

Position Description

Research Fellow (Vulnerable Groups)

Position Number: 00062887
Position Title: Research Fellow
Date Written: May 2018

Faculty / Division: Business School
School / Unit: Centre for Social Impact
Position Level: Level B

ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten-year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition, we are attracting the very best academic and professional staff to play leadership roles in our organisation.

UNSW BEHAVIOURS

UNSW recognises the role of employees in driving a high-performance culture. The behavioural expectations for UNSW are below.

Demonstrates Excellence

Delivers high performance and demonstrates service excellence

Drives Innovation

Thinks creatively and develops new ways of working. Initiates and embraces change

Builds Collaboration

Works effectively within and across teams. Builds relationships with internal/external stakeholders to deliver outcomes

Embraces Diversity

Values individual differences and contributions of all people and promotes inclusion

Displays Respect

Treats others with dignity and empathy. Communicates with integrity and openness

OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

UNSW Business School is a leader in business education and research in the Asian region and one of the largest Business Schools in Australia with more than 15,000 students, 500 academic and professional staff and more than 80,000 alumni and partners. The Business School offers a full suite of business degree programs at undergraduate, postgraduate, coursework and research levels, including the AGSM MBA programs and a range of Executive Programs. Its direction is guided by a business advisory council of leading CEOs, chairpersons and other business leaders.

The Business School's reputation is built on its outstanding staff, students and alumni and a cultural diversity which ensures an international focus. It also has a long history of deep industry engagement and takes pride in the impact it has through its educational and research activities. The School is frequently ranked among the top 50 in the world, and in some areas among the top 20, according to global indicators. For further information, see: <https://www.business.unsw.edu.au/>

The **Centre for Social Impact (CSI)** is a national research and education centre dedicated to catalysing social change for a better world. CSI is built on the foundation of three of Australia's leading universities: UNSW Sydney, The University of Western Australia, and Swinburne University of Technology.

Our **research** develops and brings together knowledge to understand current social challenges and opportunities; our postgraduate and undergraduate **education** develops social impact leaders; and we aim to **catalyse change** by drawing on these foundations and translating knowledge, creating leaders, developing usable resources, and reaching across traditional divides to facilitate collaborations.

CSI at UNSW is located on the UNSW Sydney campus (Kensington) within the UNSW Business School where it is a critical work unit responsible for delivery of academic priorities of the University and in interactions with students, alumni, industry, government, professional bodies, and the community.

CSI UNSW comprises research, education, and operations teams, a national marketing & communications team and the national CSI CEO.

The Research Fellow will take a lead role in managing and undertaking research projects in areas such as Outcomes Measurement and evaluation focussed on vulnerable groups. They will be responsible for building and maintaining industry relationships and attracting research funding and contracted industry projects. These objectives will help to increase the centre's reputation for research leadership in social impact by establishing a strong, thriving, high quality research environment.

The role of Research Fellow reports to the Director – UNSW CSI Research and has 0 direct reports.

RESPONSIBILITIES

- Conduct research of high quality and high impact including attainment of competitive government and industry research funding and publication of outcomes in high quality research outlets.
- Monitor and manage changing and/or emerging issues in research projects and provide expert advice and/or solutions in areas of responsibility.
- Collaborate and liaise with industry partners and funders to ensure that contracts are overseen and delivered upon.
- Develop productive relationships and work in collaboration with team members across CSI (including UNSW Australia, Swinburne and the University of Western Australia) as well as form new partnerships and collaborations.
- Pursue and develop an active research program (research grant applications, research student supervision, publications in relevant referred Social Science / Business and related journals, presentation to conferences and publications in conference proceedings).

- Manage the delivery of accurate analysis and evaluation, interpret research data and produce timely and accessible communication for a range of audiences including colleagues, funders, research participants and other stakeholders.
- Write and publish high impact academic publications.
- Develop and teach courses as directed and assist with the development of new courses adopting a flexible approach to teaching and learning.
- Deliver high quality teaching and student experience utilising sound pedagogical methodologies and innovative technologies.
- Actively participate in seminars, meetings and Committees with CSI Research and Education teams, the School of Business and UNSW Australia.
- Ensure hazards and risks are identified and controlled for tasks, projects and activities that pose a health and safety risk within your area of responsibility.
- Cooperate with all health and safety policies and procedures of the university and take all reasonable care to ensure that your actions or omissions do not impact on the health and safety of yourself or other.

SELECTION CRITERIA

- A PhD or equivalent experience in Social Sciences or related discipline and research experience in an area of relevance to CSI in particular expertise with vulnerable/marginal groups (for example, people experiencing mental illness, disability, homelessness, family violence).
- Demonstrated excellence in
 - publishing in leading Business or Social Science journals relevant to CSI areas
 - teaching including lecturing and tutoring at undergraduate and/or postgraduate level, in an area of relevance to CSI would be a distinct advantage
 - understanding and appreciation of the values and roles of a major research university operating in an international context.
- High-level qualitative research skills including conducting interviews / fieldwork and qualitative data analysis; knowledge of various IT software such as Nvivo and Endnote and ability to ensure research tools and findings are accessible for vulnerable/marginal groups, and a demonstrated knowledge of the ethical issues of conducting research with these cohorts.
- Excellent written and verbal communication and critical thinking skills, demonstrated in an ability to communicate effectively with colleagues, vulnerable/marginal groups, funders, research participants and other stakeholders and to translate research findings for a range of audiences.
- Extensive experience and expertise in project management including management of budgets and financial information, data collection and analysis, measure and report outcomes and ability to work to agreed timelines.
- Demonstrated ability to undertake independent research, high-level of initiative and flexibility, team-oriented independence and problem-solving ability to meet strict and competing deadlines.
- Demonstrated ability to obtain research funding and participate in collaborative research and educational projects.
- Excellent leadership skills, including competence in modelling behaviours that align with the UNSW's values and the ability to foster these in staff, students and the broader University community
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training.

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.