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| **College:** | College of Engineering and Computer Science (CECS) |
| **Faculty/School/Centre:** | School of Cybernetics |
| **Position Title:** | ACTIVITY CLUSTER LEAD (DESIGN) |
| **Classification:** | Academic Level E |
| **Responsible To:** | Director |

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| **PURPOSE STATEMENT**  The ANU College of Engineering and Computer Science 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](https://cecs.anu.edu.au/sites/default/files/strategic_intent_2019.pdf) – the College has a unique set of national responsibilities and an obligation to have a degree of impact befitting the 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](https://cecs.anu.edu.au/sites/default/files/cecs_academicperformancestandardsaps_11dec2019.pdf), 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 engineers and computing experts 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 Cybernetics is a new organisation, and there is a critical need to design, drive and sustain a program of strategic activities that will launch the new School. The School will build on the foundational work of the Autonomy, Agency and Assurance Innovation Institute (3Ai). This is an opportunity to establish an innovative and forward-looking intellectual agenda, built on a diverse, inclusive culture.  The School of Cybernetics will initially have defined three broad focus areas, or activity clusters – the 3A Institute, Systems and Design. Each cluster will have an academic Lead who is responsible for leading the education, research and engagement activities in their area. This structure will allow for the concentration of resources and activities with a consequentially increased potential for meaningful impact.  At heart, the question, “We can build it, but should we?” is a design question. Design is now seen as the most powerful strategic capability for successful organisations. The Design Activity Cluster will focus on identifying, articulating, and growing a first-of-its-kind design competency with the School of Cybernetics.  The purpose of this Activity-Cluster Lead 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 modern, unique programs that are globally relevant to equip our students with diverse and multidisciplinary skills.   **Position Dimension & Relationships:**  The position will be accountable to the Director of the School of Cybernetics and, as relevant, will be responsible for relationships with industry, government and other academic and professional staff across the University.  The position involves setting the strategic agenda for education, research, and engagement within the Design Activity Cluster, in collaboration with the School Leadership Team, as well ensuring alignment to the broader remit of the College and ANU. As a senior academic the role includes significant contributions to educational activities, outward-facing engagement and outreach, innovative and distinctive research, and organizational culture.  The Design Activity Cluster Lead will, in dialog and collaboration across the College, refine and flesh out the existing suite of macro-credentials to span the college and engage externally to ensure the development of a world-class suite of educational offerings. The Lead will also work in collaboration with the Educational Experiences Lead to develop research-led educational offerings that will make training accessible to people in their current role through micro-credentials, giving them hands on experiences of high value in their professional context. The cluster’s research activities will be initially be primarily applied, support cross-campus collaboration and focus on industry and governmental contexts. The Lead will demonstrate a strong engagement in cross discipline studies within the School of Cybernetics, the College and the broader University environment, to integrate efforts and build critical mass in progressing the agenda of the CECS Strategic Intent.  In this specific position, 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 Cybernetics, College and University.  **Role Statement:**  In their role as Activity Cluster Lead (DESIGN) the appointee will be expected to:   1. Undertake and foster high impact collaborative and cross-disciplinary research, using the studio model, that generate creative works and body of unique intellectual knowledge as relevant to Design Activity Cluster and is in alignment with the strategies of the School of Cybernetics and the College. 2. Making a significant contribution to the educational activities of the School of Cybernetics and the College, at the undergraduate and graduate level, as well as to broader educational experiences. This includes, but is not limited to, taking a leadership role in curriculum design and review, design and implementation of innovative pedagogy, the establishment of degree programs in collaboration with colleagues and the development and delivery of innovative professional and executive education experiences. This also includes, but is not limited to, supervision of students working on individual or group projects at undergraduate, honours, graduate- coursework levels. 3. Take a proactive role in initiating and developing engagement and impact activities for the School of Cybernetics, in alignment to the College’s strategic agenda, in collaboration with the School Leadership Team. Possible pathways, outputs and indicators for engagement and impact are outlined in the College Academic Performance Standards. 4. Take a lead role in seeking and generating resources to support the support the development of deep and transformational expertise in fields relevant to the Design Activity Cluster, the School of Cybernetics and College. This will be achieved through engagements with a range of funding bodies through the preparation of a combination of multi- party collaborative research proposals including state, national and international governmental schemes, philanthropic grants, industry funds and approved consultancy arrangements. 5. Lead, supervise and develop the staff within the Design Activity Cluster, using a studio-based model. Provide leadership, mentoring and career development advice in alignment with the performance development process at the ANU. 6. Proactively contribute to all aspects of the operation of the School of Cybernetics, College and University more broadly. This may include taking on leadership and broad supervisory roles. 7. Maintain, practice and champion high academic standards and collegiality in all education, research, impact, engagement and administration endeavours by the School of Cybernetics, the College and the University. 8. Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace. 9. Other duties as required consistent with the classification level of the position |

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| **SELECTION CRITERIA**  The breadth and depth of this role are illustrated in the below selection criteria. While candidates should ideally meet all selection criteria, the School of Cybernetics will consider all applications that demonstrate alignment with its mission.   1. A PhD or equivalent in the disciplinary areas of the School, or a related area as relevant to the School, with a clear focus on design-related disciplines and work. An outstanding track record of independent research as evidenced by high impact research outputs in industry, government or academic environments. 2. Outstanding track record of effective and innovative teaching, training, facilitation or other knowledge transmission activity (if relevant in the candidate’s industry) and of the ability to contribute significantly to shaping next generation educational experiences in the Design Activity Cluster, the School of Cybernetics and the College, including the capacity to foster graduate student education and inspire undergraduate students along with a commitment to educational activities involving the general community, schools, public sector, industry and the wider research community. 3. An outstanding track record of independent contribution, relative to opportunity, to their field of practice, as evidenced by high impact outputs in relevant and leading venues; a record of developing and maintaining collaborations with world-leading practitioners, researchers, institutes and non- academic partners; and by other measures such as prestigious awards (professional, research, teaching, etc.) , invitations to give keynote addresses at leading conferences, elite membership of professional institutes, patents, exhibits, broadcasts, entrepreneurship, major policy or community work, etc 4. A demonstrated commitment to and excellence in 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 partnership, including the ability to develop and implement strategies to transform research and education outcomes into commercial or outreach applications. 5. Proven capacity to contribute to the strategic priorities and activities of the School of Cybernetics and the College, including a commitment to enhancing diversity. 6. An extensive record of leading and winning bids for external funding (if relevant to the candidate’s industry) to support individual and collaborative research activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process. 7. Demonstrated capacity to effectively support the management of a research facility by setting a strategic vision, clear research directions, budgets and goals for all staff/students, driving domestic and international collaboration at the highest level that ensures continuity of research and field leadership positions. 8. Excellent oral and written English language skills and a demonstrated ability to inspire a wide range of audiences, including in a cross-disciplinary areas and to foster respectful and productive working relationships with staff, students and colleagues at all levels. 9. Proven ability to provide leadership to early and mid-career researchers 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 10. A demonstrated high-level understanding of equal employment opportunities principles and a commitment to the application of these policies in a University context.   *Consistent with their relative opportunity to do so,* an Activity Clusters Lead is expected to possess advanced academic qualifications, broad expertise and deep knowledge in the relevant discipline area, and in this case, demonstrated capability to work beyond their own domains. Academic positions are expected to possess leadership skills in order to foster excellence in that field of education, research and engagement within the university, the discipline and/or the profession and within the scholarly and/or general community. Experience in directing significant research groups, either in academia, industry or government would be helpful. |
| **References:** [ANU Minimum Standards for Academic Levels](https://services.anu.edu.au/human-resources/enterprise-agreement/schedule-4-minimum-standards-for-academic-levels-msal-0)  [CECS Strategic Intent](https://cecs.anu.edu.au/sites/default/files/strategic_intent_2019.pdf)  [CECS Academic Performance Standards](https://cecs.anu.edu.au/sites/default/files/cecs_academicperformancestandardsaps_11dec2019.pdf) | |