



SENIOR RESEARCH FELLOW

DEPARTMENT/UNIT

BehaviourWorks Australia, Monash Sustainable Development Institute (MSDI)

FACULTY/DIVISION

Provost and Senior Vice-President Portfolio

CLASSIFICATION

Level C

WORK LOCATION

Sydney

ORGANISATIONAL CONTEXT

Everyone needs a platform to launch a satisfying career. At Monash, we give you the space and support to take your career in all kinds of exciting new directions. You'll have access to quality research, infrastructure and learning facilities, opportunities to collaborate internationally, as well as the grants you'll need to publish your work. We're a university full of energetic and enthusiastic minds, driven to challenge what's expected, expand what we know, and learn from other inspiring, empowering thinkers. Discover more at www.monash.edu.

The Provost & Senior Vice-President is the Chief Academic Officer of the University and is responsible for: setting the university's academic strategy and priorities with view to improving the education and research performance of the university; oversight of faculties, academic related portfolios and university-wide centres and institutes; oversight of academic staffing including recruitment, development, reward and recognition, policies and procedures; strategic leadership for the delivery of academic programs; identifying and cultivating interdisciplinary areas of excellence and collaboration.

BehaviourWorks Australia is a research enterprise within the Monash Sustainable Development Institute (MSDI). As a leading interdisciplinary research and education institute, MSDI seeks to find real solutions to some of the most significant challenges facing our world today. MSDI seeks to leverage Monash University's wealth of sustainable development expertise across its faculties, build cross-faculty research partnerships and provide a platform to share that expertise with industry, government and the community. MSDI hosts several units including BehaviourWorks Australia, ClimateWorks Australia, the Sustainable Development Solutions Network Australia New Zealand and Pacific and the Oxfam-Monash Partnership.

BehaviourWorks Australia (BWA) employs researchers from a broad range of disciplines who share a common interest in working collaboratively with government and industry to translate research evidence into policy and practice. BWA is engaged by a wide range of organisations to conduct research on a project-by-project basis and works with some of Australia's leading government agencies under a consortium model. BWA's team of experts gather evidence on the things that influence people's choices and decisions and provide advice on how organisations can leverage these influences to make their programs more human-centred and effective. BWA's vision is to be recognised as a world-leading, applied research centre in behaviour change that impacts practice and policy for a healthy and sustainable society.

Visit: <http://www.behaviourworksaustralia.org> and <https://www.monash.edu/sustainable-development>

POSITION PURPOSE

A Level C research-only academic is expected to make independent or original contributions to the research effort within their field of expertise and to the organisational unit or interdisciplinary area of which they are a part. An academic at this level is expected to play a major role in research and demonstrate leadership and excellence.

The primary purpose of this position is to lead the development and delivery of research projects, supervise and support BehaviourWorks Australia's (BWA) Sydney-based Research Fellows, contribute to BWA's overarching research agenda, promote the BWA brand in Sydney and identify new opportunities in line with BWA's business plan. The incumbent will be responsible for maintaining relationships with BWA's current and future Sydney partners and clients and for managing the organisational and operational functions required to support the timely delivery of high-quality research projects and services. The incumbent will be an experienced researcher with a strong interest in conducting applied research and using insights from the behavioural sciences to address social, environmental and organisational problems. This includes, but is not limited to, literature reviews, survey design and implementation, interviews, intervention development and evaluation. This role also involves leading and participating in the development of tenders, grants and strategic research partnerships, contributing to scholarly forums and liaising with industry partners and researchers at Monash University and other academic institutions. The position will work closely with, and be supported by, BWA's Melbourne-based staff and/or casual staff.

Reporting Line: The position reports to the Director, BehaviourWorks Australia (BWA) under broad direction

Supervisory Responsibilities: This position provides direct supervision to Sydney-based Research Fellows

Financial Delegation: Not applicable

Budget Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level C research-only academic may include:

1. Coordinate and conduct applied behaviour change research in collaboration with the partner organisations (currently the Environment Protection Authority NSW, Office of Environment and Heritage NSW and QBE Insurance Group). This includes ensuring that these activities respond to the partner's needs and align to BWA's Strategic Plan
2. Write-up and present the findings of research into industry reports, academic publications, conference papers and/or media/communications outputs, as well as promoting the uptake of the research outcomes and recommendations
3. Day-to-day stakeholder and relationship management, which includes project scoping, developing work plans and progress reporting for clients and partners
4. Supervise/mentor BWA's Sydney-based Research Fellows and casual research support staff. Where appropriate, supervise or co-supervise honours or postgraduate students and researchers working in areas relating to the incumbent's area of research interest and aligned to BWA's research agenda
5. Manage the day-to-day activities of Sydney personnel and provide timely and accurate administrative functions, including planning and project scoping, progress reporting, staffing and resourcing
6. Manage BWA's Sydney industry partner relationships and contribute to/participate in working groups and collaboration projects
7. Lead BehaviourWorks Australia's business development activities in NSW by initiating meetings and presenting to existing and potential research partners and assisting with BWA events with the express aim of creating awareness of the brand to internal and external stakeholders
8. Actively seek opportunities and prepare/submit funding applications for behaviour change research projects
9. Assist in the development and delivery of accredited and non-accredited behaviour change education/training courses

10. Foster collaborative and interdisciplinary research partnerships with experts at Monash University and other academic institutions, as well as behaviour change practitioners working within the partner organisation. This includes coordinating the hosting of academic behaviour change experts to bring different perspectives and new knowledge to the task of influencing behaviour

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A relevant doctoral qualification in the behavioural sciences or a related field, with a background and/or proven experience in applying this to sustainability and environmental challenges

Knowledge and Skills

2. Demonstrated ability in developing, conducting and managing complex applied behaviour change research projects
3. Experience managing research staff and supervising post-graduate students
4. Extensive experience working collaborating with government, industry or within other social research contexts with a focus on behaviour change
5. A solid understanding of government policymaking processes and cycles, particularly for NSW
6. Experience with consultancy services and/or the establishment and coordination of strategic research partnerships with external agencies
7. A publication and grants/funding track record in the behavioural sciences or related field
8. Ability to coordinate multiple competing tasks and allocate resources according to priority in order to meet deadlines
9. Strong focus on maintaining quality and high standards of work with advanced writing and oral presentation skills, including the ability to convey research insights to different audiences
10. Demonstrated capability to work autonomously and lead a growing team in a dynamic context

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- The incumbent will be required to work to a flexible workplace arrangement including working at partners, co-working spaces and from home
- Travel to Melbourne will be required on a regular basis (approximately once per month)

LEGAL COMPLIANCE

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.