

Position Description



Position title:	Aboriginal and Torres Strait Islander Research Fellow
School/Directorate/VCO:	Global and Engagement
Campus:	To be determined. Travel between campuses may be required.
Classification:	Academic Level B
Time fraction:	Full-time
Employment mode:	Five year fixed-term employment
Probationary period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Name: Professor Andrew Gunstone, Associate Deputy Vice-Chancellor, Reconciliation Telephone: (03) 8780 5710 Email: a.gunstone@federation.edu.au
Recruitment number:	851856

Position summary

The Aboriginal and Torres Strait Islander Research Fellow will be part of a university-wide research team led by the Associate Deputy Vice-Chancellor, Reconciliation that will focus on Australian and international experiences with reconciliation, truth, and justice. The incumbent will undertake a five-year program of research in a field related to these broad areas. The incumbent will work in a specific research node, involving Federation University academics, and external academic and industry fellows. The incumbent will use highly developed research skills to build their research profile, contributing high quality publications and delivering impactful research.

The research program must be highly relevant to and complement and strengthen the university's key focus on reconciliation, truth, and justice. Core responsibilities include developing research networks and collaborations internally and externally, developing research funding applications, supervising research students, and actively supporting the work of the research team. Core to the work will be the dissemination of research findings through high quality journals, and relevant networks and forums, conferences etc. The incumbent will have access to travel, conference, and project support funding to facilitate their work.

Background

At Federation University, we are driven to make a real difference to the lives of every student, and to the communities we serve.

We are one of Australia's oldest universities, known today for our modern approach to teaching and learning. For 150 years, we have been reaching out to new communities, steadily building a generation of independent thinkers united in the knowledge that they are greater together.

Across our university and TAFE campuses in Ballarat, Berwick, Brisbane, Gippsland, and the Wimmera, we deliver world-class education and facilities. With the largest network of campuses across Victoria, as well as a growing Brisbane base, we are uniquely positioned to provide pathways from vocational education and skills training at Federation TAFE through to higher education.

To be successful at Federation University you must be willing to enthusiastically embrace the university's ambition as expressed in the 2021 - 2025 University Strategic Plan and share the University's values of:

INCLUSION, we celebrate our diversity, particularly valuing Aboriginal and Torres Strait Islander cultural heritage, knowledge and perspectives.

INNOVATION, we are agile and responsive to emerging opportunities.

EXCELLENCE, we act with integrity and take responsibility for achieving high standards.

EMPOWERMENT, we create a supportive environment to take informed risks in pursuit of success.

COLLABORATION, we establish genuine partnerships built on shared goals.

Portfolio

The Global and Engagement portfolio leads the University's domestic and international engagement activities, and consists of the Global Professional School, New Business Accelerator, Engagement, Aboriginal Education Centre, Reconciliation, Advancement and Alumni and Business City Innovation Campus.

The Global Professional School is responsible for marketing, recruitment and admissions of international students and manages education partnerships delivering Federation University programs within Australia and in other countries. The team develops opportunities for Federation University students to undertake an overseas study or work experience, building their global and cross-cultural competence. The New Business Accelerator fast-tracks development of programs, courses and materials to enable delivery through different channels such as online learning, business to business, micro-credentials and short course offerings. The New Business Accelerator facilitates Federation University's flexibility and agility, and enable the University to respond to changing student and industry demand and drive new revenue and growth.

Engagement works closely with government, industry, employers and communities in regional Victoria and nationally to grow partnership and revenue opportunities and ensuring that the University is a key partner adding value to their organisations. The Aboriginal Education Centre supports and assists Aboriginal and Torres Strait Islander students throughout their study journey with centres are located at each campus enabling students to easily access support services. Reconciliation facilitates Federation University's ongoing journey in supporting the national reconciliation movement and working collaboratively and inclusively to advance outcomes for Aboriginal and Torres Strait Islander people. Federation University stays in touch with our alumni through the Alumni and Advancement team. Our alumni are exemplars of how education can make a difference and the University values the contributions of our alumni in their communities. Our Brisbane City Innovation Campus is an industry engaged campus offering Degree Plus programs and supporting students through a dedicated Employability, Skills and Jobs Hub.

Key responsibilities

This position is expected to contribute to the research activities and output of the research team. This includes the following:

1. Working as part of a team conduct research and produce relevant, high impact research outputs including but not restricted to peer reviewed papers, conference presentations, productive research collaborations and publications aimed at policy and practitioner audiences.
2. Conduct relevant research, including design of studies and data collection, using a range of methods appropriate to the specific research.
3. Contribute to preparation of research presentations and other materials and participate in relevant meetings and activities with stakeholders, government and research collaborations.
4. Contribute to the establishment, building and strengthening of collaborative relationships between the University and key partner organisations as well as with key research centres and groups at other institutions, nationally and internationally.

5. Contribute to project management and research governance, including preparation of research grant applications, ethics applications, reports and progress and final reports for funding bodies.
6. Actively identify and promote collaborative research opportunities and contribute to the development of initiatives designed to enhance such links, including participating in the development of industry and competitive research grants.
7. Collaborate with other Group staff and students and external researchers on projects, grants and papers, as relevant to specific allocated research tasks.
8. Contribute to the supervision/mentorship of research support staff, students and visiting industry and research fellows.
9. Be an active team member of the Group through participating in related research activities, professional networks and other team building and research development activities.
10. Other responsibilities applicable to a Level B academic under current minimum standards for Academic Levels, as assigned by the Associate Deputy Vice-Chancellor, Reconciliation.
11. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position. For a more complete understanding and further information please access the Strategic Plan at: <https://federation.edu.au/about-us/our-university/strategic-plan>.
12. Undertake the responsibilities of the position adhering to:
 - The Staff and Child Safe Codes of Conduct and Conflict of Interest Policy and Procedure;
 - Equal Opportunity and anti-discrimination legislation and requirements;
 - the requirements for the inclusion of people with disabilities in work and study;
 - Occupational Health and Safety (OH&S) legislation and requirements; and
 - Public Records Office of Victoria (PROV) legislation.

Level of responsibility

The Aboriginal and Torres Strait Islander Research Fellow will work independently in the conduct of research/evaluation activities, through the direction of the Associate Deputy Vice-Chancellor Reconciliation.

The Research Fellow actively supports the strategic goals of the Group and the University. The Research Fellow will be an active contributor to research supervision and development, and take administrative functions within the Group, developing his or her expertise in teaching, research and administration with an increasing degree of autonomy.

Position and Organisational relationships

The Research Fellow will work under the broad direction of the Associate Deputy Vice-Chancellor, Reconciliation and as a key part of the team is expected to establish and maintain strong internal relationships and external relationships with Indigenous organisations, reconciliation bodies, industry, governments, education bodies, funders, and communities.

Key selection criteria

In accordance with the University's Aboriginal and Torres Strait Islander Peoples Workforce Strategy; and under Special Measures Section 12, 28 and 88 of the Equal Opportunity Act 2010; the University has designated this position as an Identified Aboriginal and Torres Strait Islander Position.

Only Aboriginal and/or Torres Strait Islander people are eligible to apply.

Applicants must demonstrate they are able to undertake the inherent responsibilities of the position as contained in the position description and are able to meet the following key selection criteria:

Training and qualifications

1. The Aboriginal and Torres Strait Islander Research Fellow will hold at least a master's degree with a significant research component in a relevant field such as public policy, politics, history, education, psychology, or social work. A completed, or near completed, PhD in a relevant discipline, such as public policy, politics, history, education, psychology, or social work is desirable.

Experience, knowledge and attributes

2. Demonstrated experience working with Aboriginal and Torres Strait Islander people in an education setting.
3. Demonstrated research experience including undertaking literature searches, database management, preparation and publication of research findings / evidence of publication in high quality academic journals or other equally recognised relevant research production.
4. Demonstrated capacity and preparedness to manage and implement research projects that involve significant interaction with professional/industry groups and the wider community.
5. Demonstrated capacity and preparedness to achieve an active research profile in a field related to the work of reconciliation, truth and justice.
6. Previous experience in academic research including demonstrated competence in quantitative and/or qualitative research methods.
7. Demonstrated interpersonal, oral and written communication skills, together with an ability to relate well to students and other University staff members.
8. Demonstrated time management skills with the ability to work to deadlines.
9. Evidence of success or clear potential in graduate student supervision.
10. Demonstrated working knowledge and application of the Child Safety Standards.
11. Demonstrated knowledge and application of appropriate behaviours when engaging with children, including children with a disability and from culturally and/or linguistically diverse backgrounds.

The University reserves the right to invite applications and to make no appointment.

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.

Key Minimum Standards for Academic Levels (MSALs)

Research academic staff

Level B

A Level B research academic will normally have experience in research or scholarly activities which have resulted in publications in refereed journals or other demonstrated scholarly activities.

A Level B research academic will carry out independent and/or team research. A Level B research academic may supervise postgraduate research students or projects and be involved in research training.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.