



Australian
National
University

INFORMATION FOR PROSPECTIVE CANDIDATES

Lecturer (Academic Level B)
Senior Lecturer (Academic Level C)

Aerospace / Environmental / Mechatronics

School of Engineering



ANU College of
Engineering and Computer Science

Contents

Message from the Dean	04
Message from the School Director	05

About us

ANU College of Engineering and Computer Science	06
School of Engineering	06
Our structure	08
Meet some of our people	10

The roles

Lecturer (Academic Level B)	14
Senior Lecturer (Academic Level C)	16
What you can bring to the role	18

Information for candidates

How to apply	20
Employee benefits	22
Our responsibility to Indigenous Australia	24
Achieving equity	25
About Canberra	26



Message from the Dean

Professor Elanor Huntington

Dean

ANU College of Engineering and Computer Science



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 engineering, computing, and the use of technology in the world. We believe the role of engineers, computing, and technology 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 an interconnected world and who want to create something exceptional. Unlock your imagination and reach out.

Message from the School Director

Professor Christopher Kellett

Director

ANU School of Engineering



The School of Engineering has internationally recognised strengths in electrical engineering, renewable energy engineering, and mechatronics engineering. As we reflect on 30 years of engineering at Australia's national university, we have a particular responsibility to look to the future by actively reimagining engineering with an eye on 2050.

Understanding the critical need to address the impacts of climate change, and the significant opportunities in airborne and space-based technologies, we are growing research and teaching activities in the areas of environmental and aerospace engineering. In collaboration with Indigenous Leaders at ANU, we are launching the Indigenous Engineering Design Studio. This important initiative will allow us to make concrete steps towards better access to our College for First Nations peoples.

Our journey reflects our unique focus on systems engineering; including in our traditional undergraduate and masters programs, but also as we start to experiment with new micro-credential and educational experience models, engaging with industry partners to provide educational offerings relevant to their needs.

Join an exciting and vibrant community ready to make a mark on what engineering will look like in 2050.

About us

ANU College of Engineering and Computer Science

The Australian National University (ANU) College of Engineering and Computer Science (CECS) is a vibrant and diverse community of more than three thousand students, staff, and visitors. Our College is comprised of three schools: the School of Computing, School of Cybernetics, and School of Engineering, supported by the Professional Services Group.

We aim to bring together expertise in social, technical, ecological and scientific systems to build a new approach. In the College, we draw on our disciplinary foundations to find and solve problems of global importance. Our people build on our traditional world-class expertise and take it in creative, unconventional directions. Through the Reimagine investment, we have the privilege and the responsibility to build a new legacy for the University, the country, and even the world.

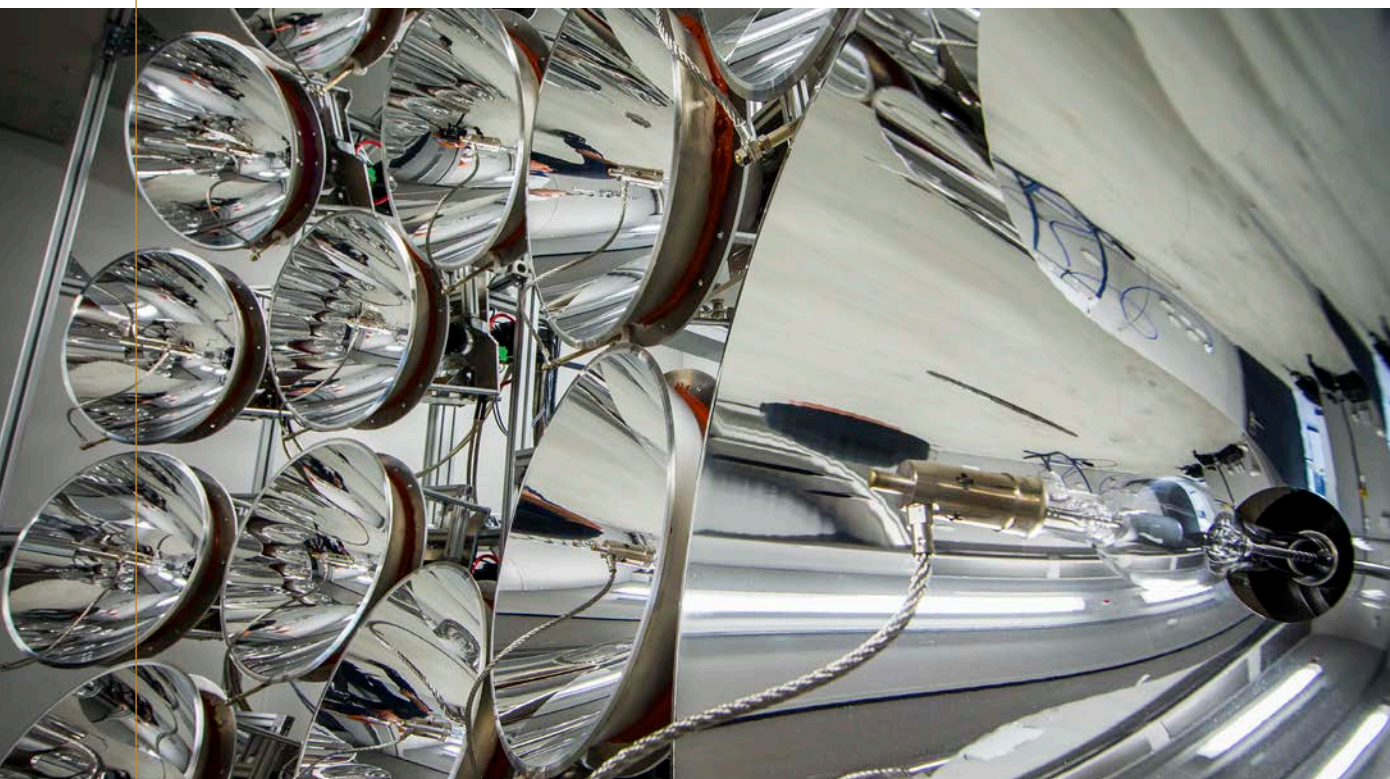
Join us in shaping a new intellectual agenda to reimagine engineering, computing, and the use of technology in the world.

School of Engineering

The School of Engineering brings together a diverse and welcoming community that is motivated to seek “wicked problems”. We connect divergent thinkers, to explore and pose solutions that cross the traditional interdisciplinary and global boundaries.

We have evolved from our foundational strength in systems thinking, reaching beyond traditional engineering fields. This systems approach embraces our core strengths and is shaped around four focus areas: Aerospace Engineering, Electrical Engineering, Environmental Engineering, Mechatronics.

Join us in our fundamental quest of discovery and passionate pursuit of knowledge that goes beyond our lived world.



Aerospace Engineering

Access to space and uncrewed aerial systems are rapidly decreasing in cost, driving new opportunities. We pursue topics in space systems engineering, advanced propulsion systems, and control of aerospace structures and vehicles. A key central topic of the School of Engineering is aerospace systems for Earth observation. These topics leverage particular ANU strengths in electrical and mechatronics engineering, as well as expertise from the Advanced Instrumentation Technology Centre. We continue to be a key contributor to ANU InSpace. We are designing and preparing to deliver a world-class systems-focused aerospace engineering education program with a suite of offerings including microcredentials, undergraduate, and postgraduate coursework. We aim to be the education partner of choice for national and international aerospace companies, particularly in the systems space.

Electrical Engineering

Electrical engineering fundamentally underpins many of the solutions to current societal challenges. This includes the design and development of advanced communications, signal processing, and control algorithms. Existing expertise in these areas provide strong support to endeavours in several of the other activity clusters; particularly mechatronics and aerospace engineering, and collaborating with the School of Computing in the area of computer engineering. We contribute to the zero-carbon energy transition by advancing the state-of-the-art in 21st century power systems, particularly through the Battery Storage & Grid Integration Program. We also continue to make fundamental contributions in the area of energy and devices, particularly in the area of solar photovoltaics and including technology to underpin the hydrogen economy.

Environmental Engineering

Managing our natural and urban environments in the face of growing population pressures and climate change—including increasingly severe droughts, storms, and bushfires—is one of the great challenges of our time. We focus on areas of significant national importance including interconnected urban systems, management and monitoring of our waterways and surrounding oceans, and bushfire prediction and response. This leverages expertise in other Engineering clusters for the development of sensors, monitoring platforms, and signal processing algorithms, as well as in Computational Science and Data Science & Analytics clusters in the School of Computing. We work closely with allied efforts across the ANU including in the Fenner School of the Environment and the Research School of Earth Sciences. In collaboration with our ANU Indigenous leaders, we are developing a first-in-the-nation Indigenous Engineering Design Studio with the specific aim of threading Indigenous ways of knowledge throughout our work in this space. In collaboration with the Design cluster in the School of Cybernetics, this will serve as a seed activity to grow the support and use of Indigenous ways of knowledge across the College.

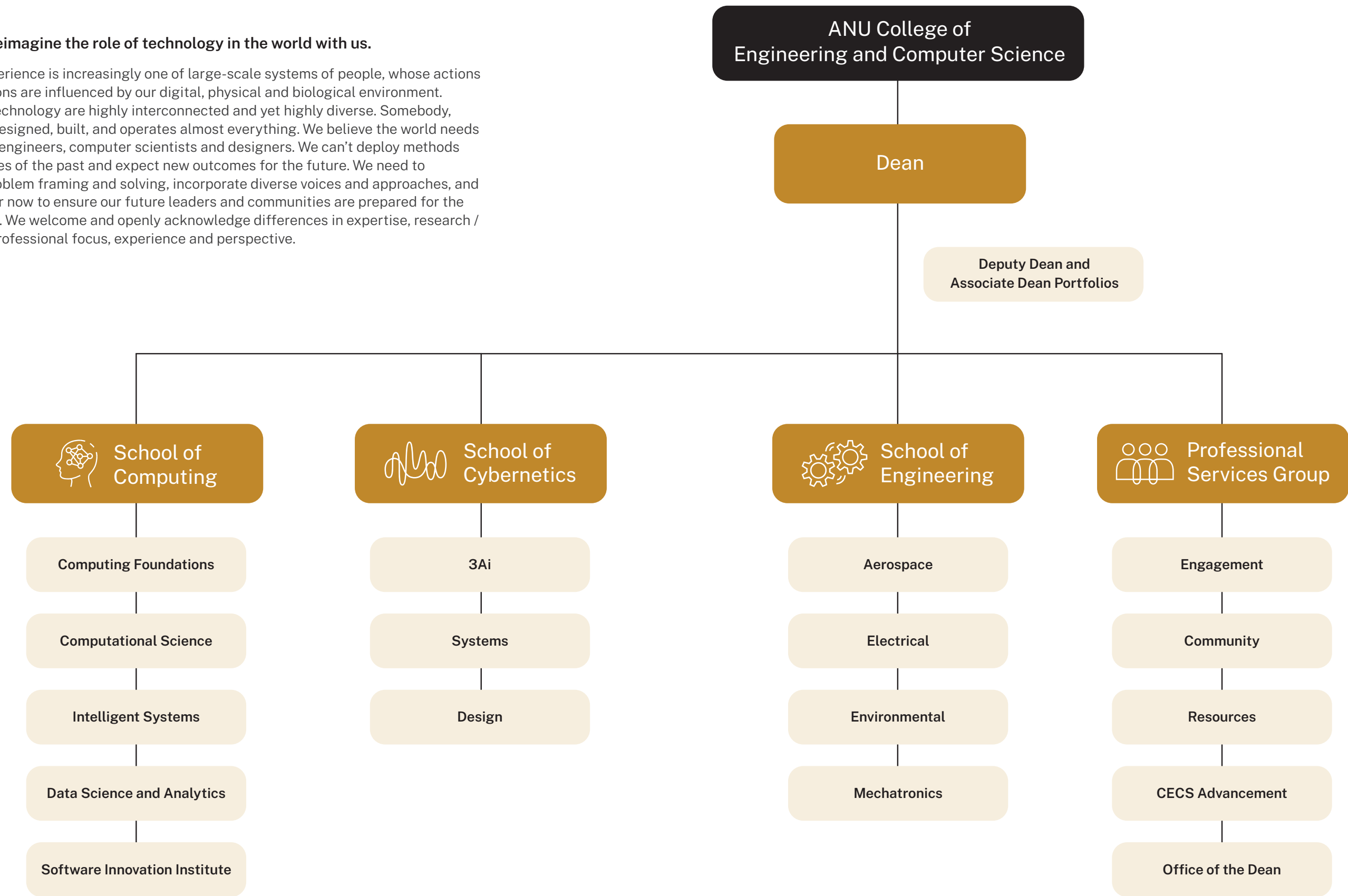
Mechatronics

Industry 4.0+ will rely heavily on advanced, flexible, and configurable manufacturing. Environmental monitoring will require autonomous mobile air, land, and sea systems. We are building on ANU historical expertise in computer vision, machine learning, robotics, and systems and control to carve out a unique and internationally recognised mechatronics activity. We pursue broad application areas in distributed optimisation and control of autonomous systems with a particular focus on the development of low cost, safety-critical monitoring and control systems. We aim to support multiple highly competitive international student design project teams in mechatronics, providing students with world-class educational experiences particularly with respect to systems design, integration, and operation, drawing on expertise across the College.

Our structure

Come and reimagine the role of technology in the world with us.

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.



Meet some of our people



Associate Professor Marta Yebra

School of Engineering and
Fenner School of the Environment

Satellite, airborne, and unground sensors are becoming abundant in day-to-day life, generating data at an unprecedented rate and scale. However, big data comes with engineering, environmental, and societal challenges that are still compromising a real-time conversion from 'Big Data' to 'Big Information', and therefore it's used for real-time decision making.

My research focuses on using remote sensing data collected from diverse platforms to monitor, quantify and forecast natural resources, natural hazards, and landscape function and health at local, regional and global scales with a special focus on bushfire management applications.

Over the next 12 months, I want to further establish an across schools research initiative (the ANU Bushfire Initiative) that I lead to integrating different remote sensing techniques, modelling and engineering solutions to big data and environment monitoring to enable early bushfire detection under a changing environment.

This cross-disciplinary research program fits within the vision of the School and College of a new type of engineering and computing that is custom-built and uses technology on service to people. Additionally, such a program will benefit researchers from environmental disciplines of the University, who will have access to the latest technology to inform their cross-disciplinary environmental and sustainability research, education and policy-relevant advice.



Dr Prasanga Samarasinghe

Future Engineering Research
Leadership (FERL) Fellow

My broader area of research is Audio and Acoustic Signal Processing. In particular, I focus on the analysis and synthesis of spatial sound, which requires viewing sound in three dimensions, including its orientation, directivity, trajectories, and characteristics of the environment such as reflections. Spatial audio serves a large range of real world applications including smart devices, entertainment, telepresence, national security, noise cancellation, smart homes, hearing aids, and autonomous vehicles etc.

While audio signal processing directly links with the Electrical Engineering activity cluster in the School it also impacts other clusters like Aerospace, Mechatronics and Environmental Engineering. For example, my research includes topics like Drone audition (Aerospace and Mechatronics), and wildlife

conservation via real-time audio sensing (Environmental). In the next 12 months, I am most excited about exploring a couple of new research areas including the effect of spatial audio on human emotions, and the meaningful exploitation of machine learning tools for spatial audio applications.

I work with a wide range of collaborators including the Australian Signals Directorate, ACT Government, Dolby Laboratories (Australia and US), Sony Corporation (Japan) and Facebook Reality Labs (USA). Therefore, my work along with the AASP research group strongly complements the College vision for conducting high-impact research through meaningful engagement and world-class infrastructure, while providing transformative education experiences and building strong communities.



Professor Kylie Catchpole

Deputy Director
School of Engineering

My area of research is solar cells and solar fuels as well as the broader energy transition. In particular our group has a focus on perovskite and perovskite/silicon tandem solar cells, which are a very promising approach for lowering the cost of solar energy. We are also working on generation of hydrogen using solar cells, and we have achieved world-leading efficiencies in both solar cell efficiency and solar-hydrogen generation. This work is part of the Electrical cluster within the School, but also has links with the Environmental cluster.

I'm also passionate about teaching, and over the next 12 months I'm excited to explore new ways of teaching our students that allow them to make direct connections between their strengths, interests, and what is most important to them. I want to empower students to take a proactive and experimental approach, where each step through their degree program helps them learn more about how they would like to contribute to the world. I'm also excited to work together with educators from across the School, College and University to help students develop a deep understanding of how they can make a difference.



Professor Katia Bazaka

Aerospace Lead
School of Engineering

As an engineer, I have a passion for translating my research on the fundamental processes that take place when plasmas come into contact with different types of matter and applying it to solve real-life challenges in industry and society. My interests span many fields, from increasing the efficiency of space propulsion to waste recycling and water treatment.

With expertise in electrical, aerospace and environmental engineering, and a strong systems engineering focus, I found ANU School of Engineering to be the perfect environment to build my world-class transdisciplinary research and teaching program and my career. With a strong base of internationally renowned experts, established links to industry and government, an exceptional student base, and a culture that encourages inquisitiveness, collaboration and research excellence, ANU is a place where I can truly innovate and push the boundaries in teaching and research.



Professor Iman Shames

Mechatronics Lead
School of Engineering

I am interested in understanding the perception-action loops that underpin autonomy. This involves studying the perception, decision, and control subsystems that operate across different time, information, and uncertainty scales.

In Daniel Kahneman's lexicon, these systems are labelled fast and slow. The slow systems are ponderous and resource exhaustive, the fast ones are fast, cheap, and prone to error.

The aim is to develop a rigorous design framework for autonomous systems that recognises situations when we are vulnerable to mistakes, potentially made by fast systems, and avoid large and catastrophic eventualities when the stakes are high and provide formal proofs of correctness.

We endeavour to address real-world and concrete engineering challenges using the precise language of mathematics to generate new insight that is transferrable to other disciplines and train engineers that are equipped with the necessary tools to tackle whatever the world throws at them.



Professor Lachlan Blackhall

Environmental Lead
School of Engineering

I am an aerospace engineer by education, spent time in industry working in energy research and development, and now work in the Environmental Engineering cluster with the School of Engineering (SoEN). 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.

As Entrepreneurial Fellow and Head of the Battery Storage and Grid Integration Program, my research interests underpin how to analyse and operate modern energy systems powered by renewables and energy storage. Our work is interdisciplinary by design and encompasses social, technical and economic research and perspectives. I am very proud that in pursuing these activities we are also building a community here in SoEN that is both culturally and gender diverse and inclusive.

The roles

Lecturer (Academic Level B)

Applications invited for Aerospace, Environmental, Mechatronics Activity Clusters

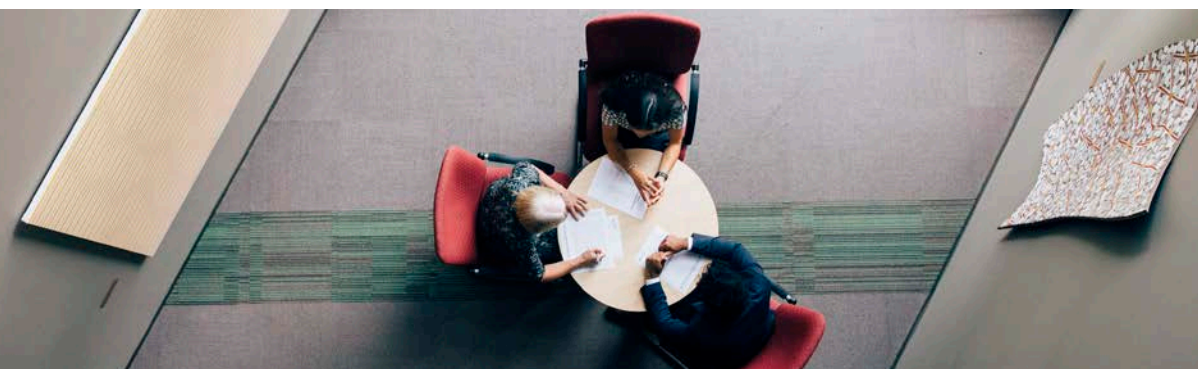
Role statement

1. 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.
2. 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.
3. 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.
4. 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.
5. Supervise less-senior academic and research staff, as appropriate.
6. Maintain high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
7. Contribute broadly to all aspects of the operation of the School, College and University.
8. Take responsibility for 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.

Selection criteria

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. An ability and commitment to mentor 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.



Senior Lecturer (Academic Level C)

Applications invited for Aerospace, Environmental, Mechatronics Activity Clusters

Role statement

1. 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.
2. 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.
3. 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.
4. 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.
5. Contribute to mentoring and career development of less-senior academic and research staff in alignment with the professional development process at the ANU.
6. Maintain and actively promote high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
7. Proactively contribute more broadly to the operation of the School, College and University. This may include representation through committee membership.
8. Take responsibility for 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.

Selection criteria

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. An ability and commitment 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.

What you can bring to the role

Your interests

Applications are invited from experts with interest and expertise in the education, research, and engagement of the following Activity Clusters within the ANU School of Engineering.



Aerospace Engineering
including space systems engineering, advanced propulsion systems, control of aerospace structures and vehicles, and aerospace systems for Earth observation.

Mechatronics Engineering
including Industry 4.0+, autonomous air, land, and sea systems, robotics, optimisation, control engineering, and systems integration.



Environmental Engineering
including interconnected urban systems, management and monitoring of our waterways and surrounding oceans, bushfire prediction and response, and acknowledging and incorporating diverse and indigenous knowledge systems throughout our work in this space.



Your contribution

- You have the strength and courage to be an intellectual and cultural leader.
- You will help us change the human face of our School, embracing the strengths of a diverse workforce, while fostering an inclusive culture.
- You aim to inspire a new generation with a diverse range of backgrounds, interests, motivations, and perspectives.
- You aspire to be an intellectual leader in education – its content, types of experiences, and delivery mode.
- You will help us achieve national outcomes in bringing important new intellectual agendas to Australia and nurturing them to achieve scale and impact beyond ANU.
- You conduct research that underpins the creation and use of technologies decades from now.
- You are committed to better outcomes for our community, our nation and the world.
- You make a positive difference to the ways that Australia and the world engage with technology – societally, economically, and culturally.
- You will help us provide the building blocks for national recovery as we move to a post-pandemic world.
- You will support the School and College to meet the future needs of our students, as well as place the University strongly in the global market.

Your approach

- You are creative and bold, learning from both your failures and successes.
- You are open and inclusive, recognising the richness that diversity brings to all that we do.
- You act with purpose and professionalism, making deliberate choices about what to start, stop and do more of.
- You act with integrity and awareness of how you behave, helping us build a strong community of respect and trust.
- You measure your success by the difference you make – shaping societies, governments, and technologies.
- You have the courage to make your own certainty, and discover new opportunity.

We welcome your application and look forward to seeing how you can contribute to our College community.

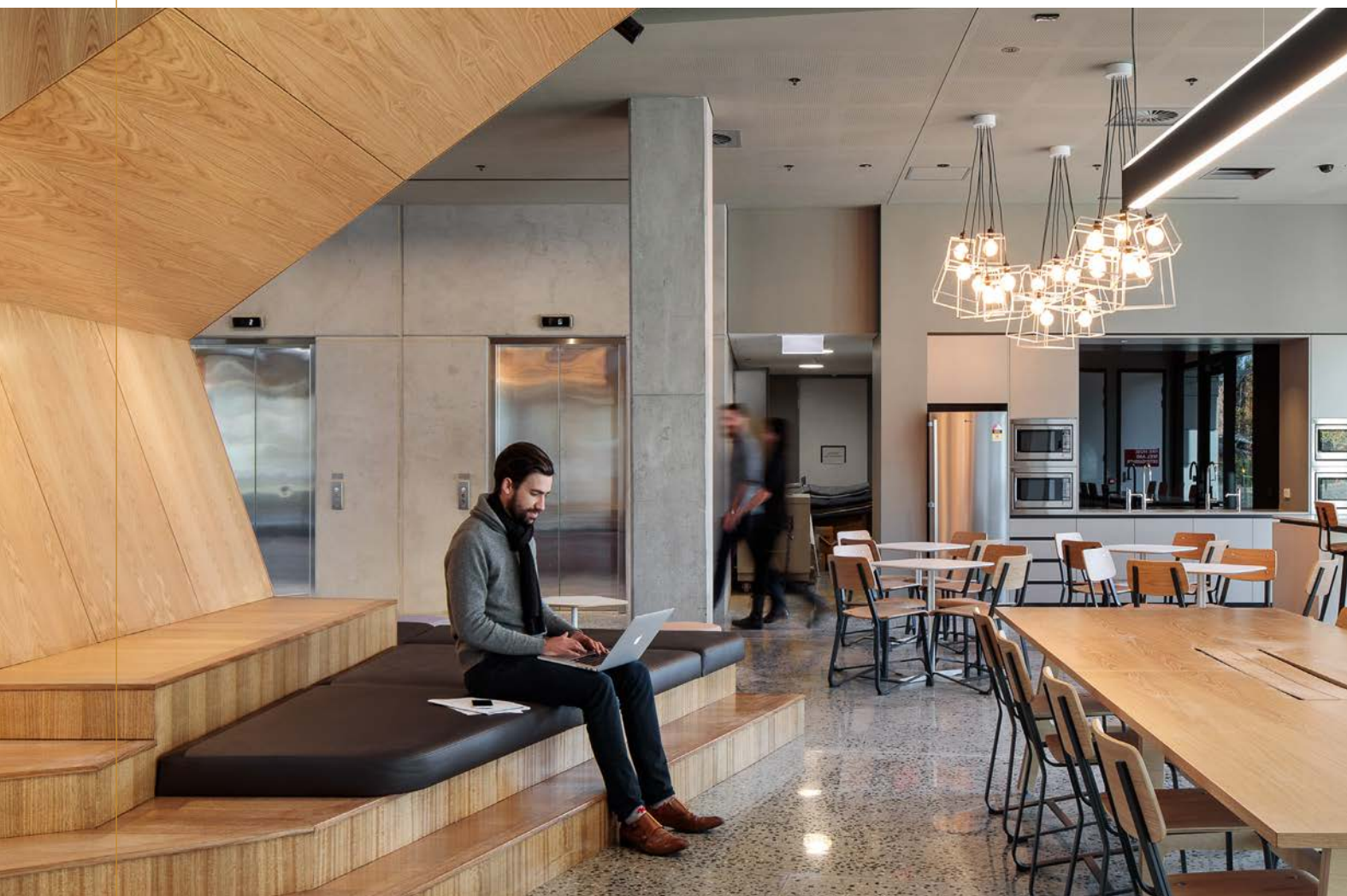
Information for candidates

How to apply

For enquiries regarding this role, please contact either the School Director at chris.kellett@anu.edu.au or, to find out more about life at SOEN, contact admin.eng.cecs@anu.edu.au and we will put you in touch with one of our Senior Lecturers.

We're keen for you to have the chance to demonstrate both the impact of your research and your enthusiasm for joining us to reimagine engineering, computing and the use of technology in the world.

1. Your curriculum vitae (CV) with contact details of at least two referees. Non-academic and non-traditional CVs are welcome.
2. Response to the selection criteria or a 1-2 page pitch.
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).



Indicative application timeline

Shortlisting: October 2021

Interviews: November 2021

Application process

All applicants must apply for the position via ANU jobs portal: anu.edu.au/jobs

The positions will remain open until filled. All job applications will be acknowledged upon receipt, by email. For questions on how to submit applications please contact hr.cecs@anu.edu.au.

Background checks

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.

Equity

ANU is committed to building a diverse and inclusive community, and particularly welcomes applications from women, Aboriginal and Torres Strait Islander people and candidates from culturally and linguistically diverse backgrounds. Furthermore, it is practice in the ANU College of Engineering and Computer Science to actively seek a gender mix of shortlisted candidates for interview. For more information about staff equity at ANU, visit services.anu.edu.au/human-resources/respect-inclusion

We welcome and develop diversity of backgrounds, experiences and ideas and encourage applications from individuals who may have had non-traditional career paths, who may have taken a career break, had career disruptions or who have achieved excellence in careers outside of the higher education sector. We support applicants who require flexible arrangements in their work environments or patterns. If your experience looks a little different to what we've described, but you're passionate and motivated by this position, we welcome your enquiry and application.

References

[ANU Minimum Standards for Academic Levels](#)

[CECS Strategic Intent](#)

[CECS Academic Performance Standards](#)

[CECS Recovery Plan](#)

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.



Employee benefits

Choosing to work at ANU can provide attractive benefits and support through every stage of your life and career in a world-class organisation. This includes a range of lifestyle, financial and non-financial rewards and programs offered as conditions of employment within the University.

Salary packaging

- Novated (car) leases
- Airline lounge membership: Qantas and Virgin Australia
- Laptops, Personal Digital Assistants
- Parking: eligible staff are able to apply for permits for on-campus parking
- Superannuation salary packaging available
- On-campus childcare with the option to deduct payment from pre-tax salary
- E-bikes

Health and wellbeing

- On-campus staff counselling service
- Independent and confidential Employee Assistance Program (EAP)
- On-campus fully credited primary health care facility
- ANU Fitness Centre gym and group fitness classes
- Wellbeing programs for staff, such as 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 priority enrolment for ANU staff
- Flexible working arrangements
- Breastfeeding facilities
- Dual career (spousal) hires

Career and Professional Development

- In-house and external staff development opportunities
- Outside Studies Program
- Support for individual career planning/ counselling services
- Staff undergraduate and postgraduate scholarships
- Study leave for professional staff
- 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
- 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 benefits

- 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
- 4 weeks annual leave plus end of year shutdown period
- 20 days personal leave (25 days per year after 3 years of service)

Learning communities

Student-led organisations inclusive and open to everyone. These communities encompass areas such as:

- creative arts
- cultures
- global challenges
- history, and
- sustainability.

For additional information, visit **ANU Jobs** or email hr.cecs@anu.edu.au

Start-up Packages

The School of Engineering provides generous start-up packages including a reduced teaching load in your first year, two PhD student stipends, and negotiated start-up funding to accelerate your ability to make an impact.

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.



About Canberra

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.

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.

For further information about Canberra, visit canberra.com.au



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



More than 25% of Canberra residents were born overseas



Australian
National
University

Contact us

**ANU College of
Engineering and
Computer Science**

Computer Science and Information
Technology Building

North Road, Acton, 2601

+61 2 6125 1294

hr.cecs@anu.edu.au

cecs.anu.edu.au

Connect with us on social media @anucecs



The Australian National University,
Canberra ACT 2600 Australia

CRICOS Provider #00120C

ABN : 52 234 063 906