



# Position Description

## Postdoctoral Research Fellow

Office of the Deputy Vice-Chancellor, Research

Research Office

<b>Classification</b>	Level A or B
<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>	12 March 2024



# 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>



## Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output, and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality, and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

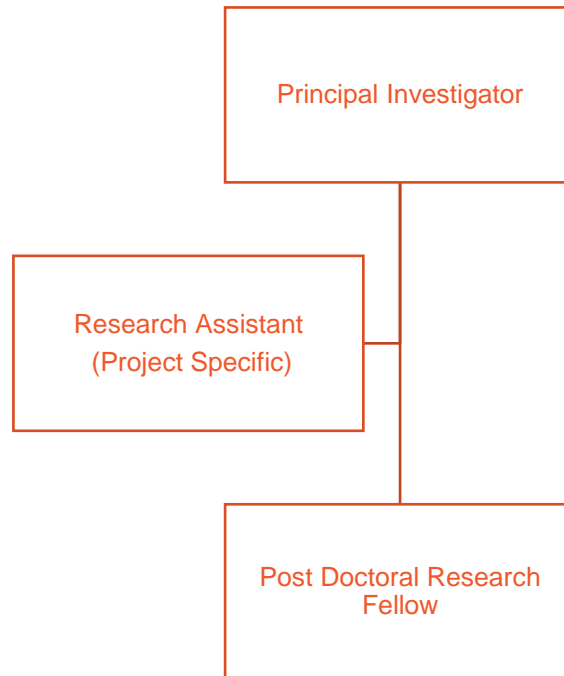
### Research Office

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact.

This role is designed to support the university's work in the fields of higher education research with specific reference to equity, inclusion and widening participation. The role offers an emerging researcher the opportunity to work alongside CSU research staff and also, international researchers on project designed to have impact on the ways in which educational equity is conceptualised and enacted.



## Organisational chart



## Reporting relationship

**This position reports to:** Principal Investigator

**This position supervises:** Nil

## Key working relationships

- Other staff in the Graduate Research Office
- Leading experts and scholars in the field of educational equity
- Peak equity and education bodies



## Position overview

The Postdoctoral Research Fellow will contribute to research that is exploring the ways in which education, particularly higher education, can address educational inequality. The research fellow will assist on developing projects and executing grants related to the broad field of sociology of education, with focus on educational equity and widening participation. In particular, the Postdoctoral Research Fellow will contribute to publications, grant applications and, develop their own profile in the field.

Projects undertaken as part of the research program will contribute to driving positive change in education-related fields. Under leadership, you will generate theoretical insights and knowledge designed to inform and improve educational inequality. Specifically, your work will address the following:

- Apply sociological framings to the student of higher education systems.
- Address disparities in educational outcomes due to disadvantage or educational under-representation.
- Create systems and strategies designed to address educational inequality.
- Strive for respectful, inclusive teaching and learning cultures where all people thrive.

## Principal responsibilities

- Conduct, (for Level A applicants under supervision), ethical, high-quality research and contribute to knowledge through scholarship, publication, and presentation related to the broad fields of sociology of education, educational inequity, higher education participation and access as well as equity and post-graduate employability.
- Develop and execute a research plan that aligns with Charles Sturt University's Research Plan and objectives including contributing to application for funding to support research outcomes. (Under supervision for Level A applicants).
- Work closely with the Principal Investigator, on analysis of existing datasets and contribution to the development of competitive grant applications.
- Conduct both qualitative and quantitative research with experience in using data analysis software including NVivo and SPSS.
- Actively engage in the development of new project proposals to further the scope and aims of the research.
- 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.
- Build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within Charles Sturt University's research database.
- Actively contribute to governance, marketing and promotion, and teaching/administrative activities to facilitate the work of the Office of Graduate Research.



- Other duties appropriate to the classification as required.

## Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#) identified as essential or critical for success in this role.

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distance up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Work independently when required but equally, recognise the importance of collaborative and co-ordinated approaches.
- Possess the skills to analyse data using software and, conduct interviews / surveys with students from a diversity of backgrounds.



## Selection criteria

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

### Essential

- A. A doctoral qualification (PhD) in sociology, higher education equity, social justice or equity-related field.
- B. Capacity to undertake, under general supervision, research activities that lead to research publications.
- C. Experience in the writing of grant applications and research proposals.
- D. Capacity to work independently and with a collaborative team to execute high quality research that leads to demonstrable change and outputs.
- E. Contribute to building a strong engagement culture with external partners across industry, government and community sectors and groups.
- F. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

### Desirable (Level A and B)

- G. Evidence of research collaborations and active networks with international and national scholars in the field of higher education.
- H. Skills in statistical analysis of data, especially use of SPSS and other statistical programs.

### Additional criteria at Level B

- I. Demonstrated capacity to lead the writing of academic articles for publication in leading journals, as both single author and co-author.
- J. Experience in the design and dissemination of research projects including experience in working on mixed method.



● Brisbane

## New South Wales

● Dubbo

● Port Macquarie

● Orange

● Bathurst

Goulburn  
NSW Police Academy ●

● Sydney

● Wagga Wagga

● Canberra

● Albury-Wodonga

● Wangaratta  
Regional Study Centre

## Victoria

● Melbourne

