



Position Description

College:	College of Engineering and Computer Science
Faculty/School/Centre:	School of Cybernetics
Position Title:	Associate Professor
Classification:	Academic Level D
Responsible To:	Director, School of Cybernetics

PURPOSE STATEMENT

The ANU College of Engineering and Computer Science (CECS) has embarked on a major initiative to reimagine the role of engineering and computing in the 21st century. As outlined in the [CECS Strategic Intent](#) the College has a unique set of national responsibilities and an obligation to have a degree of impact befitting Australia's only national university.

To achieve such impact our College embodies principles and values to guide the pursuit of excellence in education; research, engagement and impact; and collegiality. These principles include collaborative teamwork, common strategic intent, nurturing peer and junior staff members, and acting with purpose and professionalism. These attributes are articulated in the CECS [Academic Performance Standards](#), which also indicate that each individual may pursue a unique path on the basis of their impact—which may cover a range of outputs and impact indicators. Our community contribute to making our environment the very best possible venue for all staff, stakeholder and student bodies.

KEY ACCOUNTABILITY AREAS

Located within the College of Engineering and Computer Science (CECS), the ANU School of Cybernetics is focused on establishing CYBERNETICS as an important tool for navigating major societal transformations, through capability building, policy development and safe, sustainable and responsible approaches to new systems. Our key goals are:

- Activate cybernetics for national capability building.
- Generate sustainable funding for ANU through education, research and engagement.
- Build a strong diverse culture for an impact-oriented school, of the scale to support ANU and the nation.

Through our school activities of research, education and engagement, we seek impact through sustainable funding, changed behaviour and national narratives. Our focus in the school is on a range of outputs that go beyond traditional research outputs like peer-reviewed publications. We are exploring non-traditional research outputs like creative performances, artworks and exhibitions, and commissioned research reports informing policy development and educational experiences across a range of audiences and sectors.

In particular the school is working on an education strategy that encompasses degree-bearing programs and microlearning/executive education (see our website: [Education | ANU School of Cybernetics](#)). The Master of Applied Cybernetics is an experimental program commences in 2019, and has yielded significant insights that the school is now working on translating into curriculum design, publications and short courses, as well as developing the strategy around degree bearing programs at the school.

- Identifying opportunities to create educational experiences from content or outputs developed in other areas of activity in the School.
- Iteratively and collaboratively develop and improve content delivery media, pedagogical approaches and learning modalities.
- Coordinate and participate in the creation of teaching materials and the delivery of educational experiences
- Engage and integrate activities across a range of educational offerings including but not limited to short course, micro-credentials, as well as undergraduate, graduate and HDR programmes.

Position Dimension & Relationships:

Reporting to the School Director, the position will work across the school and provide specific leadership with regard to the education strategy and execution at the school.

The role involves supporting the Master of Applied Cybernetics teaching and review teams, leading end-to-end delivery of educational offerings, and leading the development of published material from the school's educational activities. It also involves a commitment to the effective administration of the School; and a strong engagement in cross discipline studies within the School, the College and the broader University environment, to integrate efforts and build critical mass in progressing the CECS Strategic Intent at a level appropriate to appointment.

They will also have significant interactions with the other education roles in the School and College (ie: Course and Program Convenors, Discipline Chairs, Coursework Student Experience Coordinator, International Liaison, College Student Services), as well as the academic community as a whole.

The role involves educational activities, outward-facing engagement and outreach, innovative and distinctive research, and commitment to organisational culture. The staff member is expected to contribute cooperatively to the overall intellectual life of the School, College and University.

Role Statement:

Academic Level D

Specific duties required of a **Level D Academic** may include:

1. Undertake high impact independent, collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the School, and College, and aligned to the strategic directions of the School and College.
2. Make a leading contribution to the educational activities of the School. This can include, but is not limited to, course and program coordination including development of and responsibility for curriculum/programs of study; the creation of innovative new educational experiences; the preparation and delivery of professional and executive education courses; the preparation of online material; marking and assessment; and consultations with students. This also includes, but is not limited to, supervision of research students and coursework students working on individual or group projects at undergraduate, honours, and graduate levels.
3. Establish and maintain relationships with industry, government and the wider research community to enhance cross-disciplinary collaborations and support the translation of research outcomes into applications, including taking a leadership role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the School and College. Where appropriate, oversee the management of grants received for research projects.
4. Provide significant leadership and involvement in the engagement and impact activities of the School, with the aim to engage and activate a stakeholder community in academia / industry / start-ups / government / broader community, including communicating original, innovative and multi-disciplinary results in forums of international esteem (and with more extensive impact measures presented in the CECS Academic Performance Standards), and collaborating with others at an international level. Also, leading outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
5. Manage and provide leadership through team development, mentoring and career development of less-senior academic and research staff in alignment with the professional development process at the ANU.
6. Maintain, actively promote and champion high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College and University.
7. Proactively contribute more broadly to the operation of the School, College and University, including representation through committee membership.
8. Take responsibility for workplace health and safety and not wilfully 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.

SELECTION CRITERIA

The breadth and depth of this role are illustrated in the following selection criteria. While candidates should ideally meet all selection criteria, the School of Cybernetics will consider all applications that demonstrate alignment with its mission.

Academic Level D

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, with an outstanding track record of either impact or research as evidenced by appropriate outputs and measures of esteem in industry, government or academic environments.
2. Evidence of innovative and effective teaching, training, facilitation, mentoring or other relevant knowledge transmission activities and of the ability to shape and contribute significantly to delivery of the educational agenda in the Activity Cluster and the School
3. A demonstrated commitment to and leadership in engagement and impact activities involving government, industry, the wider research community and the general public, including leadership of collaborations and partnerships with a range of internal and external stakeholders.
4. A strong orientation to the School's culture and work environment including a commitment to enhancing diversity and inclusion, characterised by an orientation to collaborative research; team-based projects; interdisciplinary activities and interests; strategic decision making; commitment to the success of peers and the team; and a demonstrated capacity to contribute to the strategic priorities and activities of the School and College.
5. A demonstrated commitment to and championing of collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing and scaling on-going support for industry-academia engagement, collaboration and partnerships.
6. A strong record of leading and winning bids for competitive external funding to support individual and collaborative research, education and engagement activities with the School, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
7. Outstanding communication skills with the ability to inspire a wide range of audiences, including in cross-disciplinary areas 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.
8. Ability to provide leadership to early-career staff 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 high-level understanding of equal opportunity principles and a commitment to the application of these policies in a University context.

*Consistent with their relative to opportunity to do so, a **Level D Academic** will have a relevant doctoral qualification or equivalent accreditation and standing together with subsequent research (or R&D) experience. This may not apply to candidates coming from different fields such as industry or government. Once in the role, there will be an expectation of academic excellence, making an outstanding contribution to research and, in this particular position, the ability to collaborate with internal and external stakeholders outside of your domain. A position at this level will require a demonstrated strong record of research output and leadership in academia, industry or government.*

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the [Background Checking Procedure](#) which sets out the types of checks required by each type of position.

Printed Name:		Date:	
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References:

[ANU Minimum Standards for Academic Levels](#)

[CECS Strategic Intent](#)

[CECS Academic Performance Standards](#)