



Position Description

College:	College of Engineering and Computer Science
Faculty/School/Centre:	School of Computing
Department	
Position Title:	Senior Fellow / Associate Professor
Classification:	Academic Level C / D
Responsible To:	Co-Lab Director / School Director

PURPOSE STATEMENT

The ANU College of Engineering and Computer Science (CECS) 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, the College has a unique set of national responsibilities and an obligation to have a degree of impact befitting Australia's 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, 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.

The ANU has a unique relationship with the Australian Signals Directorate (ASD), stemming from common interests with the Mathematical Sciences Institute and School of Computing (SOCO). The resulting ANU-ASD collaboration (Co-Lab) dedicates itself to enhancing and promoting research collaboration, recruitment, training, and outreach activities in areas of mutual interest, with a focus on science, technology, engineering, and mathematics (STEM).

KEY ACCOUNTABILITY AREAS

Position Dimension & Relationships:

The appointee will be a member of the School of Computing within one of the four activity clusters, accountable to the Activity Cluster Lead and to the Co-Lab Director of Research. The staff member will contribute cooperatively to the overall intellectual life of the School, College, and University. In this specific position, the appointee will also be a point of contact for external engagement and work in partnership with both professional and academic staff to achieve the strategic priorities of the School, College and University.

The appointee will engage with ASD in delivery of key goals of ANU Computing into the ASD relationship. These include: identifying and fostering talented ANU students to engage with ASD; assisting development of unique academic curricula to connect activities of ANU students to research training relevant to fundamental research problems; coordinating and leading delivery of curriculum for ACT high school and college students attending CS enrichment programs hosted within the Co-Lab; and coordinating and leading delivery of specialised training courses within the Co-Lab.

The appointee will undertake work in all three areas of academic activity: research, education, and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of appointee's independent research agenda and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Academic may also be required to supervise or mentor less senior staff, and undertake leadership roles as applicable.

Role Statement:**Academic Level C**

Specific duties required of a **Level C Academic** may include:

- Proactively support the engagement and impact activities of the School, with a particular focus on activities which align with the strategic priorities of the Co-Lab partnership.
- 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.
- 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.
- 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.
- 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.
- Contribute to mentoring and career development of less-senior academic and research staff in alignment with the professional development process at the ANU.
- Maintain and actively promote high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College, and University.
- Proactively contribute more broadly to the operation of the School, College and University. This may include representation through committee membership.
- Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- Other duties as required consistent with the classification level of the position.

Academic Level D

Specific duties required of a **Level D Academic** may include:

- Proactively support the engagement and impact activities of the School, with a particular focus on activities which align with the strategic priorities of the Co-Lab partnership.
- Undertake high impact independent, 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.
- Make a leading contribution to the educational activities of the Activity Cluster and School. This includes, but is not limited to, course and program coordination including development of and responsibility for curriculum/programs of study; the creation of innovative new educational experiences; 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.
- Establish and maintain relationships with industry, government and the wider research community to enhance cross-disciplinary collaborations and support the translation of research outcomes into applications, including taking a leadership 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. Where appropriate, oversee the management of grants received for research projects.

- Provide significant leadership and involvement in 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 forums of international esteem (and with more extensive impact measures presented in the CECS Academic Performance Standards), and collaborating with others at an international level. Also, leading outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
- Manage and provide leadership through team development, mentoring and career development of less-senior academic and research staff in alignment with the professional development process at the ANU.
- Maintain, actively promote and champion high academic standards and collegiality in all education, research, impact, engagement and administration endeavours of the School, College and University.
- Proactively contribute more broadly to the operation of the School, College and University, including representation through committee membership.
- Take responsibility for workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- Other duties as required consistent with the classification level of the position.

Indicators of Success

The following indicators are only guidelines aiming to illustrate expectations for practice-led positions at progressive levels. The appointee will define and collaboratively deliver a contribution to the School, College and University regarding its research, teaching, operations, commercial partnerships and reputation, which reflects their expertise and experience, within the period of tenure.

Specific target outputs and indicators of success will be developed in dialogue between the appointee, the School and (where relevant) the College, consistent with College Academic Performance Standards. The position description and indicators of success will be reviewed following an agreed schedule. They will support a transparent performance development and progression process during the period of appointment and are, as a result, cumulative at progressive levels.

Level C - The appointee has developed sustainable pathways to enable the integration of her/his practice-led experience and expertise into multiples areas of the intellectual work of the School. The appointee conversely leverages her/his practice to champion the School's work in an impactful manner at a national level.

SELECTION CRITERIA

The breadth and depth of this role are illustrated in the following selection criteria. While candidates should ideally meet all selection criteria, the School of Computing will consider all applications that demonstrate alignment with its mission.

Academic Level C

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. Ability 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.*

Academic Level D

1. A PhD or equivalent in a disciplinary area of the School, or a related area as relevant to the School, with an outstanding 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 innovative and successful 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 the School
3. A demonstrated commitment to and leadership in engagement and impact activities involving government, industry, the wider research community and the general public, including leadership of 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 a demonstrated capacity to contribute to the strategic priorities and activities of the School and College.
5. A demonstrated commitment to and championing of collaboration, team-based projects and interdisciplinary activities and interests. In particular, evidence of ability and experience in effectively establishing and scaling on-going support for industry-academia engagement, collaboration and partnerships.

6. A strong record of leading and 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. Ability 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 D 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 and leadership in academia, industry or government.*

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.

Printed Name:		Date:	
---------------	--	-------	--

References:

[ANU Minimum Standards for Academic Levels](#)

[CECS Strategic Intent](#)

[CECS Academic Performance Standards](#)