Australian National University

Position Description

College/Division:	College of Engineering and Computer Science
Faculty/School/Centre:	School of Engineering
Position Title:	Lecturer
Classification:	Academic Level B
Position No:	
Responsible to:	Supervisor/Director (to be updated as appropriate)

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:

The ANU College of Engineering and Computer Science is an interdisciplinary venture, with the aim of housing the very best and brightest from around the world to find and solve problems—not just engineers or computer scientists, but also the brightest minds both from industry and other academic disciplines, with varied backgrounds and areas of expertise. We will reimagine the traditional engineering and computing disciplines. We believe the responsibility of engineering and computing in the 21st century is to bring together expertise on people, technological systems, and science to put technology at the service of creating a more sustainable, responsible and safe world.

The School of Engineering is a new organisation, springing from foundations in systems, information, and renewable energy engineering at the ANU. It is a leading centre for research in renewable energy and related technologies, systems, control, and signal processing. Coupled with focussed growth in aerospace and environmental systems, there is a critical need to design, drive and sustain a fundamental program of strategic multi-disciplinary 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 Engineering will initially have four broad focus areas, or activity clusters: Aerospace Engineering, Electrical Engineering, Environmental Engineering, and Mechatronics Engineering. Each cluster will have an Academic Lead who is responsible for shaping the education, research and engagement activities in their cluster.

This structure will allow for the concentration of resources and activities to increase potential for meaningful impact. The purpose of this appointment is to:

- Support the establishment of innovative, interdisciplinary, outwardly focused programs blending education, research and engagement;
- Support the development of partnerships with industry and engage with the wider research community to embed progressive engineering and computing research and education capabilities;
- Contribute to development of state-of-the-art, unique programs that are globally relevant to equip our students with diverse and multidisciplinary skills.

Position Dimension & Relationships:

The academic will be a member of the School of Engineering within one of the five activity clusters, accountable to the Activity Cluster Lead and to the School Director, and (as relevant) will be responsible for relationships with industry, government and other academic and professional staff across the University.

As an academic, 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.

The appointee will also work in partnership with both professional and academic staff to support and contribute cooperatively to the strategic priorities of the School of Computing, College and University.

Role Statement

Academic Level B

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

- Undertake high impact collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the Activity Cluster, School, and College.
- Contribute to the educational activities of the Activity Cluster and School. 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.
- Take an active role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the Activity Cluster, School and College. Achieve impact through engagement with a range of stakeholders and / or funding bodies and also through the preparation of research proposals.
- Provide support to 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 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.
- Supervise less-senior academic and research staff, as appropriate.
- Maintain high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
- Contribute broadly to all aspects of the operation of the School, College and University.
- Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- 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 Engineering will consider all applications that demonstrate alignment with its mission.

Academic Level B:

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, 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.
2. 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 Activity Cluster and School.
3. 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.
4. A demonstrated alignment with 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 an ability to contribute to the strategic priorities and activities of the School and College.

5. 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.
6. 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.
7. 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.
8. Ability 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 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.

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:	

References:

ANU Minimum Standards for Academic Levels

CECS Strategic Intent
CECS Academic Performance Standards

Australian National University

Position Description

College/Division:	College of Engineering and Computer Science
Faculty/School/Centre:	School of Engineering
Position Title:	Senior Lecturer
Classification:	Academic Level C
Position No:	
Responsible to:	Supervisor/Director (to be updated as appropriate)

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:

The ANU College of Engineering and Computer Science is an interdisciplinary venture, with the aim of housing the very best and brightest from around the world to find and solve problems—not just engineers or computer scientists, but also the brightest minds both from industry and other academic disciplines, with varied backgrounds and areas of expertise. We will reimagine the traditional engineering and computing disciplines. We believe the responsibility of engineering and computing in the 21st century is to bring together expertise on people, technological systems, and science to put technology at the service of creating a more sustainable, responsible and safe world.

The School of Engineering is a new organisation, springing from foundations in systems, information, and renewable energy engineering at the ANU. It is a leading centre for research in renewable energy and related technologies, systems, control, and signal processing. Coupled with focussed growth in aerospace and environmental systems, there is a critical need to design, drive and sustain a fundamental program of strategic multi-disciplinary 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 Engineering will initially have four broad focus areas, or activity clusters: Aerospace Engineering, Electrical Engineering, Environmental Engineering, and Mechatronics Engineering. Each cluster will have an Academic Lead who is responsible for shaping the education, research and engagement activities in their cluster.

This structure will allow for the concentration of resources and activities to increase potential for meaningful impact. The purpose of this appointment is to:

- Support the establishment of innovative, interdisciplinary, outwardly focused programs blending education, research and engagement;
- Support the development of partnerships with industry and engage with the wider research community to embed progressive engineering and computing research and education capabilities;
- Contribute to development of state-of-the-art, unique programs that are globally relevant to equip our students with diverse and multidisciplinary skills.

Position Dimension & Relationships:

The academic will be a member of the School of Engineering within one of the five activity clusters, accountable to the Activity Cluster Lead and to the School Director, and (as relevant) will be responsible for relationships with industry, government and other academic and professional staff across the University.

As an academic, 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.

The appointee will also work in partnership with both professional and academic staff to support and contribute cooperatively to the strategic priorities of the School of Computing, College and University.

Role Statement

Academic Level C

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

- Undertake high impact collaborative and cross-disciplinary research that generates creative works and a body of unique intellectual knowledge as relevant to the Activity Cluster, School, and College, and aligned to the strategic directions of the School and College.
- Make a strong contribution to the educational activities of the Activity Cluster and School. 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.
- Take an active role in seeking and generating resources to support the development of deep and transformational expertise in fields relevant to the Activity Cluster, School and College. 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.
- Make a strong contribution to 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 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.
- Supervise, mentor, and develop careers of less-senior academic and research staff in alignment with the professional development process at the ANU.
- Maintain and actively promote high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
- Proactively contribute more broadly to the operation of the School, College and University. This may include representation through committee membership.
- Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- 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 Engineering will consider all applications that demonstrate alignment with its mission.

Academic Level C

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, 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.
2. 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 Activity Cluster and School.
3. 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.

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 an ability to contribute to the strategic priorities and activities of the School and College.
5. 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.
6. A record of winning bids for competitive external funding to support individual and collaborative research, education and engagement activities with the Activity Cluster and 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 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.

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:	

References:

ANU Minimum Standards for Academic Levels

CECS Strategic Intent

CECS Academic Performance Standards