



Position Description

College/Division:	ANU College of Health & Medicine
Faculty/School/Centre:	Research School of Psychology
Position Title:	Postdoctoral Fellow
Classification:	Level A
Position No:	
Responsible to:	Chief Investigator, Social Cohesion, Diversity and Integration Project
Number of positions that report to this role:	Nil
Delegation(s) Assigned:	None

PURPOSE STATEMENT:

ANU has an international reputation for research and education relevant to the health and well-being of the population of Australia, as well as that of the developing world. This is achieved through discovery research, applied research in health service settings, research-led teaching in health and medical sciences, and the translation of research findings into practice and policy. The ANU College of Health and Medicine comprises the Research School of Psychology, the ANU Medical School, the John Curtin School of Medical Research and the Research School of Population Health. These schools work together to deliver world-class research and education across the spectrum of medicine and health-related fields, working in partnership with the health sector at local, national and international levels.

The Research School of Psychology is a leading centre of teaching and research in Australia and is committed to excellence in research, teaching and supervision of research/clinical students across all areas of psychology. The Social Cohesion, Diversity and Inclusion project 'design phase', aims to develop new indicators of social cohesion that can be used to inform community planning and assess progress, policy making and new investment and to advance knowledge on how social cohesion can be efficiently and effectively strengthened.

The Postdoctoral Fellow will undertake work in all three areas of academic activity –research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the conditions of the external funding, the appointees research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Postdoctoral Fellow may also be required to supervise or mentor less senior staff, and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:

The Postdoctoral Fellow will be a member of Research School of Psychology, accountable to the Chief Investigator, Social Cohesion, Diversity and Integration Project. The Postdoctoral Fellow works collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships with all academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:

In their role as an Academic Level A the Postdoctoral Fellow is expected to:

1. Undertake research activities in the area of social cohesion from a social identity and intergroup relations perspective (e.g., intergroup co-operation, social change, social influence, social norms, prejudice reduction/contact, social engagement) with a view to publishing original and innovative results in refereed journals, present research at academic seminars and at national and international conferences, and collaborate with other researchers at a national level. This includes working as part of a team on an externally funded project subject to deadlines.
2. Collaborate with senior staff to actively seek and secure external funding, assist to prepare and submit research proposals to external funding bodies as appropriate.
3. Subject to the requirements of the funding source and where an opportunity exists, the occupant may be required to contribute to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the

preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations, and with students or acting as subject coordinators.

4. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Assist with supervision of research students.
5. Assist to supervise research support staff in your research area.
6. Actively contribute to all aspects of the operation of the School.
7. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain high academic standards in all education, research and administration endeavours.
9. Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
10. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
11. Other duties as required that are consistent with the classification of the position.

Skill Base

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop their expertise in teaching and research with an increasing degree of autonomy. A Level A academic will normally have completed four years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution, at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to their profession or discipline, and undertake administration primarily relating to their activities at the institution. The contribution to teaching of Level A academics will be primarily at undergraduate and graduate diploma level.

SELECTION CRITERIA:

1. A PhD (or awarding of a PhD within six months of appointment commencement) in social psychology, or equivalent qualifications and experience in a related area, with a track record of independent research as evidenced by publications in peer-reviewed journals and conferences.
2. Evidence of experience that is relevant to social cohesion from a social identity and intergroup relations perspective is desirable (e.g., intergroup co-operation, social change, social influence, social norms, prejudice reduction/contact, social engagement)
3. An ability and commitment to contribute to bids for competitive external funding to support individual and collaborative research activities.
4. Evidence of an ability and willingness to teach at all levels.
5. The ability to assist in the supervision of students working on research projects.
6. The ability to work collaboratively as part of a team and to meet deadlines.
7. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff, students, public policy experts and community members in a cross-disciplinary academic environment and to foster respectful and productive working relationships at all levels.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Delegate Signature:

Date:

Printed Name:

Position:

References:

[Academic Minimum Standards](#)



Position Description

College/Division:	ANU College of Health & Medicine
Faculty/School/Centre:	Research School of Psychology
Position Title:	Research Fellow
Classification:	Level B
Position No:	
Responsible to:	Chief Investigator, Social Cohesion, Diversity and Integration Project
Number of positions that report to this role:	Nil
Delegation(s) Assigned:	None

PURPOSE STATEMENT:

ANU has an international reputation for research and education relevant to the health and well-being of the population of Australia, as well as that of the developing world. This is achieved through discovery research, applied research in health service settings, research-led teaching in health and medical sciences, and the translation of research findings into practice and policy. The ANU College of Health and Medicine comprises the Research School of Psychology, the ANU Medical School, the John Curtin School of Medical Research and the Research School of Population Health. These schools work together to deliver world-class research and education across the spectrum of medicine and health-related fields, working in partnership with the health sector at local, national and international levels.

The Research School of Psychology is a leading centre of teaching and research in Australia and is committed to excellence in research, teaching and supervision of research/clinical students across all areas of psychology. The Social Cohesion, Diversity and Inclusion project 'design phase', aims to develop new indicators of social cohesion that can be used to inform community planning and assess progress, policy making and new investment and to advance knowledge on how social cohesion can be efficiently and effectively strengthened.

The Research Fellow will undertake work in all three areas of academic activity –research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the conditions of the external funding, the appointees research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Research Fellow may also be required to supervise or mentor less senior staff, and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:

The Research Fellow will be a member of Research School of Psychology, accountable to the Chief Investigator, Social Cohesion, Diversity and Integration Project. The Research Fellow works collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships with all academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:

In their role as an Academic Level B the Research Fellow is expected to:

1. Undertake research activities in the area of in the area of social cohesion from a social identity and intergroup relations perspective (e.g., intergroup co-operation, social change, social influence, social norms, prejudice reduction/contact, social engagement) with a view to publishing original and innovative results in refereed journals, present research at academic seminars and at national and international conferences, and collaborate with other researchers at a national and/or international level. This includes working as part of a team on an externally funded project subject to deadlines and being primarily responsible for project delivery in some areas.
2. Actively seek and secure external funding including the preparation and submission of research proposals to external funding bodies.
3. Subject to the requirements of the funding source and where an opportunity exists, the occupant may be required to contribute to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the

preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as subject coordinators and the initiation and development of course/subject material.

4. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
5. Supervise Postdoctoral Fellow's and research support staff in your research area.
6. Actively contribute to all aspects of the operation of the School. This may include representation through committee memberships.
7. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain high academic standards in all education, research and administration endeavours.
9. Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
10. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
11. Other duties as required that are consistent with the classification of the position.

Skill Base

A Level B academic will undertake independent teaching and research in their discipline or related area. In research and/or scholarship and/or teaching a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to their profession or discipline. The academic will normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

SELECTION CRITERIA:

1. A PhD in social psychology or a related area, with a track record of independent research as evidenced by publications in peer-reviewed journals and conferences, a record of developing and maintaining collaborations and by other measures such as awards, and invitations to present at conferences.
2. Evidence of experience that is relevant to social cohesion from a social identity and intergroup relations perspective is desirable (e.g., intergroup co-operation, social change, social influence, prejudice reduction, tolerance, social engagement)
3. A demonstrated ability and commitment to apply for competitive external funding to support individual and collaborative research activities.
4. Evidence of an ability and willingness to teach at all levels.
5. An ability to supervise and graduate high quality PhD/Masters research students.
6. The demonstrated ability to work collaboratively as part of a team, contributing to team management and meeting deadlines for project elements.
7. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff, students, public policy experts and community members in a cross-disciplinary academic environment and to foster respectful and productive working relationships at all levels.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Delegate Signature:

Date:

Printed Name:

Position:

References:

[Academic Minimum Standards](#)

Pre-Employment Work Environment Report

Position Details

College/Div/Centre	CHM	Dept/School/Section	RSP
Position Title	Postdoctoral/Research Fellow	Classification	A/B
Position No.		Reference No.	

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a duty to provide a safe workplace.

- This form must be completed by the Supervisor of the advertised position and forwarded with the job requisition to Recruitment and Appointments Branch, Human Resources Division. Without this form jobs cannot be advertised.
- This form is used to advise potential applicants of work environment hazards prior to application.
- Once an applicant has been selected for the position consideration should be given to their inclusion on the University's Health Surveillance Program where appropriate – see [Health Surveillance Procedure](#)
- Enrolment on relevant Work, Health and Safety (WHS) training courses should also be arranged – see [WHS Training & Induction](#)
- Consideration should be given as to whether 'Regular' hazards identified below should be listed as 'Essential' in the Selection Criteria

Potential Hazards

- Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
keyboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	laboratory work	<input type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	work at heights	<input type="checkbox"/>	<input type="checkbox"/>
repetitive manual tasks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
catering / food preparation	<input type="checkbox"/>	<input type="checkbox"/>	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input type="checkbox"/>	gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>
ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	beta particles	<input type="checkbox"/>	<input type="checkbox"/>
infra-red	<input type="checkbox"/>	<input type="checkbox"/>	nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>
laser	<input type="checkbox"/>	<input type="checkbox"/>			
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	<input type="checkbox"/>	<input type="checkbox"/>	microbiological materials	<input type="checkbox"/>	<input type="checkbox"/>
allergens	<input type="checkbox"/>	<input type="checkbox"/>	potential biological allergens	<input type="checkbox"/>	<input type="checkbox"/>
cytotoxics	<input type="checkbox"/>	<input type="checkbox"/>	laboratory animals or insects	<input type="checkbox"/>	<input type="checkbox"/>
mutagens/teratogens/ carcinogens	<input type="checkbox"/>	<input type="checkbox"/>	clinical specimens, including blood	<input type="checkbox"/>	<input type="checkbox"/>
pesticides / herbicides	<input type="checkbox"/>	<input type="checkbox"/>	genetically-manipulated specimens	<input type="checkbox"/>	<input type="checkbox"/>
			immunisations	<input type="checkbox"/>	<input type="checkbox"/>

OTHER POTENTIAL HAZARDS (please specify):

Supervisor's Signature:		Print Name:		Date:	
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