



<b>Title:</b>	Senior Research Fellow		
<b>Work Function:</b>	Research Only	<b>Category:</b>	Research Academic (RA)
<b>Level</b>	ALC		
<b>Date last updated:</b>	September 2016		

### **1. Purpose of Position**

This role contributes primarily to research based activities, making independent and original contributions to research which will have a significant impact on the discipline/field.

The incumbent is expected to have an established record of achievement in research. They are expected to be recognised in research at a national level.

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### **2. Accountabilities and Responsibilities may include:**

#### **Leadership & Service**

- Foster and promote the development of a collegial and supportive working environment.
- Mentor less experienced staff.
- 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.
- Have developed an independent research program.
- Model a high standard of professional behavior consistent with the University Code of Conduct and Vision, Mission and Values.

#### **Research**

- Undertake nationally and internationally competitive research in the discipline.
- Develop a coherent program of quality research aligned to the University research strategy.
- Play a significant role in research projects, including leadership of research team/projects.
- Be lead chief investigator in applications for nationally competitive research grants and/or fellowships.
- Disseminate research findings through seminars, workshops and conferences
- Produce quality research outputs with publication in high quality journals, or outputs in other creative outlets consistent with an international reputation in the discipline.
- Undertake principal supervision of honours, research masters, and research doctoral students.
- 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.
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## 3. Compliancy and Legislative Requirements

### Occupational Safety and Health

All supervising staff 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

All staff 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.**

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## 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. An established record of research outputs/creative works in high quality refereed journals/outlets consistent with the discipline.
3. Evidence of an established national reputation and growing international profile by, for example, journal standing, citation indices, independent critical acclaim or

equivalent esteem measures, prizes and awards, or invitations to present at prestigious institutions, events or major conferences.

4. Demonstrated experience or capacity to provide research leadership.
5. A history of successful competitive grant applications and record of obtaining research income.
6. Demonstrated experience and record of providing supervision to HDR students.
7. 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.
8. 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. Experience of working collaboratively with industry and community engagement.
2. Demonstrated ability to contribute to teaching at undergraduate and postgraduate level.

## **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](http://odu.curtin.edu.au/curtin_leadership_framework.cfm) ). These include:

<b>Managing Self</b>	<b>Leading Others</b>	<b>Leading Innovation &amp; Change</b>	<b>Leading Strategically</b>	<b>Managing Operations</b>
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				