INFORMATION FOR
PROSPECTIVE CANDIDATES

Associate Dean Appointments

ANU COLLEGE OF
ENGINEERING &
COMPUTER SCIENCE

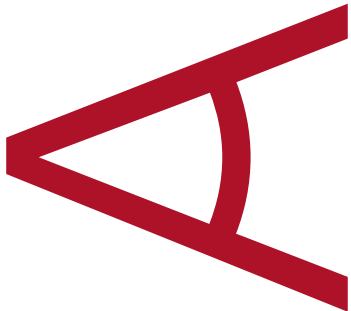Australian
National
University

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Message from the Vice Chancellor

Professor Brian Schmidt AC FAA FRS

Vice Chancellor and President
The Australian National University

Contemporary ANU will sit among the great universities of the world...We will be renowned for the excellence of our research...Our research investment will be strategic, taking a long-term view and focus on high-quality activities, high-impact infrastructure and areas of high national importance. We will be renowned for the excellence of our undergraduate and graduate education. We will be renowned for the quality of contribution that our research and education make to societal transformation. We will identify emerging areas of need for the nation and provide research and education that will equip Australia to cope with challenges not yet imagined. ANU ... will change Australia and change the world. It will have impact."

ANU Strategic Plan 2019-2022

For more than 70 years, ANU has worked to realise the ambitions of the visionary Australians who founded it. As our Strategic Plan reflects, our ambition for the future of ANU is as great as the ambition of our founders, and reflects the special national responsibilities we have as beneficiary of the National Institutes Grant.

Our journey so far has validated their courage and vision. Our distinctive research culture is renowned: of the seven Nobel Prizes awarded for work undertaken in Australia, ANU can claim four. We rank among the world's very finest universities. While our focus is Australia, our horizons are global. The legacy of our long-standing international engagement and expertise has delivered us unrivalled impact beyond our borders, particularly throughout Asia and the Pacific.

Australia today is in an era of rapid transition, along with the rest of the world. We face economic and societal change, and international instability. Government, industry and social institutions all face challenges to their legitimacy and longevity. In response, ANU must innovate in research, teaching and learning, and elevate our understanding of contemporary Australia and our world.

To fulfil our mandate as Australia's national university, we must invest in, and insist on, excellence everywhere at ANU. We must be ready to adapt what we do and how we do it wherever our performance is not the best it can be. We must dismantle all the barriers, real and perceived, between ANU and the society we serve. In other words, we must be a contemporary national university and a valuable global resource.

The Reimagine Project – one of the most significant strategic endeavours ANU has ever undertaken – exemplifies our ambitions. It has my full support and backing as Vice-Chancellor and will ensure this unique institution is able to deliver on its contemporary mission as Australia's national university, and one of the world's greatest. If this sounds like a place you can come and make a contribution, we would be delighted to hear from you.

Message from the College Dean

Professor Elanor Huntington
Dean
ANU College of Engineering and
Computer Science

ANU has embarked on a major initiative to reimagine the role of engineering and computing in the 21st century. Our lived experience is increasingly one of large-scale systems of people, whose actions and interactions are influenced by our digital, physical and biological environment. We and our technology are highly interconnected and yet highly diverse. Somebody, somewhere designed, built, and operates almost everything.

The Reimagine investment: reimagining the future of engineering and computing

Our world needs people who are experts at designing and safely operating the engine that is composed of all of us – our society. They will need to be expert thinkers about how to safely design and operate highly heterogeneous and interconnected systems of natural and made things, IT and people – at scale.

We will reimagine the traditional engineering and computing disciplines. We believe the role of engineers and computing experts in the 21st century is to bring together expertise on people, technological systems and science. We will not step away from the need to master a coherent foundational body of knowledge, and we will not be confined by old disciplinary boundaries as we give shape to new bodies of knowledge. At its core, we will equip our people to ask the right kind of questions from a people-centric, technological and scientific perspective.

We will nurture those people to go out into the world to find the right kinds of problems, and solve them in ways which are truly transformational.

We are looking for people who believe in the same things we do and who want to create something exceptional. Unlock your imagination and reach out.

REIMAGINE

About us

ANU College of Engineering and Computer Science at ANU is embarking on a sustained growth phase, backed by significant investment across the college to reimagine engineering and computer science.

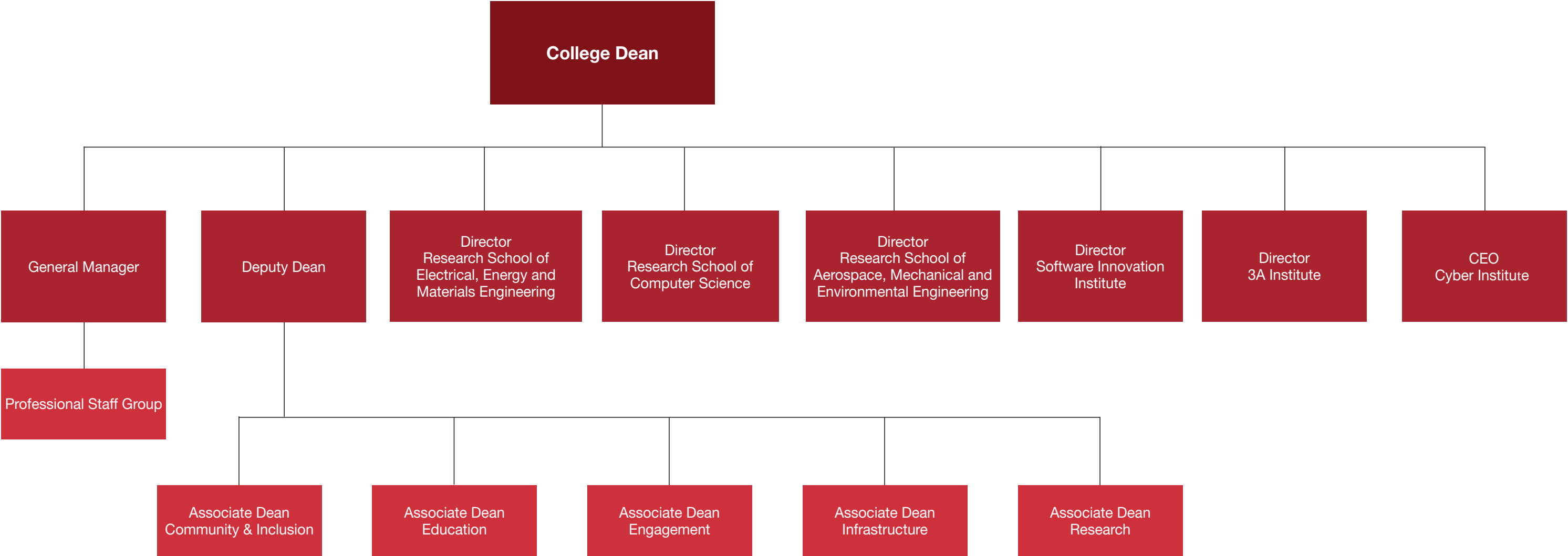Please join us in reimagining engineering and computer science at the ANU!

→ **Learn more about Reimagine strategic intent at** cecs.anu.edu.au/sites/default/files/strategic_intent_20191127.pdf

The ANU College of Engineering and Computer Science is embarking on a 15-year project to reimagine a new type of engineering and computing, one that is custom built and fit for the middle of the 21st century. The Reimagine Investment aims to get us thinking about what our world will be like in 2050, when we are completely embedded in both a digital and physical environment, and to encourage us to take charge and shape a new intellectual agenda. Our lived experience is increasingly one of large-scale systems of people, whose actions and interactions are influenced by our digital, physical and biological environment. We and our technology are highly interconnected and yet highly diverse. Somebody, somewhere designed, built, and operates almost everything.

We believe the world needs new types of engineers, computer scientists and designers. We can't deploy methods and techniques of the past and expect new outcomes for the future. We need to reimagine problem framing and solving, incorporate diverse voices and approaches, and work together now to ensure our future leaders and communities are prepared for the work to come. We welcome and openly acknowledge differences in expertise, research / education / professional focus, experience and perspective.

College of Engineering and Computer Science structure

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                              College Dean
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- General Manager
  - Professional Staff Group
- Deputy Dean
  - Associate Dean Community & Inclusion
  - Associate Dean Education
  - Associate Dean Engagement
  - Associate Dean Infrastructure
  - Associate Dean Research
- Director Research School of Electrical, Energy and Materials Engineering
- Director Research School of Computer Science
- Director Research School of Aerospace, Mechanical and Environmental Engineering
- Director Software Innovation Institute
- Director 3A Institute
- CEO Cyber Institute

REIM⊿GINE

The roles

You will have the depth of expertise and breadth of vision needed to lead and redefine the frontiers of disciplinary knowledge as well as frame and solve important, complex problems of the age.

To that end, and in collaboration with our colleagues from across and beyond the university, you will bring expertise from relevant areas across the breadth of engineering and computing disciplines as well as from social sciences, humanities, natural and life sciences.

We are currently interested in impactful leaders in the areas of; **community and inclusion, education, engagement, research and infrastructure.**

Associate Dean (Community and Inclusion)

The ideal candidate will be an intellectual and cultural leader with experience building a vibrant and extended community of allies, supporters and champions.

The ideal candidate will have experience working in a high performing environment – this could be in industry, government or academia. They will lead and foster a culture of inclusion, adaptation, high aspirations and of learning from both success and failure.

We are looking for individuals who thrive on new ways of working and organising, a leader who has demonstrated experience developing and implementing a strategy which results in an inclusive culture, raised expectations and dramatic changes in scale.

Associate Dean (Education)

We are looking for individuals who are ready to lead and inspire the new generation of high-potential creative people in engineering and computing, individuals who will bring together a diverse range of backgrounds, interests, motivations and perspectives. The ideal candidate will bring the expertise to increase the agility with which we deploy curriculum; including adapting to market conditions and using pedagogy where it makes sense.

The ideal candidate will have experience developing and implementing strategies to deliver truly transformational education offerings; from content, and types of education to delivery mode. They will actively seek to work with and integrate into other disciplines while maintaining a clear identity and quality educational experience at scale.

Associate Dean (Engagement)

The ideal candidate will be committed to better outcomes for our community, our nation and the world. They will have demonstrated experience engaging broadly within and beyond an organisation, more specifically with government and industry.

We are looking for candidates who can identify and engage strategic partners and actively establish opportunities for the exchange of ideas to work towards a shared view of our future.

The ideal candidate will have relevant experience to develop engagement strategies to position our people to be considered the trusted voices in technology and its interaction with society as well as decision/policy making.

Associate Dean (Research)

We are looking for individuals who have experience building an intellectual research agenda of lasting impact. Candidates with relevant experience to develop strategy to enable to recrafting of disciplinary boundaries and the establishment of a research portfolio with an appropriate mix of short, medium and long-term activities.

The ideal candidate will be able to guide the College to achieve scale, focus and quality by planning strategically and directly resources towards leadership of globally relevant, multi-institution, multi-disciplinary research programs and alliances while reinforcing areas of traditional strength.

Associate Dean (Infrastructure)

The ideal candidate will share the College's commitment to world-class space and infrastructure. They will provide academic sponsorship for the development of new physical and digital infrastructure.

The ideal candidate will have experience working in a high performing environment – this could be in industry, government or academia.

We are looking for individuals who have experience relevant to co-design facilities to inspire partners to join us in creating an inspiring technology precinct. While also prioritising and establishing facilities to sustain experiments in research, education, partnerships and new ways of being.

Your unique contribution

> You will be an expert thinker with deep expertise in a relevant discipline

> You will have the breadth of vision to bring together expertise on people, technological systems and science

> You will set new expectations of excellence, inspiring existing and future faculty, students and partners

> You will bring additional networks that can enhance and complement the development and delivery of the Reimagine project

> You will deliver and connect well across domains of expertise and support others in doing so

> You will bring a passion and expertise for new models learning and will know how to equip the next generation of engineers and computer scientists to think differently

> You will bring a passion and expertise for new modes of engagement beyond the academy

> You will be a proven collaborator and team builder, supporting the success of others

> You will bring expertise in creating and sustaining a positive, inclusive, supportive and creative culture where failure is part of the learning experience and success is celebrated collectively

> You will bring leadership to the role, modelling behaviours and inspiring others.

Your approach

> You will be motivated by a desire to reimagine the future for Engineering and Computing; solving complex problems and making a positive difference to the world we live in

> You will be a divergent thinker with deep domain expertise

> You will be purpose-driven, want to keep learning and will bring your whole self to achieving team success

> You will do things differently as much as you will do different things and you will understand why this is as much about outlook and behavioural attributes as it is about domains of expertise

> You will understand why diversity is essential to creativity and will model a truly inclusive approach to others

> You will model high levels of integrity in all your interactions

> You will be brave, resilient, and accepting of failure in yourself and others

> You will be an outstanding and inspiring communicator, including embracing new forms of communication and social media.

How to apply

For all enquiries regarding this role, please contact Mrs Deepali Dholepatil, Human Resource Manager.

We're keen for you to have the chance to demonstrate both the impact of your research and your enthusiasm for joining us in Reimagining the future of Engineering and Computer Science.

Please prepare the following application material:

1. Your CV (non-academic and non-traditional CVs are welcome)

2. A short cover letter explaining how you want to contribute to the Reimagine Project with consideration to the Selection Criteria.

3. Evidence of the impact of your portfolio of work, which may include research, course facilitation and outreach (this can be in case-study form)

Human Resource Manager
E   reimagine.recruitment@anu.edu.au
T   +61 2 6125 8819

Applications close:
Sunday, 26 January 2020
Shortlisting of candidates:
Early February 2020
Interviews:
Late February 2020,
in Canberra ACT
References and negotiation:
Thereafter interviews.

ANU reserves the right to appoint by invitation.

On behalf of the University and as part of the application and appointment process, candidates may be requested to provide proof of their identity and citizenship and give permission for verification of their tertiary qualifications and a police background check.

REIMAGI

Employee benefits

The Australian National University provides a number of employee benefits for eligible employees.
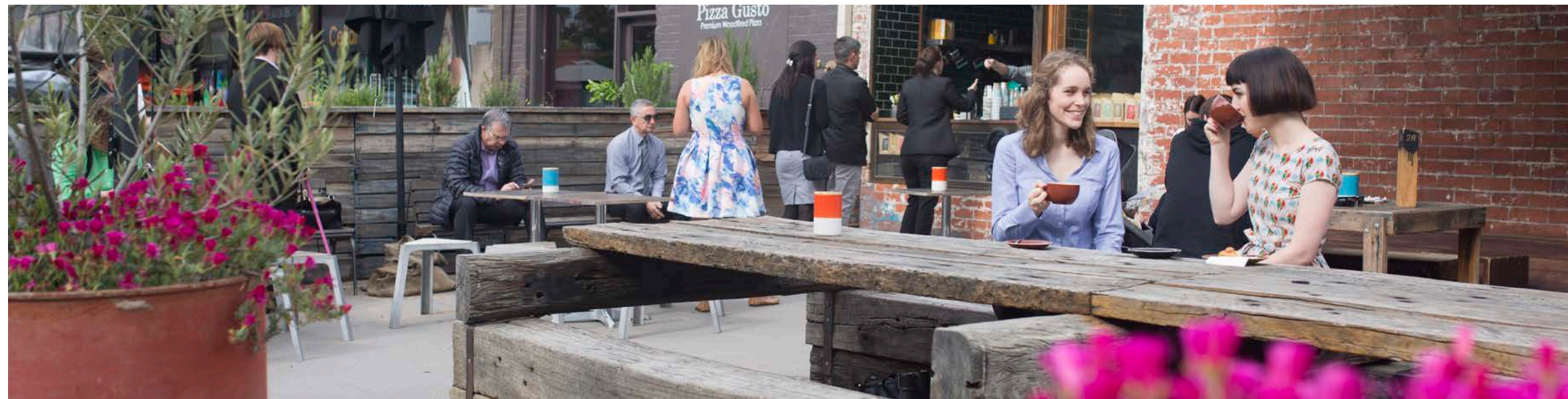
Salary packaging

> Novated (car) leases
> Airline Membership - Qantas and Virgin Australia
> Laptops, PDAs
> Parking - Eligible staff are able to apply for permits for on-campus parking
> Superannuation
> Health and Wellbeing
> On-campus staff counselling service
> Independent and confidential Employee Assistance Program
> On-campus fully credited primary health care facility - free flu vaccination
> ANU Fitness Centre - gym and group fitness classes
> Wellbeing programs for staff e.g. Women and Men's Health Checks

Dedicated Work Environment Group to support staff with Work, Health and Safety matters

Family friendly workplace

> On-campus childcare with the option to deduct payment from pre-tax salary
> Flexible working arrangements
> Breast feeding facilities
> Dual career (spousal) hires

Career and Professional Development

> In-house and external staff development opportunities
> Support for caring responsibility to attend conference/seminar
> Outside Studies Program
> Support for individual career planning/counselling services
> Staff undergraduate and postgraduate scholarships
> Career development leave program
> Informal and formal mentoring

Campus life and facilities

> Cafes, banks, ATMs, chemist, newsagent, bookshop and a post office
> ANU is a smoke-free campus
> Access to University Libraries - five in total
> ANU GreenShare Car service
> Campus Bicycle Fleet and a network of walking and bike paths around campus
> ANU Green Unit to help reduce our carbon footprint
> Corporate discount for rental cars
> Vehicle Servicing and Maintenance with Autoco Belconnen - free pick up and drop off from the ANU
> Well established and maintained precincts for acoustic and other events e.g. University House, Llewellyn Hall
> Well maintained gardens and sporting/recreation facilities

Salary and rewards

> Contribution of up to 17% superannuation (in addition to base salary)
> On-campus Unisuper consultant available for general advice on superannuation
> ANU staff health insurance plan with HCF for Australian resident and non-resident staff
> Recognition of Prior Service with another Australian university or Commonwealth authority

Learning communities

> Student-led organisations inclusive and open to everyone. These communities encompasses areas such as:
  - creative arts
  - cultures
  - global challenges
  - history, and
  - sustainability.

For additional information, please contact

The College of Engineering and Computer Science
Human Resources
E: hr.cecs@anu.edu.au

Testimonials from current staff

Dr Lachlan Blackhall
Entrepreneurial Fellow and Head

Battery Storage and Grid Integration Program

"

I returned to the Australian National University, after seven years in industry, to take up the role of Entrepreneurial Fellow and Head, Battery Storage and Grid Integration Program, within the College of Engineering and Computer Science. I am proud to belong to an important national institution like the ANU, where we have the opportunity and support to understand and address the great challenges of our age.

Our research, development and demonstration activities are focussed on the development, integration, operation, and optimisation of energy storage in electricity grids, and electricity markets, globally. I am very proud that in pursuing these activities we are also building a community here at ANU that is both culturally and gender diverse and inclusive.

"

Professor Alex Zafiroglu
Professor of Cybernetics

3A Institute

"

I am excited to be at the Australian National University contributing to the establishment of a new branch of engineering to help take AI safely and responsibly to scale. I have spent the last 15 years in Silicon Valley defining and enabling new experiences as advanced computing capabilities increasingly permeate the systems that shape our everyday rhythms and activities. At 3Ai, I have joined a group who bring a wealth of diverse expertise and experience to their endeavour, within the broader context of the dynamic growth of the College of Engineering and Computer Science.

I am so inspired by 3Ai's focus on praxis; training a new generation of engineers is world-leading. I head to campus each day energised to be part of such important work that will shape our lives and those of many future generations.

I leave campus every day humbled and amazed by the energy, the creativity, and the intellectual rigour generated as we grapple with these challenges.

"

Associate Professor Stephen Gould
Research School of Computer Science

"

When returning to Australia in 2010, I was looking for an academic research environment that encouraged research excellence, collaboration, and exposure to top quality students. I found that at the Research School of Computer Science at the ANU and its close ties with NICTA (now Data61).

ANU has been a place where I can focus on building world-class research with my peers, engage with other academic and industry partners, and develop innovative teaching programs to motivate and excite some of the best students in the world. The informal mentoring that I have received from senior academics and support from the College leadership has been invaluable in allowing me to win numerous competitive grants and industry research contracts. And while Canberra may seem a long way from the rest of the world, the generous travel grants and reduced teaching load in my first few years allowed me to stay close to international colleagues. Looking back, I am confident that I have chosen the right place to build my research career at one of the world's top universities.

"

Professor Lesley Seebeck
CEO

ANU Cyber Institute

"

I was pleased and excited to be offered this opportunity— both to be at the Australian National University, Australia's premier research university, and to help build national capability in such a key area of Australia's future.

Cyber security is a field that sits at the intersection of people, technology, organisation, society, economics and security. The Cyber Institute offers the opportunity to bring people and ideas together from across a wide range of disciplines, backgrounds and endeavours to drive innovation, meet immediate needs and shape how we, as a nation, position ourselves for the future.

"

Our responsibility to Indigenous Australia

As Australia's national university one of our defining roles has been to contribute to the advancement of Australia's Indigenous peoples.

We contribute by graduating Indigenous students, as well as through game-changing research and direct engagement Delivering on our Unique National Responsibilities with Indigenous communities. We provide an environment for debating the big issues and partnering with Indigenous Australia to advance the status, recognition and lives of Aboriginal and Torres Strait Islander peoples.

Although the proportion of Indigenous students at ANU is high by the standards of some of our peer universities, we remain far from parity with the population at large for undergraduates. The proportion of postgraduate and higher degree students is lower again, as is the proportion of

professional and academic staff. Through targeted activities we will work towards achieving parity with the proportion of Indigenous Australians in the overall population.

Research focused on Indigenous issues is broad in scope and has made a substantial contribution. ANU has strong Indigenous research leaders in a number of disciplines. However, our continued salience requires constant attention to impact, partnership with Indigenous communities and a commitment to novel and multidisciplinary approaches to our work.

Achieving equity

ANU is committed to equity and diversity as fundamental values. Australia has a diverse population and we are committed to providing opportunities and an inclusive and welcoming environment, to those of all backgrounds and identities.

As Australia's National University, we have a responsibility and an obligation to educate students from across Australia who have the capacity to succeed, no matter their background. It is for this reason that we have launched a pioneering program to transform the way we do admissions. We are undertaking an international first to link our admission, scholarship, and accommodation processes so that when we make a student an offer to university, they will at the same time know where they will be living and whether they have a scholarship to support them. We are reserving a place for domestic students in the top 2% of every school in Australia who have the capacity to succeed, ensuring students have access to a world class education no matter the socio-economic status of their school.

Alongside this we are undertaking a major scholarship drive to remove the financial barrier for some of our most capable but most disadvantaged students, whether they be indigenous, suffering a long term disadvantage, low-SES, or from interstate regional and remote areas. We now have a single application form that allows both excelling and

disadvantaged students to access more than 200 scholarship opportunities across campus by answering just four questions. And we are looking at the whole person, requiring all undergraduate applicants to have engaged beyond the classroom to support themselves, their family or their community, to clearly signal the importance of engagement beyond studies to both academic and employment success.

Athena Swan

ANU has committed to the SAGE Pilot of Athena SWAN in Australia. Athena SWAN is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. ANU became an inaugural member of the SAGE Pilot project in 2016.

While the focus of the SAGE pilot is on Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines, ANU is also committed to gender equity in the Humanities and Social Science disciplines, as well as in our professional staff.

One of the world's most liveable cities

The power of surprise

Canberra has the power to surprise, with its abundance of food, wine, art, culture, ideas and innovation. As an evolving city, this element of surprise continues even once you've made Canberra your home, with new developments, events and opportunities constantly emerging to keep life interesting.

About Canberra

Canberra is also a planned city – designed to maximise opportunities for work and play. As our Nation's Capital, big ideas emerge, circulate and grow here, thanks to unique links between leading thinkers in business, government, education and research. Our dynamic economy, highly educated workforce and an innovative business culture provide career and business opportunities unique to Canberra.

Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility or heading up to the Snowy Mountains for a day on the slopes. We are also home to most of Australia's major national cultural institutions, with whom the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

Where to live

The architects who designed Canberra, Walter and Marion Burley Griffin, had a master plan to create a series of 'satellite cities' separated by nature reserves and connected with major roads. Today their vision lives on, with Canberra divided into seven distinct regions of residential suburbs, each serviced by a central business district.

The resulting benefits are that commuting times are short. Employment hubs are virtually on your doorstep and recreational facilities are within walking distance, regardless of where you live.

For further information about Canberra visit canberra.com.au

Education and childcare

Canberra nurtures the pursuit of dreams from the ground up. Here families are provided with the supportive services, facilities and environments to raise happy, inspired and resilient children. Community is crucial for the support of families and Canberra has a number of ways to connect families with each other through playgroups, family events and activities.

Canberra has the lowest commuting times of all Australia's major cities

More than 25% of Canberra residents were born overseas

The region is known for four distinct seasons, enjoying 246 days of clear, crisp sunshine

CONTACT US

ANU College of
Engineering
& Computer Science

Computer Science and Information Technology Building

North Road, Acton, 2601

T   +61 2 6125 1294
E   AD.Recruitment@anu.edu.au
W   cecs.anu.edu.au

Connect with us on social media @anucecs

The Australian National University,
Canberra ACT 2600 Australia

For further information about ANU visit
anu.edu.au

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