	Academic Role Statement
Curtin University	

Title:	Research Fellow		
Work Function:	Research Only	**Category:**	Research Academic (RA)
Level	ALB		
Date last updated:	September 2016		

1.   Purpose of Position

This role contributes primarily to research based activities, conducting nationally competitive research, either independently or as part of research team, as well providing a significant contribution to service and leadership. Limited teaching may also be undertaken as part of the role.

The incumbent is expected to have a growing profile in research and service/leadership. They are likely to coordinate or lead the work of other staff.

2.   Accountabilities and Responsibilities may include:

Leadership & Service

- Contribute to the development of a collegial and supportive working environment.
- Contribute to academic service and leadership, engagement and management within the University
- Provide leadership and foster and promote relationships with professional bodies, industry and affiliated associations, government departments, and the wider community.
- Participate in professional body and other external activities as required.
- Model a high standard of professional behavior consistent with the University Code of Conduct and Vision, Mission and Values.

Research

- Undertake nationally competitive and high quality research in discipline/field.
- Develop a coherent program of research (to be agreed through WPPR process).
- Participate in and act as co or chief investigator in applications for competitive funding.
- Disseminate research findings through seminars, workshops and conferences
- Publish/exhibit in high quality refereed journals/outlets in manner consistent with disciplinary practice.
- Provide effective supervision of research honours, research masters, and research doctoral students.
- Aspire to be recognized nationally for research in the field.
- Undertake administrative functions associated with research activities.

Teaching

- Participate in the delivery of research led educational programs as required by the Head of School.

Other
- Undertake other activities associated with the organizational area, which the incumbent might reasonably be expected to do, and which are consistent with the specific accountabilities and responsibilities outlined above.
- Engage in appropriate professional development and mentoring programs.

---

3. Compliancy and Legislative Requirements

Occupational Safety and Health
All <u>supervising staff</u> are required to undertake effective health and safety measures to ensure compliance with the Occupational Safety and Health Act 1984 and related legislative requirements.

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.

Ethics Equity and Social Justice
<u>All staff</u> are responsible for informing themselves of their obligations and responsibilities in relation to Ethics, Equity and Social Justice. In particular, all staff must demonstrate appropriate and professional workplace behaviours in accordance with the University's Values and Code of Conduct.

Staff must familiarise themselves and comply with all other University policies and procedures and legislation relevant to the position.

---

4. Selection Criteria

Applicants are not required to address each element of the selection criteria, but should provide sufficient information in their application to enable the selection panel to make an informed assessment of their suitability for the role.

Applicants need to consider Curtin's Values and how they apply to the advertised position. Curtin is looking for a demonstrated commitment in their professional and/or personal life to the Values of Curtin which are:

- *Integrity – to act ethically, honestly and with fairness*
- *Respect – to listen, value and acknowledge*
- *Courage – to lead, take responsibility and question*
- *Excellence – to strive for excellence and distinction*
- *Impact – to empower, enable and inspire*

Essential

1. A doctoral qualification in relevant discipline.
2. Evidence of a record of research outputs/creative works in high quality refereed journals/outlets consistent with the discipline.
3. Evidence of quality and impact of research outputs/creative works including journal ranking, citation indices, patents awarded, reputation and standing of publishing house or other outlets, independent review from distinguished scholars or critics, or equivalent esteem measures as appropriate to the discipline.

4. Demonstrated high level communication and interpersonal skills with a commitment to the development of a collegial and supportive working environment and the ability to interact with students and staff with cross cultural sensitivity.
5. Demonstrated commitment to applying relevant and applicable policies, procedures and legislation in the day-to-day performance of the functions of this position.

Desirable

1. Commitment to quality teaching at undergraduate and postgraduate level.
2. Demonstrated ability to supervise HDR students
3. A history of successful competitive grant applications.

5.   Capabilities and Behaviours (Curtin Leadership Framework)

It is a requirement that staff in leadership roles exhibit and model capabilities and behaviours consistent with the Curtin Leadership Framework (see http://odu.curtin.edu.au/curtin_leadership_framework.cfm). These include:

Managing Self	Leading Others	Leading Innovation & Change	Leading Strategically	Managing Operations
Understanding self & others	Building & leading high performance teams	Thinking creatively & fostering innovation	Thinking strategically & having vision	Managing Curtin resources
Modelling Curtin Values	Developing staff capability	Managing change	Setting goals & objectives	Continuous quality improvement
Managing time and wellbeing	Facilitating participative decision making	Influencing and inspiring others	Thinking analytically to solve problems	Managing complex projects
Building working relationships	Dealing with conflict			
Effective Communication				