opportunity, to their field of practice, as evidenced by high impact outputs in relevant and venues; a record of developing and maintaining collaborations with leading practitioners, researchers, institutes and non-academic partners; and by other measures such as awards (professional, research, teaching, etc.), invitations to give presentations at leading conferences, membership of leading professional institutes, patents, exhibits, broadcasts, entrepreneurship, major policy or community work, etc.
3. A demonstrated alignment with the School culture and work environment, characterised by its strong orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; and commitment to the success of peers and the team.
4. A demonstrated record of developing partnerships to support individual and collaborative research or practice-based activities, and the ability to identify similar opportunities for others to pursue.
5. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and stakeholders in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels. Skills in other forms of communication (such as visual communication, podcasting, video, etc.) or a willingness to innovate in these areas will be well regarded.
6. Potential and interest in effective teaching at all levels and in contributing significantly to the design and delivery the educational agenda of the School.
7. Potential and interest in fostering education at varying levels along with a demonstrated commitment to outreach activities involving the general community, schools, public sector, industry and the wider research community.
8. Demonstrated practice-based ability to mentor and develop colleagues to achieve goals in alignment with the College's strategic priorities, particularly in relation to building a diverse and inclusive community life.
9. A demonstrated understanding of diversity and inclusion principles and a commitment to the application of these policies in a University context.

Level D:

The School operates at the forefront of global discussions in a field of transformative significance. The Senior Fellow is expected to take a leadership role within this non-traditional academic environment. The breadth and depth of this role are illustrated in the below selection criteria. **While candidates should ideally meet all selection criteria, the School will consider all applications that demonstrate alignment with its objectives.**

1. A PhD that is relevant to the reimaging of engineering and computer science OR an equivalent, demonstrated sustained intellectual leadership, in an area of relevant to the reimagining of engineering and computer science, in non-academic environments.
2. An outstanding track record of independent contribution, relative to opportunity, to their field of practice, as evidenced by high impact outputs in relevant and leading venues; a record of developing and maintaining collaborations with world-leading practitioners, researchers, institutes and non-academic partners; and by other measures such as prestigious awards (professional, research, teaching, etc.) , invitations to give keynote addresses at leading conferences, elite membership of professional institutes, patents, exhibits, broadcasts, entrepreneurship, major policy or community work, etc.
3. A demonstrated alignment with the College culture and work environment, characterised by its strong orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; and commitment to the success of peers and the team.
4. A demonstrated record of developing partnerships to support individual and collaborative research or practice-based activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
5. Excellent oral and written English language skills and a demonstrated ability to communicate and

interact effectively with a variety of staff and stakeholders in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels. Skills in other forms of communication (such as visual communication, podcasting, video, etc.) or a willingness to innovate in these areas will be well regarded.

6. Potential and interest in teaching at all levels and in contributing significantly to setting and developing the educational agenda of the School.

7. Potential and interest in fostering education at varying levels, along with a commitment to outreach activities involving the general community, schools, public sector, industry and the wider research community.

8. Demonstrated ability to provide practice-based leadership and to mentor and develop colleagues to achieve goals in alignment with the College's strategic priorities, particularly in relation to building a diverse and inclusive community life.

9. A demonstrated understanding of diversity and inclusion principles and a commitment to the application of these policies in a University context.

This position description may be reviewed and updated as required, in dialogue with the appointee, to ensure its continuing alignment with specific tasks and targets for the role.

Supervisor Signature:	**Date:**		
Printed Name:	**Uni ID:**		
References:			
General Staff Classification Descriptors			
Academic Minimum Standards			