Research Fellow in Cyber Security (Threats and Risks)
Cyber Security Cooperative Research Centre
Faculty of Business, Justice and Behavioural Sciences

Classification	Level B
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	March 2019

Our University Values

Insightful — Understanding people and the world

Inclusive — Stronger together

Impactful — Outcome driven

Inspiring — Leading for the future

Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results
- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact
- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others
- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Faculty of Business, Justice and Behavioral Sciences

The Faculty of Business, Justice and Behavioural Sciences covers a diverse range of disciplines and is comprised of 6 Schools, 1 Centre and CSU Engineering – the School of Management and Marketing, School of Accounting and Finance, School of Computing and Mathematics, School of Policing Studies, Australian Graduate School of Policing and Security, School of Psychology, Centre for Customs and Excise Studies and CSU Engineering.
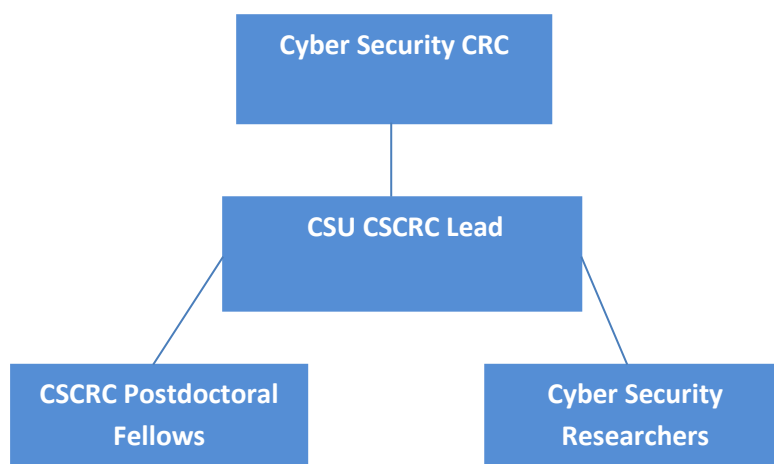
Our Faculty are leaders in their fields of teaching and research and combine significant professional experience with academic expertise. Our schools continue to grow through close collaboration and consultation with private industry, regulators, professional bodies, community engagement, partnerships and global networks.

The Cyber Security Cooperative Research Centre (CSCRC)

Charles Sturt University (CSU) is member of the Cyber Security Cooperative Research Centre (CSCRC). The CSCRC consists of 23 participants including leading companies such as Optus, CISCO, TSS Cyber and Tata Consulting and crucial government agencies such as the Australian Signals Directorate and the Australian Federal Police. State governments including from NSW to WA are also members of this industry led consortia.

This position will be based within the CSU's Faculty of Business, Justice and Behavioural Sciences which covers a diverse range of disciplines.

Organisational Chart

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                    │  Cyber Security CRC │
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                    │    CSU CSCRC Lead   │
                    └─────────────────────┘
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        ┌──────────────────────┐  ┌──────────────────────┐
        │  CSCRC Postdoctoral  │  │    Cyber Security    │
        │       Fellows        │  │     Researchers      │
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Key Working Relationships

- CSU Cyber Security CRC Lead
- CSCRC Research Director
- Research Office
- Faculty and School Staff

Reporting Relationships

This position reports to: CSU Cyber Security CRC Lead
This position supervises: Nil

Position Overview

This role is funded by CSCRC and will work closely with CSCRC to develop and engage in high quality, impactful research projects that contribute to cyber security in Australia. The focus will be to investigate primarily through social science research national security and criminal cyber-security threat/risk issues and propose legal, technical and policy remedies to these, including but not limited to the following areas:

- Socio-technical aspects of emerging cyber security threats and risks
- Multilateral and industry cyber-regulation issues
- National security, law enforcement and justice cyber laws and regulations
- Intellectual property theft
- Identify theft
- Cyber terrorism, foreign interference and warfare

Principal Responsibilities

- Conduct high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Narrative and the CSCRC 's Research objectives including securing external funding and maintaining up-to-date research records within CSU's research database;

- Support and liaise with the cyber security researchers within the university and across the Cyber Security CRC to ensure high quality research outcomes;

- Effectively liaise with staff across the University and with partners to ensure high quality research;

- Contribute to the preparation of research proposal submissions to the Cyber Security CRC and external funding bodies;

- Contribute to the design of cyber research projects with other colleagues, collate results, write up, and contribute to the preparation of academic papers for submission in peer reviewed journals and conferences;

- Attend meetings associated with the research wherever required and present research outcomes;

- Build strong professional relationships with Cyber Security CRC partners;

- Contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Cyber Security CRC and wider University;

- Assist in supervision of PhD and honours thesis students;

- Other duties appropriate to the classification as required.

Capabilities

- Excellent understanding of socio-technical aspects of emerging cyber security threats.

- Well-developed skills in one or more cybersecurity related areas (e.g. political science, security studies; information security, international relations, intelligence studies).

- A proven ability to engage with a wide range of academics and industry partners;

- Must be eligible to apply for an Australian Government Security Clearance;

- Excellent oral and written communication and teaching skills.

Physical Requirements

- Physically able to sit for an extended period of time to perform reading, writing and computing related activities, including keyboard and mouse operations;
- On occasion travel in/drive a university vehicle within the terms of the University's Driving Hours Guidelines and Policy available at: https://policy.csu.edu.au/view.current.php?id=00176 and https://policy.csu.edu.au/view.current.php?id=00184.

Selection Criteria

Applicants are expected to address the following selection criteria when applying for this position.

Essential Criteria

A. A doctoral qualification in a social sciences discipline relevant to cyber security, computer science, information security or related areas in cybersecurity such as intelligence, national security studies, criminology, policing, international relations, or defence studies;

B. A record of research relevant to the discipline area including cyber security, socio-technical assessment of emerging cyber threats, cyber security and policy or cyber security and security or policing issues or related areas which demonstrates capacity to make an autonomous contribution;

C. Highly developed communication, interpersonal and networking skills including demonstrated ability to support and maintain professional relationships both internally and externally to the University;

D. Ability to work independently and as a member of a team to complete tasks within agreed timeframes, manage competing priorities and achieve project outcomes;

E. Capability in supervising research higher degree students.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU
is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies;   and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website http://www.csu.edu.au/division/hr/.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at:
 https://www.csu.edu.au/about/policy.

The following links are listed from CSU Policy Library on relevant specific policies:

- Code of Conduct
- Staff Generic Responsibilities Policy
- Delegations and Authorisations Policy
- Outside Professional Activities Policy
- Intellectual Property Policy