



**Australian
National
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Position Description

College/Division:	ANU College of Asia and the Pacific (CAP)
Faculty/School/Centre:	School of Culture, History and Language
Department/Unit:	Evolution of Cultural Diversity Initiative
Position Title:	Research Fellow
Classification:	Academic Level B
Position No:	TBA
Responsible to:	Professor Nicholas Evans
Number of positions that report to this role:	N/A
Delegation(s) Assigned:	N/A

PURPOSE STATEMENT:

The 'Evolution of Cultural Diversity Initiative' (ECDI), brings together researchers from a wide range of fields to work on the central problem of what drives the evolution of cultural diversity in human populations. A central challenge in this initiative will be to integrate the units, concepts and methods across various disciplines concerned with different manifestations of cultural diversity and its evolution, including languages, cultures, material remains, environments, genes, and histories, both now and in the detectable past. We are beginning with a focus on Melanesia, a region renowned for its diversity in all these domains, with a large-scale integrative project to document and link the evidence for how diversity has evolved across these various manifestations. A key platform for integrating our results will be a Melanesian cultural atlas or database that allows us to work across the often differing pictures supplied by different disciplines and test models of cultural diversification.

Although the transdisciplinary intent of the ECDI reaches across many colleges of ANU, for administrative purposes this position will be housed in the School of Culture, History and Language with the ANU College of Asia and the Pacific (CAP).

The ANU College of Asia and the Pacific (CAP) leads intellectual engagement with the Asian and Pacific regions through research, teaching and contributions to public debate, and seeks to set the international standard for scholarship concerning the region.

The College has a unique transdisciplinary and interregional mandate, and the School of Culture, History and Language (CHL) is a community of researchers dedicated to investigating and learning with and about the people, languages, and lands of Asia and the Pacific, organised around the four themes of Culture, History, Language, and Environment, across the disciplines of Anthropology; Archaeology and Natural History; Gender, Media and Cultural Studies; Languages; Linguistics; and History.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The Research Fellow reports to the Chief Investigators within the Evolution of Cultural Diversity Initiative and works with Department, School, College, and University colleagues to deliver key strategic outcomes in research. The Research Fellow will be expected to demonstrate excellence in published research and have the potential to attract external funding for research.

Role Statement:

All academic staff within the College are expected to undertake work in three areas of academic activity: education, research and service. The allocation of time to each area will reflect relative opportunities within the School of Culture, History and Language, as well as individual appointment situations.

As an entry-level position the main emphasis in the opening years will be on research, with some teaching, postgraduate supervision and admin, with teaching requirement expanding should the position be converted into continuing status. This expectation applies regardless of the level of appointment, the type of appointment an academic holds, or the part of the University in which an academic may have begun their career at ANU.

Under the broad direction of the *Chief Investigators within the Evolution of Cultural Diversity Initiative*, the **Research Fellow**, will:

1. Undertake research in one or more of the areas outlined above, with a view to publishing original and innovative results in refereed journals and/or other refereed publications, presenting research at academic seminars and at national and international conferences, and collaborating with other researchers at a national and/or international level.
2. Actively seek and secure external funding including the preparation and submission of research proposals to external funding bodies.
3. Contribute to the teaching activities of the Evolution in Cultural Diversity Initiative at the undergraduate and graduate levels, through the development, convening and delivery of on average one course per year for the three years of initial appointment. This includes, but is not limited to, the preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as subject coordinator and the initiation and development of course/subject material.
4. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Assist with supervision of research students.
5. Supervise less senior academic staff and research support staff in your research area.
6. Actively contribute to all aspects of the operation of the School
7. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain high academic standards in all education, research and administrative endeavours.
9. Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.
10. Undertake other duties as required, consistent with the classification of the position.

Skill Base

A **Level B Academic** will normally have completed a relevant doctoral qualification or have equivalent qualifications or research experience.

In addition she/he may be expected to have had post-doctoral research experience that has resulted in publications, conference papers, reports or professional or technical contributions that give evidence of research ability.

SELECTION CRITERIA:

1. A PhD in one of the following disciplines: Archaeology, Anthropology, History, Human Geography, Linguistics, Evolutionary Biology or Philosophy of Evolution, with a track record of independent research in one or more of these fields as evidenced by publications in peer-reviewed journals and presentations at conferences, a record of developing and maintaining collaborations and by other measures such as awards and invitations to give talks at leading conferences.
2. Demonstrated ability to work in transdisciplinary settings, and a clearly articulated vision of how this would play out within the goals of ECDI.
3. Evidence of the ability to articulate and pursue innovative research in one of the fields of listed in (1) and a vision for the activities they will undertake at the ANU.
4. Specific research experience in Melanesia/the Pacific (or failing that a willingness and demonstrated capacity to launch a new research program in the region) is desirable.
5. An ability and commitment to win bids for competitive external funding to support individual and collaborative research activities.
6. Demonstrated experience and willingness to teach relevant new courses to be developed for the Evolution in Cultural Diversity Initiative.
7. The ability to supervise and graduate high quality Honours and Masters research students.
8. The ability to work as part of a team and to deadlines and to coordinate some team activities. You should be an excellent communicator and comfortable managing multiple tasks. You also need to be a team player and have a problem-solving aptitude.
9. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.
10. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

References:

[Academic Minimum Standards](#)

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.



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Pre-Employment Work Environment Report

Position Details

College/Div/Centre	CAP	Dept/School/Section	CHL
Position Title	Research Fellow	Classification	Academic Level B
Position No.		Reference No.	

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form must be completed by the supervisor of the advertised position and appended to the back of the Position Description.
- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System via Handbook guidance <https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook>
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- 'Regular' hazards identified below must be listed as 'Essential' in the Selection Criteria - see 'Employment Medical Procedures' at http://info.anu.edu.au/Policies/_DHR/Procedures/Employment_Medical_Procedures.asp

Potential Hazards

- Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
key boarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	laboratory work	<input type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input type="checkbox"/>	work at heights	<input type="checkbox"/>	<input type="checkbox"/>
repetitive manual tasks	<input type="checkbox"/>	<input type="checkbox"/>	work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
Organizing events	<input type="checkbox"/>	<input type="checkbox"/>	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input type="checkbox"/>	gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>
ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	beta particles	<input type="checkbox"/>	<input type="checkbox"/>
infra red	<input type="checkbox"/>	<input type="checkbox"/>	nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>
laser	<input type="checkbox"/>	<input type="checkbox"/>			
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	<input type="checkbox"/>	<input type="checkbox"/>	microbiological materials	<input type="checkbox"/>	<input type="checkbox"/>
allergens	<input type="checkbox"/>	<input type="checkbox"/>	potential biological allergens	<input type="checkbox"/>	<input type="checkbox"/>
cytotoxics	<input type="checkbox"/>	<input type="checkbox"/>	laboratory animals or insects	<input type="checkbox"/>	<input type="checkbox"/>
mutagens/teratogens/ carcinogens	<input type="checkbox"/>	<input type="checkbox"/>	clinical specimens, including blood	<input type="checkbox"/>	<input type="checkbox"/>
pesticides / herbicides	<input type="checkbox"/>	<input type="checkbox"/>	genetically-manipulated specimens	<input type="checkbox"/>	<input type="checkbox"/>
			immunisations	<input type="checkbox"/>	<input type="checkbox"/>
OTHER POTENTIAL HAZARDS (please specify):					