



College/Division:	ANU College of Asia and the Pacific
School/Centre:	Crawford School of Public Policy
Department/Unit:	Children's Policy Centre
Position Title:	Research Fellow
Classification:	Academic Level B
Position No:	XXXXX
Responsible to:	Director, Children's Policy Centre
Number of positions that report to this role:	Nil
Delegation(s) Assigned:	N/A

PURPOSE STATEMENT:

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

The Crawford School of Public Policy is one of four Schools within CAP and one of the world's leading public policy schools. The Crawford School is the University's focal point for contributing to public policy research, education and policy impact. Its graduate programs have trained many of the region's leaders, and its research has impacted on policy making. Public policy scholarship at Crawford School is characterized by high quality, policy-relevant research across a range of disciplines.

The Children's Policy Centre has three key objectives. First, to undertake innovative, inter-disciplinary research on a range of issues relating to children's policy. Second, to connect researchers, policy makers and practitioners working on a range of issues to promote the human rights, well-being and best interests of children. Third, to communicate the findings of the Centre's research projects.

The Research Fellow is expected to carry out research within the Children's Policy Centre, leading to high quality publications, and to contribute to research engagement activities and to seek external funding. Additionally, the Research Fellow may be expected to contribute to the teaching effort of the Policy and Governance program at the Crawford School of Public Policy.

KEY ACCOUNTABILITY AREAS:
Position Dimension & Relationships:

The Research Fellow reports to the Director of the Children's Policy Centre and works primarily to deliver outcomes for the externally funded program: 'More for Children: Transforming Patterns of Disadvantage and Indicators of Social Mobility'. Together with the Children's Policy Centre Director and Research Officer, the Research Fellow will produce 'More for Children' project outputs including (but not limited to) high quality publications in peer-reviewed journals; research reports; discussion papers and methods papers; as well as facilitating roundtables; stakeholder engagement meetings; and public learning opportunities. The Research Fellow will be expected to demonstrate a strong track record in published research, research design and implementation, qualitative data analysis, program management, and teaching, commensurate with level B. Research on additional projects, related to child poverty and disadvantage or social policy for children may also be

required.

Role Statement:

All academic staff within the College are expected to undertake work in three areas of academic activity - education (teaching and learning), research, and service (including outreach). The allocation of time to each area will reflect relative opportunities within the School and/or discipline, as well as individual appointment situations. 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.

Domestic travel may be required as part of this position. The Research Fellow will be expected to undertake several week-long field trips to Victoria and Tasmania each year as part of the 'More for Children' project.

Under the broad direction of the Director, Children's Policy Centre the Research Fellow will:

Education activities

- Prepare and deliver tutorials, lectures, workshops, and seminars, as appropriate.
- Contribute to other educational activities (e.g. guest lectures, short or intensive courses, and executive education), as appropriate.
- Develop assessment aligned with learning outcomes of courses.
- Develop course materials including on the University learning management system.
- Provide support and feedback to ensure students develop as independent learners.
- Integrate research into teaching and implement innovative teaching methods that give effect to the University's commitment to providing a research intensive education.
- Participate in formal supervisory training or mentoring relationship with a senior academic.
- Conduct administrative duties associated with teaching.

Research activities

- Conduct research directly contributing to the Children's Policy Centre 'More for Children: Transforming Patterns of Disadvantage and Indicators of Social Mobility' project. This will include undertaking participatory research with children aged between 6-18 years and community members; conducting key informant interviews and focus groups; analysing qualitative data; contributing to the development of child poverty indicators and assessment tools, producing methodology and research reports; and translating research findings for community and policy stakeholders.
- Solely or jointly-author articles in high quality peer-reviewed journals.
- Conduct collaborative and interdisciplinary research as a member of the Children's Policy Centre research team.

Service, outreach, consulting and administrative activities

- As part of the 'More for Children' project, participate in research collaboration with community partner organisations, to generate substantial outcomes for local children and families.
- Support the Children's Policy Centre engagement with government by contributing to the Centre's social media presence and participating in public policy conversations relating to child-inclusive policy.
- Engage with the two local partner communities in the 'More for Children' project. Engagement includes providing access to education and research, communicating and disseminating research results.
- Contribute to communication and outreach within the Children's Policy Centre.
- Contribute to the governance, strategic planning, capacity building and inclusive culture of the University.
- Other duties consistent with the classification of the position.
- Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.

Skill Base

A Level B Research Fellow will undertake independent teaching and research in their discipline/related area. In research, the Research Fellow will make an independent contribution through professional practice and expertise and coordinate the activities of other staff, as appropriate.

The Research Fellow will significantly contribute to convening of courses, teaching and supervision at the postgraduate level (including HDR) and where appropriate undertake additional training to develop these skills.

In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.

SELECTION CRITERIA:

1. A PhD in childhood studies, sociology, politics, public policy or cognate discipline in the social sciences.
2. A record of scholarship that includes publications in peer reviewed journals and a growing track record with research funding.
3. Demonstrated ability to design and undertake research with children, in particular undertaking participatory research with children and analysing qualitative data.
4. Demonstrated ability to work collaboratively with community-based organisations and key stakeholders and develop positive relationships.
5. Well-developed oral and written communication skills in English and an ability to develop networks and liaise effectively with policy, government and non-government stakeholders.
6. Proven ability to work co-operatively in a small team environment.
7. Ability to supervise a team, to establish priorities and manage competing deadlines for self and others.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

The successful applicant must hold a working with vulnerable people card in an Australian jurisdiction, and will be required to undertake a working with vulnerable people check in the ACT, Tasmania, and Victoria.

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.

References:

[Minimum Standards for Academic Levels \(MSAL\)](#)



Position Details

College/Div/Centre	ANU College of Asia and the Pacific	Dept/School/Section	Crawford School
Position Title	Research Fellow / Lecturer	Classification	Academic Level B
Position No.	XXXXX	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

<ul style="list-style-type: none"> • 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	X	<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"/>	X	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input type="checkbox"/>	X	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	X			
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):