



THE UNIVERSITY OF
MELBOURNE



Appointment of

Indigenous Postdoctoral Fellowships (Research)

Arts Indigenous, Faculty of Arts

This position is open only to Indigenous Australians.

Only Indigenous Australians are eligible to apply as this position is exempt under the Special Measure Provision, Section 12(1) of the Equal Opportunity Act 2010 (VIC).

Contents

1. Faculty of Arts
2. Position Description & Selection Criteria
3. The University of Melbourne
4. University of Melbourne's Strategic Plan 2020 – 2030
5. People & Benefits
6. Living & Working in Melbourne
7. Further Information
8. How to Apply & Contact Information

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.





The Faculty of Arts

The Faculty of Arts at the University of Melbourne is widely recognised as Australia's leading centre for the study of the Humanities and Social Sciences

The Faculty of Arts is committed to creating a workplace where equity, diversity and inclusion are celebrated and everyone is treated fairly, regardless of gender, sexuality, ability, ethnicity, religion or age. People with diverse experiences and especially Aboriginal and Torres Strait Islanders and other First Nation people are strongly encouraged to apply.

If you have any accessibility or other requirements for the application or interview, please contact us. We are dedicated to ensuring barrier free and inclusive practices to recruit the most talented candidates. A position description is available in alternate formats if required, including large print.

The Faculty of Arts at the University of Melbourne brings together leading scholars across 40 disciplines of study in the Humanities and Social Sciences. Our academic staff are of international standing and committed to excellence in teaching and research.

The Faculty is home to the University's first degree, the Bachelor of Arts, which is one of the most sought-after degrees in Australia, consistently attracting outstanding students from around the country and internationally. Our teaching programs encourage critical inquiry, creativity, global perspectives and the questioning of ideas. In 2016, the Faculty opened Arts West – an award-winning building in the heart of the historic campus and a new home for the Bachelor of

Arts. Arts West supports active and informal learning through object-based learning laboratories and purpose-built teaching spaces which has transformed teaching and learning in the Humanities and Social Sciences, setting a new benchmark in the Asia region.

Our Graduate School of Humanities and Social Sciences offers 19 professionally oriented Masters programs, including Arts and Cultural Management, Applied Linguistics, Global Media Communication, International Relations and Public Policy and Management. The Graduate School also houses our outstanding PhD program.

Over its 150-year history, the Faculty has produced leaders in a wide range of fields, including government, business, creative industries and media, community and not-for-profit organisations. The Faculty maintains strong strategic relationships with leading international universities through joint teaching collaborations, research projects and student exchange programs. Partnerships with government, not-for-profit and private organisations facilitate work integrated learning opportunities for our students and research collaboration with our researchers. The Faculty has an active and vibrant outreach program, promoting lifelong learning in the Humanities and Social Sciences.

Our community includes over 700 academic and professional staff, 13,000 students across undergraduate, graduate coursework and research higher degree programs, and a strong and active alumni population of over 70,000 worldwide.

Alongside the Graduate School of Humanities and Social Sciences, the Faculty consists of five interdisciplinary Schools:

[Asia Institute](#) – the University's key centre for study in Asian languages and cultures, with programs including Arabic, Chinese, Indonesian and Japanese languages, alongside Asian, Islamic and Contemporary Chinese Studies.

[School of Culture and Communication](#) – with programs in Art History and Curatorship, Arts and Cultural Management, Indigenous Studies, Creative Writing, English and Theatre Studies, Media and Communications, Publishing and Communications, Journalism, and Screen and Cultural Studies.

[School of Historical and Philosophical Studies](#) – encompassing History, History and Philosophy of

Science, Philosophy, Jewish and Hebrew Studies, Conservation and Classics and Archaeology.

[School of Languages and Linguistics](#) – includes French, German, Italian, Russian and Spanish languages, alongside European studies, Latin American studies and Linguistics, Applied Linguistics and English as a Second Language.

[School of Social and Political Sciences](#) – with programs in Anthropology and Development Studies, Criminology, Political Science, and Sociology and Social Policy.

FACULTY OF ARTS STRATEGY

The Faculty launched a **[Faculty of Arts Strategy](#)** focusing on:

- Transformative learning
- Research that makes a difference
- Partnerships that add value
- Support for all staff

Mission

The Faculty of Arts is committed to benefiting the peoples, cultures and economies of Melbourne, Australia, the region and the world.

We do this across our distinctively broad range of Humanities and Social Sciences disciplines by creating, transforming and sharing knowledge that deepens and enriches understanding of what it means to be human and by developing graduates whose skills, values and empathy enable them to shape better, fairer and more sustainable societies.

Values and Behaviours

We expect all our staff to commit to our values of:

- Rigour and integrity, generosity and humility, intellectual freedom and critical independence.
- Diversity and inclusion, trust and mutual respect, social justice and civic responsibility.
- Courage and creativity, openness and transparency, environmental sustainability.

Vision

Building on our achievements to date, by 2025 the Faculty of Arts will be:

- the leading faculty of our kind in the Asia-Pacific region and one of the most compelling in the world, known above all for the difference we make locally, nationally, regionally and globally.
- home to a dynamic, diverse and inclusive community of staff and students who are committed to achieving our full potential by working together and with our partners in a spirit of courageous generosity.
- transformed by recognising and engaging the ways of knowing held by Aboriginal and Torres Strait Islander peoples, on whose land we work.

Position Description & Selection Criteria

It is essential that the Selection Criteria be addressed in the job application. At this university this means including a cover letter that addresses each of the criteria. Applications that fail to address the Selection Criteria explicitly will not be considered. If you have any queries about this, please contact the Associate Dean Indigenous Professor Sandra Phillips (and see 'how to apply' section below).

POSITION NO.	0063494 & 0063719
CLASSIFICATION	Level B
SALARY	\$119,231 - \$141,581 per annum
SUPERANNUATION	17%
WORKING HOURS	1.0 FTE
BASIS OF EMPLOYMENT	4 years fixed term, full-time
WORK FOCUS	Research Focussed

Position Summary

The Faculty of Arts Indigenous Postdoctoral Fellowship provides the opportunity for two Indigenous Australian scholars to develop a research project in the humanities or social sciences, ideally in one of the many fields in which the Faculty of Arts already has research strengths.

The key goal of the four-year fellowship is for the successful candidates to prepare a competitive application for a Category 1 government grant, e.g. ARC DECRA, ARC Discovery Indigenous or equivalent. The successful applicant will be provided with an experienced research mentor relevant to their field of expertise to achieve this goal.

The successful candidates will understand the ethos and vision of the Indigenous development programs of the Faculty and the University. If so desired, they could take on a (very broadly defined) leadership role in this area (up to a maximum of 0.2 FTE pro rata).

The successful candidates will be eligible for internal research support through the Faculty Indigenous Research Grant schemes.

The Faculty of Arts Indigenous Postdoctoral Fellowships are an integral part of the Faculty's Divisional Indigenous Development Plan which includes a range of measures and initiatives with the ultimate goal to create population parity for

Indigenous students and staff. The fellowships represent a committed attempt to build a cohort of Indigenous academic staff within the Faculty of Arts and to enrich the Faculty's diverse scholarly community. It forms an important link in building a sustainable career pathway for Australian Aboriginal and Torres Strait Islanders within the Faculty of Arts from undergraduate to staff level.

The positions are primarily located at the Parkville campus.

Expectations of a Level B Academic

As detailed in the University's Enterprise Agreement, a Level B Academic will undertake independent research in their discipline or related areas. In research and scholarship, a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other academics, as appropriate to the discipline. They will engage in independent scholarship and undertake research or engage in professional activities appropriate to their or discipline. They will undertake administration primarily relating to their activities within the School and Faculty.

Key Responsibilities

RESEARCH & RESEARCH TRAINING

- In consultation with the assigned mentor, create a strategic research agenda that outlines a research output for the duration of the Fellowship.
- Develop and conduct research both independently and in collaboration with Faculty staff as appropriate to the project.
- In consultation with the assigned mentor (and/or supervisor), work towards applying for Category 1 research funding during the period of appointment.
- Publish peer-reviewed academic papers and other scholarly outputs.
- Present conference/symposium papers at appropriate Australian and international forums.
- Contribute to research workshops as appropriate.
- Where appropriate, contribute to supervision of honours or Masters higher degree students.
- Public engagement and service to the field.

LEADERSHIP AND SERVICE

- Active engagement in service, leadership and coordination roles in the Program, School and Faculty demonstrating respectful and inclusive behaviours that generate trust amongst colleagues.
- Active participation in committees (Program, School, Faculty, University).
- Leadership in development and maintenance of national and international institutional partnerships and networks.
- Compliance with University policy and procedural requirements.
- Continuing professional development activities.

Selection Criteria

ESSENTIAL

- A PhD conferred or under examination in the Humanities or Social Sciences.
- Strong evidence of ability and desire to build an academic career trajectory.
- In-depth familiarity with research trends and methodologies relating to the field of research.
- Demonstrated ability to work independently and collaboratively in a team to achieve project goals and meet agreed deadlines as appropriate.
- Demonstrated professional and collegial behaviour of a high standard (encompassing commitment to the Faculty's Values and Behaviours outlined on page 5).

DESIRABLE

- Experience in community engagement with a capacity to build local and international networks and partnerships.
- Experience in productive engagement with Indigenous communities with a capacity to work in a range of contexts including urban, rural, and remote

SPECIAL REQUIREMENTS

- Employment in this position is conditional upon completion of the University's "fit and proper" checks where required and receipt of a valid Working with Children Check prior to commencement.

Equal Opportunity, Diversity & Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit. The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability, and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

Occupational Health & Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other people who may be affected by their conduct.

OHS responsibilities applicable to positions are published [here](#).

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other staff.



Working at the University of Melbourne

Our University

The University of Melbourne is a friendly, diverse community of students, academics and staff. We are world-renowned for the excellence of our research and for the warmth of our community. Established in 1853, we are a global leader in higher education and bring together the world's best minds to solve globally significant challenges.

Our vision is to equip our students with a distinctive, future-facing education personalised around their ambitions and needs, enriched by global perspectives and embedded in a richly collaborative research culture.

Information about our strategic direction, *Advancing Melbourne 2020-2030* can be found at: [Advancing Melbourne \(unimelb.edu.au\)](https://www.unimelb.edu.au/advancing-melbourne).

Supporting strategies:

- Our [Advancing Students and Education Strategy for 2023-2030](#) enacts an institution-wide transformation for our students, supporting major initiatives in our curriculum, our teaching and our student experience.
- [Murmuk Djerring](#), the University's Indigenous Strategy 2023–2027, reinforces and extends the University's commitment to Indigenous self-determination and

improved social, economic, and cultural outcomes for Aboriginal and Torres Strait Islander peoples.

- Our [Diversity and Inclusion Strategy 2030](#) aims to advance and embed the principles of diversity and inclusion across all activities at the University to create enduring and widespread cultural change.
- The [People Strategy 2023-2030](#) sets out the commitment to our University community. The strategy outlines the priorities on which we will focus to ensure that we are a workplace that people aspire to join, to work together in a vibrant, diverse, and inclusive community.
- [Advancing Melbourne Globally](#) sets out the University's global agenda to 2030, focusing on four commitments for Global Place, Global Reach, Global Perspectives and Global Community.

Our city

Melbourne is the capital city of Victoria and the second largest city in Australia with a population of more than 5 million people. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km² and has a population of more than 159,000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.



organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.

People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace which attracts people who are the best in their professional, academic and teaching fields

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff that have been recognised through prestigious national and international awards and through membership of Australia's learned academics.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world class organisation which provides its staff with exceptional benefits and support at every stage of their life and career.

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40

Further Information

General Information about the University of Melbourne is available at its website www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

Annual Reports
<http://annualreport.about.unimelb.edu.au>

Faculty of Arts
arts.unimelb.edu.au

Research
University of Melbourne research strategy and implementation
research.unimelb.edu.au

Teaching
Teaching and Learning at the University of Melbourne
provost.unimelb.edu.au

Careers
<https://about.unimelb.edu.au/careers>

How to apply

Please submit your application via the University of Melbourne's Careers [page](#)

The Faculty of Arts is committed to equity, diversity and inclusion. It aspires to reflect the diversity of our local and global communities; where people are valued, respected and have equal access to opportunities and are encouraged to fulfil their talents and potential. Applicants with diverse experiences are strongly encouraged to apply. This includes First Nations people, culturally and linguistically diverse people, Deaf and hard of hearing people, people with a disability, LGBTIQ+, and neurodiverse people. If you have any accessibility requirements for the application or interview, please contact us. We are dedicated to ensuring barrier free and inclusive practices to recruit the most talented candidates. A position description is available in alternate formats if required, including USB, and Large Print.

ENQUIRIES

Contact for enquiries only, please do not send your application to this contact.

NAME	Professor Sandra Phillips Associate Dean Indigenous <i>ARTS INDIGENOUS</i> , Office of the Dean
TELEPHONE	+61 481 060 341
EMAIL	Sandra.R.Phillips@unimelb.edu.au