



POSITION DESCRIPTION

Position Title:	Research Theme Fellow
Classification:	Academic Level C
Establishment No.:	
Reporting to title, & establishment No.:	
School/Office:	School or Research Institute
Division:	Research, Enterprise and International

This is an identified position and applicants must be an Aboriginal and/or Torres Strait Islander person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act, 1977 NSW.

Context:

Western Sydney University is a modern, forward-thinking, research-led university, located at the heart of Australia's fastest-growing and economically significant region, Western Sydney. Boasting 11 campuses – many in Western Sydney CBD locations – and more than 200,000 alumni, 49,500 students and 3,500 staff, the University has 14 Schools with an array of well-designed programs and degrees carefully structured to meet the demands of future industry.

The University is ranked in the top two per cent of universities worldwide, and as a research leader, over 85 per cent of the University's assessed research is rated at 'World Standard' or above.

The University's strategic plan, Sustaining Success: 2021-2026, articulates the University's values and commitments of being or providing:

- Excellence guided by the principles of sustainability, equity, transformation and connectedness.

The University's clear mission is to create thriving communities by producing successful graduates and impactful research.

The mission is driven by four strong values:

1. Boldness
2. Integrity
3. Fairness
4. Excellence.

Western Sydney University's Research Theme Fellowship (RFT) Scheme aims to support the University's research and development strategy by attracting and retaining excellent researchers who will strengthen the national and international profile of Western Sydney University research. Western Sydney University is driven by research impact. Our core research mission is to deliver engaged and impactful quality research to our community, business and public sector partners.

The Research Theme Fellowship Scheme supports WSU’s strategic intent to deliver impact in research aligned to our four specific Research Theme Areas:

- Environment and Sustainability
- Health and Wellbeing
- Urban Living Futures and Society.

Position Purpose:

The Research Theme Fellow is responsible for initiating research opportunities with a particular focus on Categories 2 and 3 funding. As a Research Fellow, you will be responsible for contributing to new research opportunities. Key tasks include: contributing to research groups around identified funding opportunities and industry partnerships; developing and writing research proposals across all categories of funding; working across disciplines to address local, national and international challenges; administering research projects; working with project partners, research end users and collaborators; production of impactful outcomes for research end users; contributing to the growth of research capacity at Western within the area of research focus; contributing to profile raising and ongoing sustainability of the Research Centre/ Institutes in which the Fellow is embedded and organising project-related workshops with relevant collaborators and partners.

As a Level C Academic, the Research Theme Fellow is expected to make independent or original contributions to the research effort within their field of expertise and to the organisational unit or interdisciplinary area of which they are a part. You will be expected to play a major role in research including exercising leadership in research through an established track record of independent and original research and to continue on this trajectory to have a significant impact on the field. The Research Theme Fellow will be expected to maintain a strong record of high-quality outputs and/or creative work including but not limited to refereed publications. The Fellow must also have a strong national or emerging international profile within the research discipline. An employee at this level is expected to manage an active research program, build and maintain productive research collaborations, seek and attract external research funding, deliver impactful research outcomes and attract and successfully supervise postgraduate research students to completion.

The Research Theme Fellow will work closely with the University Research Theme Champions to substantially enhance WSU’s research capability, performance, and impact in targeted areas of research strength aligned to our research themes.

It is anticipated that the Research Theme Fellow will have a 70% research component. The remainder of their workload will involve contributing to the School/Institute/SRI teaching program including, but not limited to, the preparation and delivery of lectures & seminars, development of course material with, as appropriate, advice and support of more senior staff, marking and assessment, student consultation, and administrative duties associated with the role.

Dimensions:

Number of direct reports:	This position has no supervisory responsibility
Titles of direct reports:	N/A
Number of indirect reports:	There are no indirect reports to this position

Major Responsibilities	Accountabilities
<p>1. The conduct of research either as member of a team or team leader where appropriate. To work independently, and to contribute to the production of impactful outputs from that research.</p>	<ul style="list-style-type: none"> • Effective contributions are made to the research work of the University • Quality academic and/or non-traditional outputs are produced • Research impact and public engagement is demonstrated
<p>2. Increase cross School, Institute and Strategic Research Initiative (SRI) research activity (funding, outputs, supervision, engagement)</p>	<ul style="list-style-type: none"> • Research with end users and partners are effectively co-designed • Programs are established that foster cross-organisation research outputs • Supervision and co-supervision of HDR students
<p>3. Development of a track record of research outputs including, but not limited to, publications in high-impact, international esteemed, peer-reviewed journals and to assist with research funding proposals, from both competitive grant and partnership sources, to support School/Institute/SRI initiatives.</p>	<ul style="list-style-type: none"> • Funding submissions produced are evaluated highly with a high success to failure ratio • WSU research is effectively promoted through significant and impact-driven research
<p>4. Develop and expand an external network with the aim of increasing partnerships, both nationally and internationally, with academic institutions, industry, business, NGOs and government</p>	<ul style="list-style-type: none"> • New networks are established with a view to furthering WSU research footprint
<p>5. Develop and expand research entrepreneurship capacity</p>	<ul style="list-style-type: none"> • Research initiatives are increased and new activities are developed including involvement in spinouts
<p>6. Contribute to teaching activities of the School/SRI/Institute including but not limited to the development of research related material for teaching or other purposes, course coordination and lecture presentation, marking and assessment and student consultation</p>	<ul style="list-style-type: none"> • Teaching activities are prepared, delivered and feedback provided to students as appropriate.
<p>7. Research & Teaching related administrative functions, including attendance at meetings associated with research or the organisational unit to which the research is connected and a role in planning and committee work.</p>	<ul style="list-style-type: none"> • Research and teaching related administrative functions within the SRI/Institute/School are contributed to.

<p>9. Supervision of staff and students. This may include research assistants, administrative staff involved in research projects, other researchers and postgraduate students as required. Engage in research mentoring of early career researchers.</p>	<ul style="list-style-type: none"> • Successful completion of projects as assessed by performance management; students receiving expert mentoring and on-time completions • Early career colleagues and students are mentored in securing funding and promoting WSU research outcomes.
<p>10. Contribute to the preparation and formulation of publications, presentations and research reports arising from the research</p>	<ul style="list-style-type: none"> • WSU research is promoted; WSU rankings are increased; research activity is correctly reported.
<p>11. Contribute to the strategic planning, and capability development within the School/Institute/SRI.</p>	<ul style="list-style-type: none"> • Effective contribution is made in the strategic planning process, enhancing success of the program.

<p>Work Health & Safety Requirements</p>	<p>All staff are required to:</p> <ul style="list-style-type: none"> • Take reasonable care for their own health & safety • Take reasonable care for the health and safety of others including the implementation of risk control measures within their control • Comply with all reasonable instruction by the university • Participate in activities and programs designed to improve health and safety • Report potential hazards and incidents in the workplace • Notify their supervisor of any injuries or illness that occurs in their workplace
<p>University Expectations</p>	<p>All staff are expected to:</p> <ul style="list-style-type: none"> • Contribute to the efficient and effective functioning of their team or work unit in order to meet University objectives. This includes demonstrating appropriate and professional workplace behaviours in accordance with the Code of Conduct, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisors • Participate in the cyclical Career Planning Development Process, which includes an annual review of their performance against agreed operational and performance objectives set in MyCareer Online • Perform their responsibilities in a manner which reflects and responds to continuous improvement • Read, understand and comply with all University policies and procedures; • Undertake risk management and actively support and participate in the risk management processes adopted by the University which include identifying, analysing and evaluating risk that may impact on the University • Work at and travel between other University campuses from time to time as may be required during the course of employment • Complete all mandatory training modules within the first six weeks of commencement with the University. Your supervisor will check to ensure

	<p>compliance with this mandatory requirement</p> <ul style="list-style-type: none"> • Demonstrate understanding of the principles of anti-discrimination, staff and student equity, work health and safety and other relevant legislation, and show the willingness and capacity to implement equal employment opportunity and work health and safety plans, policies and programs.
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Key Relationships to Position	Purpose of Relationship
<p>Internal (<i>within the University</i>):</p> <ul style="list-style-type: none"> • Deputy Vice-Chancellor & Vice President, Research, Enterprise & International and associated staff from the Division of REI • Dean/Institute/SRI Director • Other Research Fellows • School/Institute/SRI senior staff as relevant to the research area • Research Theme Champions • Launchpad and Enterprise 	<ul style="list-style-type: none"> • Overall direction and link to WSU strategic initiatives • Provide or share information, administrative support and advice • Form collegial relationships, consult, provide or seek advice
<p>External: (<i>outside the University</i>)</p> <ul style="list-style-type: none"> • Industry partners and collaborators as appropriate 	<ul style="list-style-type: none"> • Facilitate and maintain good professional and collaborative relationships with industry partners and collaborators as appropriate for project assessment and guidance.

Key Challenges of the Position:
<ul style="list-style-type: none"> • Making effective contributions to the research program of the University, including through publications, documentable research impact, and active supervision of postgraduate students. • Establishing and maintaining active engagement with end users to develop and foster external relationships. • Progressively gaining national competitive or industry funding to support their own research, participate in industry exchanges and mentor staff and students. • Promoting outcomes and research impact to end users, the research community and the community more broadly. • Contributing effectively to the teaching and academic objectives of the School/Institute/SRI in which they are located. • Maintaining and developing their scholarly, research and/or professional activities relevant to their profession or discipline.

Delegations Exercised	Recommendations Expected
<ul style="list-style-type: none"> • This position holds no responsibilities according to the University’s Delegations of Authority Policy. 	<ul style="list-style-type: none"> • Provide input or recommendations to decision-making around actions or financial commitments for projects as appropriate.

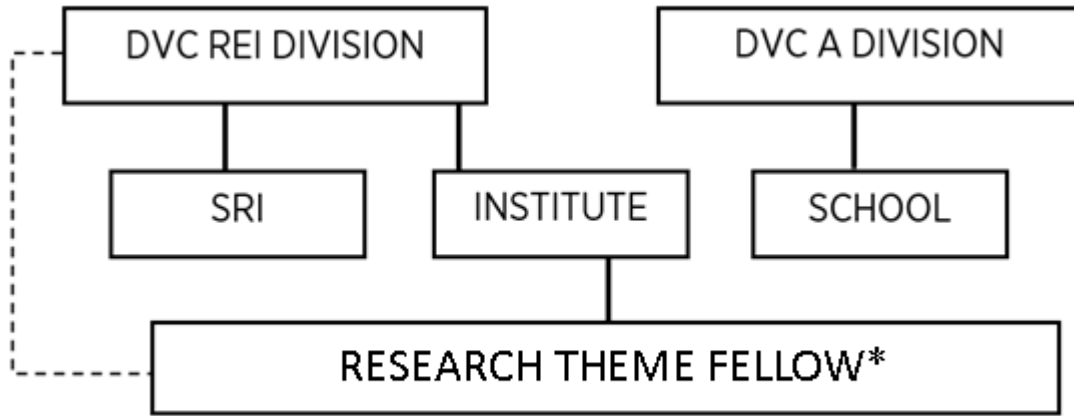
Mandatory Training Requirements:

- WHS Online Modules: 1, 2,3 & 4 (Module 5 for Hazardous Chemicals where appropriate to position)
- Equal Opportunity Modules
- Privacy Management Online Modules
- Orientation Online Modules
- University Orientation Day (for new starters)
- TRIM
- Cyber Security at Western Sydney University
- Reducing the Transmission of COVID-19 at Work
- FULT – Foundations of University Learning and Teaching
- Introduction to Research Ethics
- Research Supervision Development Forums (for admittance to the Graduate Supervisor Register)

Selection Criteria:

1. This is an identified position and applicants must be an Aboriginal and /or Torres Strait Islander person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act, 1977 NSW.
2. A relevant PhD and post PhD experience in the nominated research area.
3. Demonstrated leadership responsibility in the nominated focus area.
4. Demonstrated high level interpersonal skills as well as verbal and written communication skills.
5. Ability to conduct collaborative research in multidisciplinary and/or multi-institutional teams and experience in the preparation of competitive research grant applications.
6. A well-established track record of esteemed research and/or quality creative outputs.
7. Demonstrated ability to work independently and with minimal supervision to meet competing deadlines, and work effectively as a team member, and communicate effectively with a range of stakeholders.
8. A developing national and international research profile that reflects research excellence relative to career stage and opportunity.
9. Experience in the supervision of students.
10. Demonstrated experience in quality and innovative teaching at tertiary level, including ability to facilitate learning in small and large groups.

Organisational Chart:



** Reporting line will be determined by which Organisational Unit the Fellow is associated with*

Position description approved by:	DVC Research, Enterprise and International
Date position description approved:	/ /
Position description last reviewed by:	Michelle Trudgett, DVC Indigenous Leadership
Date position description last reviewed:	0 3 / 0 3 / 2 2