



DEFENCE RESEARCH INSTITUTE

Contents

Contents

Contents2

Overview of the University.....3

UNSW 2025 Strategy.....4

Reputation5

Research6

Overview of UNSW Canberra7

UNSW Canberra Strategic Intent.....10

UNSW Defence Research Institute11

Position Description13

Conditions of Appointment15

Applications18

Supplementary Information19

Overview of the University

UNSW Australia is renowned for the quality of its graduates and its commitment to new and creative approaches to education and research. Its motto – *Scientia Manu et Mente* ("Knowledge by Hand and Mind") – encapsulates the University's central philosophy of balancing the practical and the scholarly.

UNSW is a founding member of the prestigious Group of Eight research intensive universities in Australia and a member of the Universitas 21 international consortium and the PLuS Alliance.

Established in 1949 with a unique focus on the scientific, technological and professional disciplines, UNSW has expanded rapidly and now has 50,000-plus students, including more than 7,000 international students from over 130 different countries. The University offers more than 300 undergraduate and 600 postgraduate programs, and has developed an extensive network of alumni chapters throughout Asia.

The main UNSW campus is located on a 38-hectare site at Kensington, seven kilometres from the centre of Sydney. Other campuses are UNSW Art & Design (Paddington), UNSW Canberra at the Australian Defence Force Academy, sub-campuses at Sydney CBD, Randwick and Coogee, as well as research stations around NSW

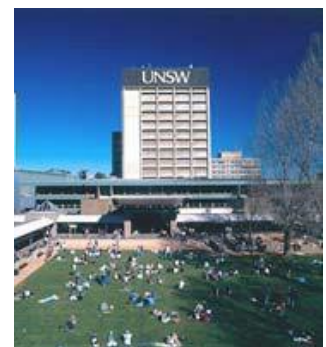
UNSW has a broad disciplinary base across the arts, built environment, business, design, law, social sciences, engineering, medicine and science. UNSW is host to ground-breaking research in fields as diverse as quantum computing, molecular engineering, photovoltaics, robotics, biomedical research, financial markets and design and interactive cinema. It has strong collaborative links with industry and business, consistently performing at the top nationally in Australian Research Council Industry Linkage Grants. UNSW expertise is also regularly sought after by business and government for a wide range of consultancy and training services.

UNSW has almost 100 research, teaching program and community centres. Its research centres foster multidisciplinary research and include the National Centre in HIV Epidemiology and Research, ARC Centres of Excellence such as the Centre for Advanced Silicon Photovoltaics and Photonics, and UNSW centres such as Brain Sciences UNSW. Also opened recently was the Lowy Centre for Cancer Research – the largest integrated cancer research institute in the Southern Hemisphere.

The University is a member of 15 Cooperative Research Centres and has a number of prestigious affiliated medical research institutes, including the Garvan Institute of Medical Research and the Victor Chang Cardiac Research Institute.

In pursuing our vision and objectives, members of UNSW will demonstrate the following values:

1. Partnership – working in teams to best serve our communities;
2. Integrity, transparency and ethical decision making, inspiring openness, courage and trust; and
3. Respect – listening and engaging with each other and our communities.



UNSW 2025 Strategy

UNSW Australia aspires to be Australia's global university, improving and transforming lives through excellence in research, outstanding education and a commitment to advancing a just society.

Our Strategic Priorities

The UNSW 2025 Strategy forms the enduring and overarching strategy for the University. It is revisited regularly and strategies are fine-tuned in order to achieve University objectives and aspirations.

The University's aspiration for the next decade is to establish UNSW as Australia's global university. This is done in the belief that a great university, which is a global leader in discovery, innovation, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

The 2025 Strategy is based on three priorities:

The first priority is a drive for **academic excellence in research and education**. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is an exemplar of both and possibly the first university worldwide to declare itself as both 'research and teaching intensive'. It is among a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. UNSW values the discovery and application of outstanding research, while emphasising the equal importance of excellence in education in guiding the lives and careers of our students.

The second priority is a passion for **social engagement**, which improves lives through advancing knowledge and understanding and with them, equality, diversity, open debate and economic progress. UNSW will pursue social justice for our students, staff and community, be established as a leading centre for discussion, debate and policy on the grand challenges facing humanity, and contribute to economic prosperity through innovation and working closely with industry and government.

The third priority is a **commitment to achieving global impact**. This will be done education and not only through international education, but also by sharing our capability through in the highest quality partnerships and through working with disadvantaged and marginalised communities worldwide. The interplay of academic excellence, social engagement and global impact are the hallmarks of a great forward-looking 21st century university.

Enabling delivery of the 2025 Strategy – UNSW will optimise its approach with:

1. **People and Culture:** UNSW will be known as a university where staff and students can reach their full potential in a supportive culture, which embraces change and continuous improvement. University staff, students and alumni will share a pride in UNSW's vision, values and achievements, will be passionate about working at UNSW and will maintain a lifelong relationship with UNSW.
2. **Operational effectiveness and sustainability:** UNSW will have a diverse revenue base to provide the resources needed for its ambitious plans and will maintain rigorous financial discipline, to ensure that its resources are invested in supporting University strategic themes. UNSW will have a proven change management capability that allows it to constantly adapt to fast-moving changes in the sector.
3. **World-class environments:** The University's environments will provide a sense of place and pride in UNSW. There will be an outstanding set of connected places, physical and digital, where students, staff, alumni, members of the local community and UNSW's diverse range of partners, can come together to innovate, transform, learn and contribute to society.

Reputation

UNSW Australia is one of Australia's leading research and teaching universities, ranked in the top 100 universities worldwide and renowned for the quality of its graduates. UNSW is a leading Australian university committed to making a difference through pioneering research and preparing the next generation of talented global citizens for career success.

Recognised as one of the heavyweights of Australian higher education, UNSW consistently scores highly in a range of national and international rankings.

- UNSW has been ranked 96th in the 2019 Times Higher Education World University Rankings - the only global university performance tables to judge world class universities across all of their core missions - teaching, research, knowledge transfer and international outlook.
- UNSW is ranked 45nd in the 2019 QS World University Rankings, which are based on six factors: academic and employer surveys, staff-student ratios, research citations and the proportion of international staff and students.
- UNSW's world-class research has been recognised in the Excellence in Research for Australia report, which evaluated research activity and quality in the country's 41 higher education institutions. Nationally, UNSW was rated as "at, above or well above" world standard in all broad fields of research.
- UNSW was awarded the maximum QS Five Star Plus rating in 2019 for teaching, research, employability, facilities, internationalisation, inclusiveness, specialist subject and innovation.
- UNSW is Australia's most comprehensive research-intensive university with the most subjects ranked first in Australia in the ShanghaiRanking's Global Ranking of Academic Subjects 2018.
- UNSW is a founding member of both the Group of Eight, a coalition of Australia's leading research-intensive universities, and the prestigious Universitas 21 international network.
- More than \$900m will be invested over 10 years to attract researchers within the top 5 per cent of their field internationally through the Strategic Hire and Retention Pathways (SHARP) program.
- UNSW is ranked 14th in the world in THE most international universities
- Almost one-third of UNSW's graduating cohort undertook an international experience in 2017.
- More Australian startup founders attended UNSW than any other institution in the country
- UNSW received a 5-star rating for Getting a Job in the 2018 Good Universities Guide.
- UNSW is recognized as the Australian university with the strongest links to industry, reflecting its focus on real-world research and innovative research partnerships.
- UNSW attracts talented students from across Australia and around the world. Our 59,000-plus students come from 128 countries, making us one of Australia's most cosmopolitan universities. Our emphasis on quality continues to push up entry standards with record demand from the State's top school leavers.

Research

UNSW Australia is committed to excellence in fundamental, basic and applied research, through to the technology transfer of cutting edge research into innovative commercial opportunities. In recent years, UNSW has seen a spectacular rise in competitive funding to support world-class research across a diverse range of disciplines. UNSW has a commitment to deliver the research environment and world-class infrastructure that is needed to build on that strength and attract the best researchers to UNSW.

Research at UNSW is conducted in all the Faculties and Schools, and in dedicated Centres, in inter- and multidisciplinary areas, to collaborate and deliver valuable, mutually beneficial activities in research and development. Each Faculty has an Associate Dean (Research), who together with the Dean (or Rector at UNSW Canberra), promote and direct the research activities in the Faculty and School. The Deputy Vice-Chancellor (Research) is responsible for driving the strategic research direction and overall research performance of the University, and in particular, maintaining and advancing the University's profile in research and research training, as well as technology transfer. At the institutional level, a Research Committee advises the Academic Board on research and research policy & strategy.

UNSW has continued to build on its enviable position in international research collaborations and linkages. Research is becoming much more global and there are very few research programs these days that do not have an international dimension, either in terms of research collaboration and linkages or perhaps utilising world-class facilities overseas.

UNSW is also committed to excellence in research training and providing a high-quality research training experience for its research students. The Graduate Research School ensures that the student experience, across all Faculties, is set at 'best practice'. The School acts as a focal point where graduate research students can meet and feel part of the University's research community.

UNSW has highly sought-after expertise in the practical application of research and the delivery of innovations, through collaborative partnerships with other institutions, industry, government and communities, both in the local and international arena.

Technology transfer at UNSW is driven through UNSW Innovations, (formerly Unisearch Limited). UNSW Innovations works with industry to manage the challenging process of transforming research into successful commercial ventures and products. UNSW Innovations interfaces with University researchers and partners to ensure that any research with commercial potential is captured, registered, assessed, protected and commercialised appropriately.

UNSW is one of the largest patenting organisations in Australia and has wide extensive expertise and experience in working with its research partners, from the earliest stages of research through to commercialisation, on projects ranging from hi-tech industrial investigations to cutting-edge medicine.

Overview of UNSW Canberra

The Australian Defence Force Academy

The relationship between the Australian Defence Force (ADF) and UNSW began in 1967 and, in addition to teaching and research, involves a number of other related activities, such as the annual Military Communications and Information Systems conference, which brings together key decision makers in the Department of Defence with industry and academia. This model, in which a leading independent university provides education for future military leaders within a military academy, is unique in the world.

The Commonwealth of Australia, acting through the Department of Defence, established the Australian Defence Force Academy (ADFA) in 1981. At that time, UNSW entered into an agreement with the Commonwealth to establish a College within the Academy to provide university undergraduate education to the midshipmen, officer cadets and other members of the Defence Force and to foster and make provision for research and higher degree studies. UNSW Canberra has since developed to become the centre for tertiary education for the ADF. It is located in Canberra, the national capital.

The primary aim of the undergraduate academic studies at UNSW Canberra is to provide midshipmen and officer cadets from the Royal Australian Navy, the Australian Army, the Royal Australian Air Force, and the armed services of Australia's regional neighbours with a balanced and liberal undergraduate education, with a view to establishing those foundational tertiary knowledge, skills and aptitudes required of them in the Profession of Arms. These studies occur in a military environment. A second aim is to inculcate in Defence undergraduate and postgraduate students those higher-order critical and analytical thinking skills, research and problem-solving abilities, and communication skills needed to operate effectively in an increasingly complex Defence environment.

UNSW Canberra has four academic Schools (School of Business, School of Engineering & Information Technology, School of Humanities & Social Sciences and School of Physical, Environmental & Mathematical Sciences) and employs approximately 208 academic (FTE 200) and 174 professional staff (FTE 160). UNSW Canberra staff undertake both Defence and non-Defence related academic research.

As at 31 March, the Semester 1 2017 enrolled students totaled 3,212 including 1,075 undergraduate students, 1,684 postgraduate coursework students, 371 research students and 82 non-award students.

UNSW Canberra provides the following undergraduate programs leading to:

- Bachelor of Arts,
- Bachelor of Business,
- Bachelor of Computing and Cyber Security,
- Bachelor of Engineering with Honours,
- Bachelor of Information Technology
- Bachelor of Science,
- Bachelor of Technology, and
- Dual programs in BE (Hons) and BSc for civilian students

Most coursework graduate students come from Defence or defence industry, although graduate courses are open to anyone who is interested. In addition, UNSW Canberra offers graduate education via distance which is a unique attribute for a leading Australian university.

UNSW Canberra provides postgraduate research programs leading to:

- Doctor of Philosophy
- Master of Philosophy,
- Doctor of Cyber Security,
- Doctor of Information Technology,
- Doctor of Project Management,
- Doctor of Systems Engineering,
- Master of Arts, and
- Master of Engineering.

UNSW Canberra provides postgraduate coursework programs leading to:

- Master of Business
- Master of Capability Management,
- Master of Cyber Security
- Master of Cyber Security Operations
- Master of Cyber Security, Strategy and Diplomacy,
- Master of Engineering Science,
- Master of Logistics Management,
- Master of Project Management,
- Master of Security and Defence Management,
- Master of Space Engineering,
- Master of Space Operations,
- Master of Special Operations,
- Master of Strategic People Management,
- Master of Strategy and Security,
- Master of Sustainment Management,
- Master of Systems Engineering, and
- Master of War Studies

The annual budget for UNSW Canberra is more than \$A100 million.

Overseeing the academic activities of UNSW Canberra are the UNSW Canberra Board and its academic committees (Academic Program Committee, Academic Quality Committee, Higher Degree Research (HDR) Committee and the Research Committee), and School Boards. UNSW Canberra reports to the UNSW Academic

Board. Academic groupings include Postgraduate Research, Postgraduate Coursework and Undergraduate studies — (governed by the Academic Program Committee, Academic Quality Committee, HDR Committee and the Research Committee, respectively, which report to the UNSW Academic Board).

The Rector

The Rector is the chief executive of UNSW Canberra and is responsible to the Vice-Chancellor for the management and supervision of its academic, financial and administrative activities. In exercising these responsibilities, the Rector reports to the Vice-Chancellor. The Deputy Rector, the Associate Dean (Research), the Associate Dean (Education) and the Associate Dean (International) assist the Rector.

UNSW Canberra Strategic Intent

Undergraduate Teaching

The provision of high-quality undergraduate teaching programs to trainee officers of the Australian Defence Force is the core business of UNSW Canberra and there is a proud record of success in providing such programs. The undergraduate programs delivered to ADFA trainee officers are consistently as good as, or better than, like programs in Group of Eight universities in terms of rigour, coherence and student satisfaction as measured by recognised national indicators. UNSW Canberra's vision is to be recognised nationally and internationally as a location of outstanding university teaching and learning in a military context.

On Tuesday 10 November 2015, the ACT Chief Minister and the Minister for Defence announced their agreement to support the opening of UNSW Canberra undergraduate engineering programs to non-defence students. This initiative has increased undergraduate engineering study options for local students to study aeronautical, civil, electrical, and mechanical engineering.

Postgraduate Teaching

UNSW Canberra's provision of postgraduate coursework has grown significantly in recent years, driven by the expanding needs of the Department of Defence. UNSW Canberra is regarded nationally as a premium provider of postgraduate programs in all areas relating to military, strategic and defence studies. The University excels in the delivery of programs in distance and intensive modes tailored to the needs of the Department of Defence, its employees, and others with educational needs in its areas of expertise.

Research

Excellence in research is the backbone of any higher education institution's capability to achieve excellence in teaching and learning. As described in the UNSW 2025 Strategy, UNSW's aspiration is to be among the leading research-intensive universities worldwide, known for innovative, pioneering research that has a global impact. As a campus of UNSW and the only national institution with an integrated defence focus, the aspiration of UNSW Canberra is to be one of the top specialist institutions in the world by achieving a significant international research profile, thereby ensuring the delivery of education services to the Australian Defence Force is of the highest standard.

Through the Defence Research Institute, UNSW Canberra aspires to be known internationally for its defence research, with niches of excellence based on specific cross-disciplinary applications such as space, cyber security, logistics, public sector management and military history. The relevance and quality of our research will lead to high levels of engagement and thus to publications that impact both the way things are done and the way that they are thought about. Our partnerships will bring increased revenue from knowledge exchange.

International Engagement

The objective of International Engagement is to contribute to achieving the vision of UNSW Canberra by broadening the student experience, recruiting international students of the highest calibre, supporting researchers to collaborate with the best in their fields internationally and forming strategic partnerships with select international universities/specialist institutions for mutual benefits.

UNSW Defence Research Institute

Vision

Through the UNSW Defence Research Institute, UNSW will be known internationally for its broad-based defence research, with domains of excellence based on specific cross-disciplinary applications such as space, cyber security, systems engineering logistics, defence-related public-sector management, and conflict studies. The relevance, quality and scale of its research will lead to high levels of engagement and thus publications, which may include adjacent areas of research, leveraged by the primary defence-related focus. The Institutes partnerships will bring increased revenue from knowledge exchange and will be the vehicle that drives engagement with the Defence and Security communities across UNSW.

Mission

The mission of the UNSW Defence Research Institute is:

- To grow high-impact defence related research at UNSW as measured by:
 - Knowledge-exchange income.
 - High-quality publications.
 - Category 1 income.
- To provide a unified portal for all defence-related research and postgraduate education at UNSW (current scale is probably in the range \$20-50 million per annum depending on what activities are included), including web sites, media, social media, external relations, alumni.
- To coordinate cross-disciplinary defence related research across UNSW.
- In combination with the development of a technology park in Canberra, to provide an opportunity for UNSW Canberra to run activities outside the Defence contract.

Proposed Key Performance Indicators

Indicator	When
Growth in UNSW Canberra knowledge-exchange income	1, 3, 5, 10 years
Growth in UNSW Canberra Category 1 research income	5, 10 years
Improvement in UNSW Canberra SNIP	3, 5, 10 years
Improvement in UNSW Canberra citations (e.g. FWCI)	5, 10 years
Growth in UNSW Canberra domestic PhD student numbers	3, 5, 10 years
Education of overseas defence personnel	3, 5, 10 years
Growth in UNSW Canberra fees from postgraduate coursework	3, 5, 10 years

Affiliated Research Centres and Initiatives

There is a number of significant UNSW research centres and research initiatives that will be affiliated with the Defence Research Institute, including:

- Australian Centre for the Study of Armed Conflict and Society
- Australian Centre for Cyber Security
- UNSW Capability Systems Centre
- UNSW Canberra Space Initiative
- UNSW Canberra Public Service Research Initiative

Resourcing

The total value of Institute related activities is more than \$20 million per year.

Position Description

Director of the UNSW Defence Research Institute

General Description

Through the UNSW Defence Research Institute, UNSW aspires to be known internationally for its broad based defence research, with domains of excellence based on specific cross-disciplinary applications such as space, cyber security, systems engineering logistics, defence-related public-sector management, and conflict studies. The Director is responsible for translating this vision into reality.

The position of Director of the UNSW Defence Research Institute will have the status of a Deputy Rector (equivalent to a Deputy Dean).

Job Purpose

The primary role of the Director is to foster Defence research and associate postgraduate education across UNSW Canberra, increasing both the volume and quality of both.

The successful applicant must have the experience and interpersonal skills to provide academic and research leadership in areas relevant to UNSW Canberra. The appointee will be required to contribute significantly to a strategic vision and to the research performance of UNSW Canberra more broadly. He/she will also be expected to develop strong linkages with researchers across UNSW Canberra and with the broader defence, government and industry communities.

Reporting Relationships

The Director will report to the Rector of UNSW Canberra.

Duties

Duties required will include:

1. Identify and exploit opportunities for funding of high-impact defence research, with both industry and government.
2. Create a high profile for UNSW Canberra and the UNSW Defence Research Institute with government and industry.
3. Provide leadership for defence-related research activities across UNSW.
4. Develop and implement a strategic plan for the UNSW Defence Research Institute.
5. Develop strong linkages with researchers across UNSW Canberra, the national and international academic community.
6. Participating in and providing leadership in community affairs, particularly those related to the UNSW Defence Research Institute, in professional, commercial and industrial sectors where appropriate.

Essential Criteria

1. The highest professional standing in a relevant community or communities such as research, defence or defence industry. This might be recognised by Fellowship in a national academy in which the fellows are elected (e.g. Australian Academy of Science), significant prizes or other achievement in research, national honours (e.g. Order of Australia) and/or attainment of senior ('star') military rank.
2. A deep understanding of the opportunities for relationships between university research and potential customers in government and industry.
3. A strong track record as a strategic leader in an area relevant to the activities of the UNSW Defence Research Institute.
4. A strong network in the Australian defence community.
5. Strong communication, negotiation and listening skills, with demonstrated ability to liaise and communicate effectively with members of the community, professional and industry bodies.
6. A knowledge and understanding of equity and diversity and OH&S procedures and practices.

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.

Conditions of Appointment

Remuneration

The initial appointment will be for five years. The appointee will be offered an attractive remuneration package, to be negotiated. The University may offer a substantive continuing position as a Professor.

If a continuing position is offered, after five years staff will be remunerated in accordance with University's performance-based salary supplementation scheme for Professors, which includes three additional salary steps for Professors. Access to the additional steps will be based on demonstrated performance above and beyond that normally expected of Professorial staff at UNSW. The intent of the Scheme is to create incentives for Professors who contribute in unique ways to the University and to reward those who are involved in research, teaching and learning at exceptional levels. The Scheme applies only to those Professors who are not currently participating in Faculty-based supplementation schemes. Further information about the Professorial Salary Supplementation Scheme at UNSW is available at www.hr.unsw.edu.au/employee/acad/profsal.html

After the first five years, eligible staff may also apply for the award of Scientia Professor. A Scientia Professorship will be on recognition not only of past research eminence but also having regard to ongoing research and/or outstanding research stature. Recognition of outstanding research performance will have two elements: the title of Scientia Professor; and a monetary award component of base salary plus up to 30% per annum to be used as salary supplementation. The title and monetary award are separate but related. Both will be considered when it is determined that a nominee should be recognised for distinguished research performance. Further information about Scientia Professorships is available at

<http://www.hr.unsw.edu.au/employee/acad/scientia.html>

Subject to consent by the University, the academic staff may undertake a limited amount of consultancy work.

Salary is paid fortnightly (every second Thursday) calculated up to and including the Thursday to a bank, building society or credit union account nominated by the employee. The University's flexible payroll systems allow medical and hospital fund contributions, and credit union deposits or repayments.

Superannuation

The University offers a generous superannuation scheme with up to 17% employer contributions available. UNSW employees may have the option of salary sacrificing their superannuation contribution. For senior appointments, some flexibility can be sought around superannuation arrangements.

Salary Sacrificing options can be arranged for the following:

- Electronic Diary or Personal Digital Assistant (PDA)
- Laptop or Notebook Computers
- Motor Vehicles
- Superannuation
- Association of Tertiary Education Management membership

Relocation Expenses

The University may meet reasonable expenses incurred in the relocation to Canberra including the cost of airfares to the appointee, spouse and dependent children from the current place of residence to Canberra.

Location and Facilities

Canberra is the national capital and seat of the Commonwealth Government. Canberra boasts many major Australian cultural landmarks such as the National Gallery of Australia, the National Museum of Australia, the High Court and the Australian War Memorial. It has a wealth of high quality restaurants, cafes and theatres, is home to annual events including the National Folk Festival, the National Multicultural Festival, Enlighten, and Floriade, and is just a few hours from Sydney, the south coast and the snowfields. Its population is approximately 390,000. Canberra enjoys a temperate climate, with over 340 sunny days per year. The hottest month is January with an average maximum temperature of 28°C and an average minimum temperature of 13°C. July is the coldest month with an average maximum of 11°C and an average minimum of 1°C.

Other tertiary institutions in Canberra include the Australian National University, the University of Canberra, the Canberra Institute of Technology, a campus of the Australian Catholic University and Charles Sturt University. The city is well endowed with libraries, which include those of the two universities, the Australian National Library, the Parliamentary Library, as well as libraries associated with Government Departments and the Commonwealth Scientific and Industrial Research Organisation.

UNSW Canberra occupies a magnificent 52-hectare site in Campbell, about 6km from the center of Canberra. Residential accommodation and service facilities for cadets and other military personnel together with the buildings dedicated to UNSW academic activities form the ADFA complex. There are excellent sporting facilities on the site.

The Defence and Security Innovation Precinct is proposed to be located along Constitution Avenue, in the centre of Canberra's research and innovation corridor from Belconnen to the airport, linking science, education, technology, defence and other government agencies (ASIO, ASD, DVA, Home Affairs). UNSW Canberra is currently finalising a formal proposal for the city campus for the ACT Government to consider.

The proposed city campus will provide much needed space for the current and future needs of UNSW Canberra research with a range of accommodation options for a significant number of research organisations on site.

University Diversity

UNSW values the diverse social, economic, cultural and religious backgrounds of its employees and promotes this by providing an accessible campus environment, flexible work practices for those with families and other responsibilities or with disabilities, including training on diversity management and cross-cultural communication.

As an UNSW employee you will be able to enjoy a safe and non-discriminatory environment and have the same opportunities to benefit from employment as other employees. In relation to employment equity, staff can access work opportunities such as staff development and training, promotion and re-evaluation, higher duties and a suitable and safe working environment.

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is available to permanent (continuing and fixed term) full-time and part-time staff at UNSW, provided by an independent company, Davidson Trahaire Corpsych. EAP is a professional, confidential counselling service for employees and their immediate family members, paid for by your employer. It is free to you and your family.

Family Friendly Work Practices

UNSW has a comprehensive range of family-friendly work practices in place to assist staff maintain a work-life balance. These practices are designed to find the best possible match between the interests of the University and those of individual employees and can include flex-time, permanent part-time work, tele-commuting (working from home), job sharing, recognition of carer's responsibilities and generous, flexible leave, such as parental leave and carer's leave.

Applications

For a confidential discussion about the position, please contact the search firm assisting UNSW Canberra:

Dr Rosalind De Saily

E: UNSW_DRI@desailly.com.au

T: +61 414 574 945

Applications must be submitted to the contact person above and must include:

1. a covering letter which outlines what you would bring to the role (including a brief statement on how you meet the selection criteria) and what you would hope to achieve in the role,
2. a full CV, and
3. the names and contact details of three referees.

The University reserves the right to fill the position by invitation, to make one or more appointments, or not to fill the position.

Supplementary Information

General information on UNSW Canberra

<http://www.unsw.adfa.edu.au/>

General Human Resources information on UNSW

<http://www.hr.unsw.edu.au>

Office of the Vice-Chancellor

<http://www.vc.unsw.edu.au>

Research at UNSW

<http://research.unsw.edu.au/>

Learning and Teaching at UNSW

<https://teaching.unsw.edu.au/>

UNSW's International Engagement

<http://www.international.unsw.edu.au>

UNSW Strategy from 2015-2025

<https://www.unsw.edu.au/about-us/strategy-2015-2025>

UNSW Plans and Statistics

<https://bridg.unsw.edu.au/planning/web.main>

UNSW Publications

<http://newsroom.unsw.edu.au/publications>

General information on Canberra

<http://www.liveincanberra.com.au/>