Australian National University

Position Description

College:	College of Engineering and Computer Science/College of Science/College of Health and Medicine/College of Business and Economics/College of Asia and the Pacific/College of Law/College of Arts and Social Sciences
Faculty/School/Centre:	School of Computing/Partner School
Department	
Position Title:	Research Fellow
Classification:	Academic Level B/C/D
Responsible To:	Supervisor/Director

PURPOSE STATEMENT

The Australian National University is a leading centre of research in Australia with a tradition of excellence in addressing the world's most pressing issues.

The ANU School of Computing is a new organisation, springing from foundations in the computing and information sciences at the ANU. It is a leading centre for research in artificial intelligence and machine learning, computer systems and software, and theoretical foundations of computing. It encompasses traditional computer science but also data science and computational science, addressing the critical need to design, drive and sustain a fundamental program of strategic activities that will launch the new school. This is an opportunity to establish an innovative and forward-looking intellectual agenda, built on a diverse, inclusive culture.

The School of Computing has defined four broad focus areas, or activity Clusters: Intelligent Systems, Data Science/Analytics, Computing Foundations, and Computational Science. Each Cluster has an Academic Lead who is responsible for shaping the education, research, and engagement activities in their Cluster. This structure allows for the concentration of resources and activities to increase potential for meaningful impact. The School also incorporate the Software Innovation Institute, which has an Academic Translation Lead responsible for shaping the translation activities of the Software Innovation Institute across education, research, and engagement.

The ANU School of Computing strongly values partnerships with other Schools and Institutes across ANU, from every College of the University, expanding on our existing cross-disciplinary activities. This is an exciting opportunity to be a part of the Computing revolution in Science, Business and Economics, Health and Medicine, Law, Asia and the Pacific, and Arts and Social Sciences.

A list of participating Schools is available here: https://cecs.anu.edu.au/jubilee-fellowship

Jubilee Joint Fellows will undertake work in all three areas of academic activity: research, education, and service (including outreach). The allocation of time to each activity will be discussed with the position supervisor annually and be reflective of the conditions of the sources of funding, the appointee's research agenda, school and interdisciplinary teaching requirements, and leadership opportunities within each of the partnering Schools. The Jubilee Joint Fellows may also be required to supervise or mentor less senior staff and undertake leadership roles as applicable. Jubilee Joint Fellows will contribute cooperatively to the overall intellectual life of the School, College and University.

KEY ACCOUNTABILITY AREAS

Position Dimension & Relationships:

The Jubilee Joint Fellow will be a member of the School of Computing and the partnering School(s) supporting the joint appointment. The Jubilee Joint Fellow will be expected to work collegially, leading by example to develop and support 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:

Academic Level B

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

1. Undertake high impact collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the School of Computing and partner School(s), aligned to their respective strategic directions.

2. Contribute to the educational activities of the School of Computing and partner School(s). 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. 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. Take an active role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the School of Computing and partner School(s). Achieve impact through engagement with a range of stakeholders and / or funding bodies and also through the preparation of research proposals.

4. Provide support to the engagement and impact activities of the School of Computing and partner School(s), with the aim to engage and activate a stakeholder community in academia / industry / start-ups / government / broader community, including communicating or publishing original, innovative and multi-disciplinary results in international refereed journals, academic seminars, national and international conferences, or appropriate fora for the field, and collaborate with other researchers at an international level. Also, assisting in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.

5. Supervise less-senior academic and research staff, as appropriate.

6. Maintain high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School of Computing and partner School(s).

7. Contribute broadly to all aspects of the operation of the School of Computing and partner School (s).

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.

Academic Level C

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

1. Undertake high impact collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the School of Computing and partner School(s), aligned to their respective strategic directions.

2. Make a strong contribution to the educational activities of the School of Computing and partner School(s). 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. 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. Take an active role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the School of Computing and partner School(s). Achieve impact through engagement with a range of stakeholders and / or funding bodies and also through the preparation of a combination of state-level, national and international research proposals, industry funds and approved consultancy arrangements. Where appropriate, oversee the management of grants received for research projects.

4. Make a strong contribution to the engagement and impact activities of the School of Computing and partner School(s), 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 international refereed journals, academic seminars, national and international conferences, or appropriate fora for the field, and collaborate with other researchers at an international level. Also, leading outreach activities including to prospective students, research institutes, industry, government, the media and the general public.

5. Supervise, mentor and develop careers of less-senior academic and research staff in alignment with the professional development process at the ANU.

6. Maintain and actively promote high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School of Computing and Partner School(s), College(s), and University.

7. Proactively contribute more broadly to the operation of the School of Computing and partner School(s), College(s), and University. This may include 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.

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 of Computing and partner School(s), aligned to their strategic directions.

2. Make a leading contribution to the educational activities of the School of Computing and partner School(s). This includes, 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, and a willingness to take on leadership. 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 of Computing and partner School(s). 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 of Computing and partner School(s), 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 other broadly defined impact measures), 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, supervision, 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 of Computing and partner School(s), College(s), and University.

7. Proactively contribute more broadly to the operation of the School of Computing and partner School(s), College(s), 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.

EXPRESSION of INTEREST and PARTNER SUPPORT

Prior to applying, candidates must contact the partnering School that best matches their skills, experience, research, and education plans, to register an Expression of Interest. This will initiate a formal screening process within the partnering School and potentially the negotiation of a support package. A list of primary contacts for partnering Schools can be found here: https://cecs.anu.edu.au/jubilee-fellowship

SELECTION CRITERIA

Academic Level B:

1. A Statement of Support from a partnering School signed by the delegated authority, outlining the ways in which the Jubilee Fellow will foster interdisciplinary collaborations between the School of Computer Science and the Partner School, while also advancing the strategic goals of the Partner School.

2. A PhD or equivalent in a disciplinary area of the School of Computing or partner School(s), with a competitive track record of either impact or research as evidenced by appropriate outputs and measures of esteem in industry, government, or academic environments.

3. Evidence of effective teaching, training, facilitation, mentoring or other relevant knowledge transmission activities and of the ability to contribute significantly to delivery of the educational agenda in the School of Computing and partner School(s).

4. An ability to contribute to impact and engagement activities involving government, industry, the wider research community, and the general public, including involvement in collaborations and partnerships with a range of internal and external stakeholders.

5. A demonstrated alignment with the culture and work environment of the School of Computing and partner School(s) 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 an ability to contribute to the strategic priorities and activities of the School of Computing and partner School(s), College(s), and University.

6. Evidence of effective collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing on-going support for industry-academia engagement, collaboration and partnerships.

7. An ability and commitment to win bids for competitive external funding to support individual and collaborative research, education and engagement activities with the Activity Cluster and School.

8. Excellent 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.

9. Ability to mentor and develop colleagues to achieve goals in alignment with the strategic priorities of the School of Computing and partner School(s), particularly in relation to building a diverse and inclusive community life

10. 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 opportunity to do so, a **Level B 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 record of research output in academia, industry or government.

Academic Level C

1. A Statement of Support from a partnering School signed by the delegated authority, outlining the ways in which the Jubilee Fellow will foster interdisciplinary collaborations between the School of Computer Science and the Partner School, while also advancing the strategic goals of the Partner School.

2. A PhD or equivalent in a disciplinary area of the School of Computing or partner School(s), with an excellent track record of either impact or research as evidenced by appropriate outputs and measures of esteem in industry, government, or academic environments.

3. Evidence of 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 School of Computing and partner School(s).

4. Evidence of effective engagement and impact activities involving government, industry, the wider research community and the general public, helping to establish collaborations and partnerships with a range of internal and external stakeholders.

5. A strong orientation to the culture and work environment of the School of Computing or partner School(s) 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 an ability to contribute to the strategic priorities and activities of the School of Computing and partner School(s), College(s), and University.

6. A strong orientation to collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing on-going support for industry-academia engagement, collaboration and partnerships.

7. A record of winning bids for competitive external funding to support individual and collaborative research, education and engagement activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.

8. 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.

9. Ability to provide leadership to early-career staff and to mentor and develop colleagues to achieve goals in alignment with the strategic priorities of the School of Computing and partner School(s), particularly in relation to building a diverse and inclusive community life.

10. 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 C 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 in academia, industry or government.

Academic Level D

1. A Statement of Support from a partnering School signed by the delegated authority, outlining the ways in which the Jubilee Fellow will foster interdisciplinary collaborations between the School of Computer Science and the Partner School, while also advancing the strategic goals of the Partner School.

2. A PhD or equivalent in a disciplinary area of the School of Computing or partner School(s), 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.

3. Evidence of innovative and successful 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 School of Computing and partner School(s).

4. 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.

5. A strong orientation to the culture and work environment of the School of Computing and partner School(s), 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 of Computing and partner School(s), College(s), and University.

6. 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.

7. A strong record of leading and winning bids for competitive external funding to support individual and collaborative research, education and engagement activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.

8. 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.

9. Ability to provide leadership to early-career staff and to mentor and develop colleagues to achieve goals in alignment with the strategic priorities of the School of Computing and partner School(s), particularly in relation to building a diverse and inclusive community life.

10. 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 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.

Supervisor/Delegate Signature:		Date:	
Printed Name:		Uni ID:	

References:
[ANU Minimum Standards for Academic Levels](#) [CECS Strategic Intent](#) [CECS Academic Performance Standards](#)