



THE UNIVERSITY OF
MELBOURNE



Appointment of

The Thomas and Margaret Ruth McArthur Fellowship

School of Social and Political Sciences, Faculty of Arts



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Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.





The Faculty of Arts

The Faculty of Arts at the University of Melbourne is widely recognised as Australia's leading centre for the study of the Humanities and Social Sciences

The Faculty of Arts is committed to creating a workplace where equity, diversity and inclusion are celebrated and everyone is treated fairly, regardless of gender, sexuality, ability, ethnicity, religion or age. People with diverse experiences and especially Aboriginal and Torres Strait Islanders and other First Nation people are strongly encouraged to apply.

If you have any accessibility or other requirements for the application or interview, please contact us. We are dedicated to ensuring barrier free and inclusive practices to recruit the most talented candidates. A position description is available in alternate formats if required, including large print.

The Faculty of Arts at the University of Melbourne brings together leading scholars across 40 disciplines of study in the Humanities and Social Sciences. Our academic staff are of international standing and committed to excellence in teaching and research.

The Faculty is home to the University's first degree, the Bachelor of Arts, which is one of the most sought-after degrees in Australia, consistently attracting outstanding students from around the country and internationally. Our teaching programs encourage critical inquiry, creativity, global perspectives and the questioning of ideas. In 2016, the Faculty opened Arts West – an award-winning building in the heart of the historic campus and a new home for the Bachelor of

Arts. Arts West supports active and informal learning through object-based learning laboratories and purpose-built teaching spaces which has transformed teaching and learning in the Humanities and Social Sciences, setting a new benchmark in the Asia region.

Our Graduate School of Humanities and Social Sciences offers 19 professionally oriented Masters programs, including Arts and Cultural Management, Applied Linguistics, Global Media Communication, International Relations and Public Policy and Management. The Graduate School also houses our outstanding PhD program.

Over its 150-year history, the Faculty has produced leaders in a wide range of fields, including government, business, creative industries and media, community and not-for-profit organisations. The Faculty maintains strong strategic relationships with leading international universities through joint teaching collaborations, research projects and student exchange programs. Partnerships with government, not-for-profit and private organisations facilitate work integrated learning opportunities for our students and research collaboration with our researchers. The Faculty has an active and vibrant outreach program, promoting lifelong learning in the Humanities and Social Sciences.

Our community includes over 700 academic and professional staff, 13,000 students across undergraduate, graduate coursework and research higher degree programs, and a strong and active alumni population of over 70,000 worldwide.

Alongside the Graduate School of Humanities and Social Sciences, the Faculty consists of five interdisciplinary Schools:

[Asia Institute](#) – the University's key centre for study in Asian languages and cultures, with programs including Arabic, Chinese, Indonesian and Japanese languages, alongside Asian, Islamic and Contemporary Chinese Studies.

[School of Culture and Communication](#) – with programs in Art History and Curatorship, Arts and Cultural Management, Indigenous Studies, Creative Writing, English and Theatre Studies, Media and Communications, Publishing and Communications, Journalism, and Screen and Cultural Studies.

[School of Historical and Philosophical Studies](#) – encompassing History, History and Philosophy of Science, Philosophy, Jewish and Hebrew Studies, Conservation and Classics and Archaeology.

[School of Languages and Linguistics](#) – includes French, German, Italian, Russian and Spanish languages, alongside European studies, Latin American studies and Linguistics, Applied Linguistics and English as a Second Language.

[School of Social and Political Sciences](#) – with programs in Anthropology and Development Studies, Criminology, Political Science, and Sociology and Social Policy.

FACULTY OF ARTS STRATEGY

Under the leadership of Professor Russell Goulbourne, we have launched a [Faculty of Arts Strategy](#) focusing on:

- Transformative learning
- Research that makes a difference
- Partnerships that add value
- Support for all staff

Mission

The Faculty of Arts is committed to benefiting the peoples, cultures and economies of Melbourne, Australia, the region and the world.

We do this across our distinctively broad range of Humanities and Social Sciences disciplines by creating, transforming and sharing knowledge that deepens and enriches understanding of what it means to be human and by developing graduates whose skills, values and empathy enable them to shape better, fairer and more sustainable societies.

Values and Behaviours

We expect all our staff to commit to our values of:

- Rigour and integrity, generosity and humility, intellectual freedom and critical independence
- Diversity and inclusion, trust and mutual respect, social justice and civic responsibility
- Courage and creativity, openness and transparency, environmental sustainability.

Vision

Building on our achievements to date, by 2025 the Faculty of Arts will be:

- the leading faculty of our kind in the Asia-Pacific region and one of the most compelling in the world, known above all for the difference we make locally, nationally, regionally and globally
- home to a dynamic, diverse and inclusive community of staff and students who are committed to achieving our full potential by working together and with our partners in a spirit of courageous generosity
- transformed by recognising and engaging the ways of knowing held by Aboriginal and Torres Strait Islander peoples, on whose land we work

The School (SSPS)

The appointee will join the School of Social and Political Sciences, which is at the forefront of teaching and research in the social sciences in Australia and internationally. The School's aim is to redefine the world and change what matters, and our work is underpinned by the values of intellectual freedom, integrity, diversity, environmental sustainability and social justice. We value collegiality and active citizenship and are committed to contributing strongly to public and institutional life, and to providing an engaged and distinctive social science and arts education for our students.

Our School consists of a team of more than 150 dedicated academic and professional staff in the disciplines of Anthropology and Development Studies, Political Science, Criminology and Sociology. We are an active and engaged School, with staff and students involved in and leading major research and engagement concentrations such as the Anti-Racism Hallmark Research Initiative, the Future of Work Lab, the African Studies Group, the Myanmar Research Network, the Australian Centre, the Pacific Network, and the Gender Studies program. Senior leadership of the School comprises the Head of School, School Manager, Deputy Head (Research), Deputy Head (Teaching and Learning), Deputy Head (Partnerships), Deputy Head (Equity and Diversity), Director-International, Director-RHD and Directors of the Early Career Academic Network. The School values its local, regional and international partnerships with external organisations and communities, with significant partnerships with the Brotherhood of St Laurence,

Scope Australia, and the Universitas Gadjah Mada.

The School is aligned with the Faculty of Arts' commitment to being transformed by Indigenous knowledges and perspectives across its teaching, research, and local and international partnerships activity. To enable this transformation, the Faculty of Arts has reformed its governance to include the role of Associate Dean Indigenous who leads the implementation of the Faculty's Divisional Indigenous Development Plan. This plan commits the Faculty to furthering the impact of its Indigenous Studies program and research activities including that of the Research Unit on Indigenous Languages and the renewed Australian Centre that takes up the agenda of the former Indigenous-Settler Relations Collaboration.

The School is committed to providing an environment that will sustain and enable First Nations and persons of colour to flourish in their chosen fields. The Head of School is committed to maintaining an environment for all staff in the School in which staff are valued for the work they do, and are supported to do excellent work. This includes clear communication channels and the maintenance of structures of governance and collegiality, and a culture of substantive equity for all staff. We strongly welcome applications from Aboriginal and Torres Strait Islander peoples, from people of diverse cultural backgrounds, from persons of colour, and from people with disabilities. If you have any questions at all about the position, or the format that the application should take, please be in contact with the person named on the last page of this position description.

The School acknowledges that we work and learn on the lands of the Wurundjeri Woi Wurrung People of the Kulin Nation, whose land was never ceded, and whose sovereignty remains. We pay respect to Elders, past and present, and to the important place of Indigenous knowledge in the academy.

Position Description & Selection Criteria

It is essential that the Selection Criteria be addressed in the job application. At this university this means including a cover letter that addresses each of the criteria. Applications that fail to address the Selection Criteria explicitly will not be considered. If you have any queries about this please contact the Head of

School, Professor Jennifer Balint. (and see 'how to apply' section below)

POSITION NO.	0061988
CLASSIFICATION	Level A.6
SALARY	\$101,460 – 108,906 p.a.
SUPERANNUATION	Employer Contribution of 17%
WORKING HOURS	Full Time (FTE 1.0)
BASIS OF EMPLOYMENT	3-year fixed term
FIXED TERM CONTRACT TYPE	External Funding

Position Summary

The Thomas and Margaret Ruth McArthur Fellowship Fund was established to support Postdoctoral Fellowships in the Faculty of Arts at the University of Melbourne. The Fellowship will be given to a candidate who has been awarded the Doctor of Philosophy and who wishes to pursue research in the field of Anthropology with a focus in the Asia-Pacific region. Per the terms of the bequest funding this fellowship, preference is given to candidates who identify as female. The Postdoctoral Fellow will be based in the School of Social and Political Sciences.

The Postdoctoral Fellowship will enable the appointee to enhance their applied and fundamental skills in interdisciplinary research, with the help of personnel and world-class facilities at the University of Melbourne. Senior academic staff will provide guidance and mentoring in the development of the incumbent's research profile.

The Postdoctoral Fellow will be expected to contribute to the research agenda of the School and Faculty, through the conduct of research and output of publications during the term of the appointment. The Postdoctoral Fellow will also contribute to other School or Faculty activities as negotiated with the Head of School or Dean of the Faculty.

The Fellowship is supported by research funds to cover appropriate research expenses up to the value of \$10,000 per annum.

We welcome applications from Aboriginal and Torres Strait Islander peoples; and encourage applications from under-represented groups in the higher education sector.

Key Responsibilities

- Undertake high quality research on their designated research project;

- Prepare reports and papers based on research findings for presentation at conferences and seminars;
- Publish research findings in accordance with the minimum expectations of the Faculty of Arts;
- Prepare and submit applications for external research grants where appropriate;
- Undertake limited administrative functions primarily connected with the Fellow's research project;
- Undertake other limited duties as negotiated with the Head of School or Dean of the Faculty (such as research supervision, or occasional guest lecturing) that contribute to the incumbent's professional development, and to the research and learning environment of the School of Social and Political Sciences.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5 or 6.

Selection Criteria

ESSENTIAL

- PhD qualification in the field of Anthropology;
- Demonstrated ability to engage in independent scholarship and research in the Asia-Pacific;
- Demonstrated publication record in Anthropology in refereed journals and/or publishing houses, relative to opportunity, previous career path and level of appointment;
- Excellent communication (both written and verbal) and interpersonal skills and the ability to work effectively as part of a team.

DESIRABLE

- Preference will be given to candidates who identify as female
- A demonstrated interest in interdisciplinary research.

SPECIAL REQUIREMENTS

All applicants must provide a detailed application that addresses the position description and selection criteria. In addition, all applicants are required to include:

A short essay of no more than five (5) pages setting forth the proposed research project, its aim and background including:

- information about recent developments in the field of the research and the relationship of this proposal to work in the field generally;
- how the anticipated outcomes will advance the knowledge base of the discipline and why the project aims and concepts are novel and innovative;
- the conceptual framework, design and methods of the proposed research;
- the expected outcomes and likely impact of the proposed research;
- an indication of required research expenses, such as fieldwork, archival or conference support;
- how the research project might result in economic or social benefits to Australia;
- plans for communicating the results of the research including public communication and dissemination.

PhD Examiners' reports.

Equal Opportunity, Diversity & Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit. The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the

People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

Occupational Health & Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other people who may be affected by their conduct.

OHS responsibilities applicable to positions are published [here](#).

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other staff.



The University of Melbourne

Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

Ranked number 34 in the latest Times Higher Education World University Rankings*, Melbourne competes on an international stage with the best institutions globally and has an international outlook and reach to match.

With a rich history stretching over 160 years, the University of Melbourne also occupies a special place in the heart of the city. Since its founding in 1853, the University has been committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 52,000+ students from over 130 countries. The University comprises nine Academic Divisions providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

The alumni network is significant and truly international, with representation from 160 countries. This international community includes former Prime Ministers, Governors General, and

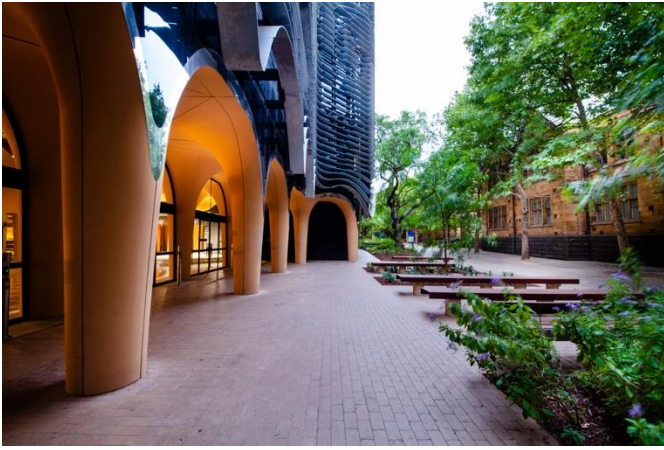
Nobel Laureates, and is a testament to the world-class education the University of Melbourne delivers.

*Times Higher Education World University Rankings 2023

THE MELBOURNE MODEL

Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees (offering a total of 87 major fields of study) and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model's curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.



- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

The University of Melbourne's Strategic Plan 2020 – 2030

Advancing Melbourne

The University's strategic direction is grounded in its purpose. While its expression may change, **our purpose is enduring: to benefit society through the transformative impact of education and research.** Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

[Advancing Melbourne](#) reflects the University's commitment to its people, its place, and its partners. **Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.**

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.



People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace which attracts people who are the best in their professional, academic and teaching fields

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff that have been recognised through prestigious national and international awards and through membership of Australia's learned academics. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world class organisation which provides its staff with exceptional benefits and support at every stage of their life and career.

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.

Living and Working in Melbourne

Geography

Melbourne is the capital city of Victoria and the second largest city in Australia. It is set around the shores of Port Phillip Bay and sits beside the Yarra River, around five kilometres from the bay.

Melbourne is home to over 5 million people and has a metropolitan area of 9990.5 km². The Economist Intelligence Unit has frequently rated Melbourne amongst the world's most liveable cities city, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km² and has a population of more than 159,000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

Further Information

General Information about the University of Melbourne is available at its website www.unimelb.edu.au

About the University of Melbourne

about.unimelb.edu.au

The University of Melbourne's Strategic Plan 2020-2030: Advancing Melbourne

<https://about.unimelb.edu.au/strategy/advancing-melbourne>

Annual Reports

<http://annualreport.about.unimelb.edu.au>

Faculty of Arts

arts.unimelb.edu.au

Research

University of Melbourne research strategy and implementation

research.unimelb.edu.au

Teaching

Teaching and Learning at the University of Melbourne

provost.unimelb.edu.au

Careers

<https://about.unimelb.edu.au/careers>

How to apply

Please submit your application via the University of Melbourne's Careers [page](#)

The Faculty of Arts is committed to equity, diversity and inclusion. It aspires to reflect the diversity of our local and global communities; where people are valued, respected and have equal access to opportunities and are encouraged to fulfil their talents and potential. Applicants with diverse experiences are strongly encouraged to apply. This includes First Nations people, culturally and linguistically diverse people, Deaf and hard of hearing people, people with a disability, LGBTIQ+, and neurodiverse people. If you have any accessibility requirements for the application or interview, please contact us. We are dedicated to ensuring barrier free and inclusive practices to recruit the most talented candidates. A position description is available in alternate formats if required, including USB, and Large Print.

ENQUIRIES

Contact for enquiries only, please do not send your application to this contact

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