



# Position Description

## Senior Research Fellow

School of Education

Faculty of Arts & Education

<b>Classification</b>	Level C
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Nil
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	December 2023



# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

<b>Our Students</b>	<ul style="list-style-type: none"> <li>• Commencing progress rate</li> <li>• Student experience</li> </ul>
<b>Our Research</b>	<ul style="list-style-type: none"> <li>• Research income</li> <li>• Research quality and impact</li> </ul>
<b>Our People</b>	<ul style="list-style-type: none"> <li>• Engagement</li> <li>• All injury frequency rate</li> </ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"> <li>• Underlying operating result</li> <li>• Community and partner sentiment</li> </ul>



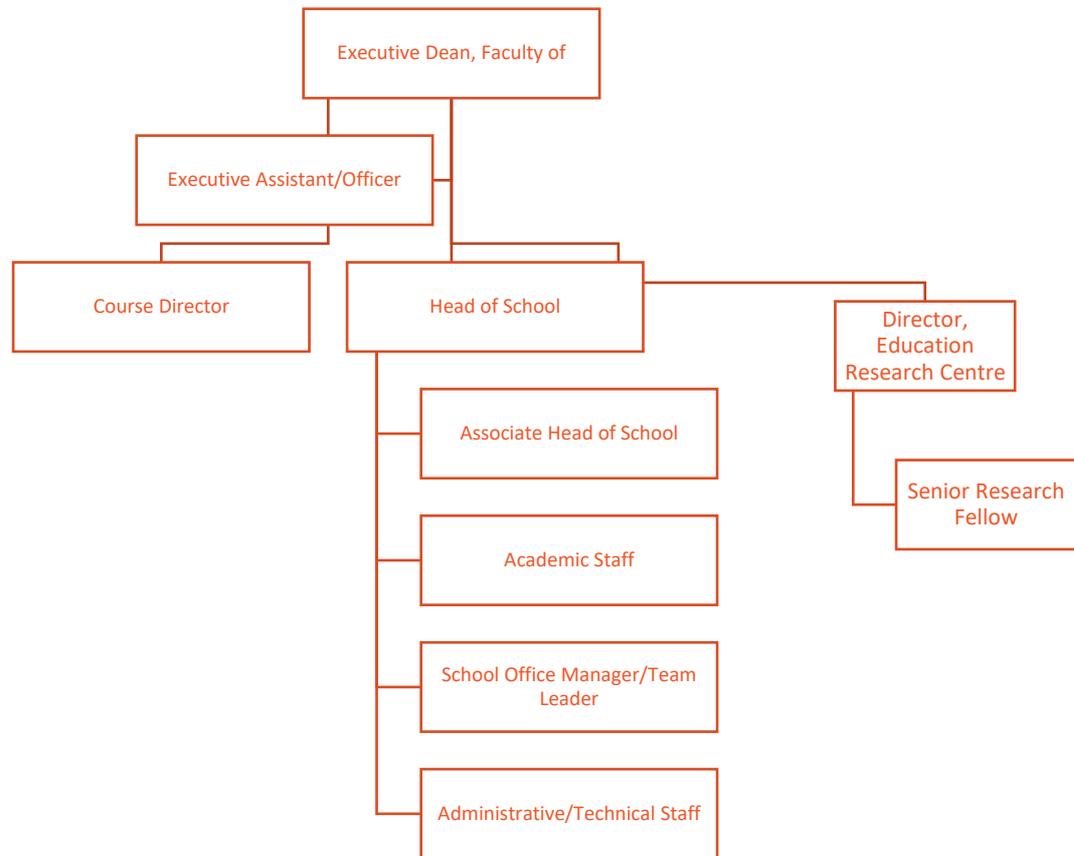
## Faculty of Arts & Education

### School of Education

The School delivers dynamic, imaginative, creative, and rigorous education to create a community of best practice for the future of education.

We also have a strong reputation for research in many fields relating to early childhood education, teacher education, rural and regional education, and professional learning. <https://arts-ed.csu.edu.au/schools/education>

### Organisational chart



### Reporting relationship

**This position reports to:** Head of School, Education; Director Education Research Centre

### Key working relationships

- Director, Education Research Centre
- Program Leads, Education Research Centre
- Development Lead, Education Research Centre



## Position overview

The Senior Research Fellow's role is to support and assist the Director and Deputy Director in the Education Research Centre within the School of Education, in building research, enhancing engagement with other academic, research, and policy entities and enriching dialogue with the global community.

The Senior Research Fellow will be an emerging thought leader capable of inspiring and provoking critical discussion around Curriculum & Pedagogy, and Education Systems. The Senior Research Fellow will be expected to contribute to research leading to academic presentations and publications, coordinate research initiatives with national international scholars, and extend the reach of the university via development of online resources.

## Principal responsibilities

- Supervision of Research Higher Degree students.
- Provide significant mentoring and coaching to support the academic development of colleagues.
- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Expand current knowledge and understanding of the relevant discipline through original and distinguished contributions to industry engagement and/or scholarly activities or similar.
- Conduct ethical, high quality research/creative works or professional activity relevant to the discipline at a national and international level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including securing external funding and maintaining up-to-date research records within CSU's research database.
- Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship.
- Provide leadership for projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.



## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

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<b>Business Savvy</b>	Continually look to add commercial value in our roles, processes and ways of working
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Leading and supervising</b>	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
<b>Presenting and Communicating Information</b>	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
<b>Analysing</b>	Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically
<b>Learning and Researching</b>	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach

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## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driving Hours Guidelines and Policy](#).



## Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

### Essential

- A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing.
- B. A record of academic achievement of national and/or international standing through distinguished contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity.
- C. Demonstrated ability in the application of exceptional analytical, critical thinking and problem solving skills.
- D. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives.
- E. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

### Desirable

- F. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.



● - Capital city ● - Campus location

