

POSTDOCTORAL RESEARCH FELLOW

DEPARTMENT/UNIT	ARC Centre of Excellence for the Elimination of Violence Against Women
FACULTY/DIVISION	Faculty of Arts
CLASSIFICATION	Level B
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

Monash Arts is one of the largest, most diverse and dynamic arts faculties in Australia, with particular strengths in the humanities, performing arts, languages and social sciences. We encourage the development of innovative studies that operate at the intersection of traditional academic disciplines. The faculty delivers programs via eight schools and across six campuses, both in Australia and offshore, with courses ranging from undergraduate diplomas and degrees through to postgraduate coursework and research degrees. Monash Arts is justly proud of the research capacity of its staff, who work at the cutting edge in their fields and carry this expertise and enthusiasm into their teaching. To learn more about Monash Arts, please visit our website: <http://future.arts.monash.edu/>

The **School of Social Sciences** is consistently ranked among the best social science schools both nationally and internationally. It is the largest school in the Faculty and one of the largest consolidated schools of the social sciences nationally. Interdisciplinary teaching and research collaboration is encouraged.

The Australia Research Council Centre of Excellence for the Elimination of Violence against Women (CEVAW) is the world's first Centre to tackle the full range of forms of violence against women in Australia and the Indo-Pacific region. CEVAW aims to transform our understanding of the problem by examining the structural drivers that cause and compound violence against women (VAW), and pioneering new, evidence-based approaches to inform trajectory-altering practice and policy. CEVAW will generate fundamental knowledge on the causes of violence, the contexts in which it occurs, and the most effective and efficient responses. This interdisciplinary research will be data-driven, Indigenous-centred and co-designed with partners. CEVAW brings together over 40 world-leading experts to develop scalable approaches to eliminate violence against women across the legal, security, economic, health, and political systems of Australia and the region. Headquartered at Monash University, CEVAW comprises 13 chief investigators at six Australian institutions, 15 partner investigators worldwide, 33 partner organisations and over 100 HDR students and postdoctoral fellows. By building strategic and strong partnerships with Australian and international research institutions and partner organisations, CEVAW will translate research into innovative tools and strengthened capacity to drive the elimination of violence against women. With almost \$50M investment from the ARC and contributing organisations, CEVAW is poised to make a significant, global impact.

At CEVAW, we are committed to fostering an inclusive, safe and supportive environment free from discrimination and marginalisation that upholds the principles of respect, equity, and inclusion. We are committed to research that is anti-colonial and a policy of zero tolerance of racism, homophobia, transphobia, misogyny and all forms of bullying and harassment. Aboriginal and Torres Strait Islander people are strongly encouraged to apply for all positions.

POSITION PURPOSE

The Postdoctoral Research Fellow will contribute to the *Future Lives* research project on the paid and unpaid workforce resources in the existing and future Indigenous family violence sector. The project will be focused on working conditions and skills of the future workforce responding to violence against women to improve responses to victim-survivors in Indigenous communities. It will involve the co-design of a qualitative analytical framework based on an audit of the workforce in sites across Australia and our region. The skills and working conditions framework will be translated into training and support for the Indigenous family violence workforce, respecting the complex, nuanced and culturally sensitive environments in which people work. The Research Fellow will lead the fieldwork, data collection, and data management across multiple sites as well as publications for partner organisations and community stakeholders and for scholarly journals. They will work as part of an interdisciplinary team and in partnership with CEVAW Partner Investigators and Organisations.

Reporting Line: The position reports to the Workstream 13 Lead, CEVAW

Supervisory Responsibilities: HDR students and research assistants

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level B research-only academic may include:

1. Contribute as a member of a team and independently to the Centre's research projects, and conduct community engagement, either as a member of a team or independently,
2. Manage the preparation and formulation of workshops, presentations research/industry reports and scholarly publications arising from the research.
3. Maintain a good publication record in high impact, international, esteemed peer-reviewed journals
4. Co-supervision of research-support staff involved in the staff member's research
5. Mentoring and supervision of CEVAW HDR students
6. Contribution to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding bodies
7. Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise
8. Administrative functions primarily connected with their area of research
9. Occasional contributions to CEVAW research training and ethics program (e.g. guest lectures, short master classes and workshops)
10. Attendance at regular meetings associated with the research project and CEVAW, and membership in a limited number of committees
11. Be a leading example of the principles and values embodied in the University's and CEVAW's Code of Conduct, and behave, act and communicate at all times to reflect fairness, ethics and professionalism.
12. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - a doctoral qualification in a social science field (within the last 5 years)
 - Work experience in gender-based violence, Indigenous studies, Indigenous health, law, gender studies or other areas that would directly benefit the position

Knowledge and Skills

2. Evidence of publication of high-quality research on gender-based violence, Indigenous studies, Indigenous health, law, sociology, gender studies or other areas that would directly benefit the position.
3. Demonstrated ability to undertake research with and/or for Indigenous peoples, communities or organisations
4. Knowledge of interdisciplinary and Indigenous-centred research approaches.
5. Demonstrated ability to work as part of an interdisciplinary team and with partner organisations, and a demonstrated ability to work independently in a research environment to meet project deadlines.
6. Proven ability to work collaboratively, diplomatically, and effectively with Indigenous researchers and staff in an organisational setting

7. Strong and sensitive negotiation skills, and ability to navigate intercultural contexts and communications
8. Commitment to apply for competitive external funding to support individual and collaborative research activities is highly desirable.
9. Experience in supervising and working with honours or postgraduate students within the discipline is also desirable
10. Excellent written and oral communication skills
11. A demonstrated capacity to work in a collegiate manner with other staff in the workplace

OTHER JOB RELATED INFORMATION

- Domestic and International Travel will be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.