

ANU Research School of Earth
Sciences

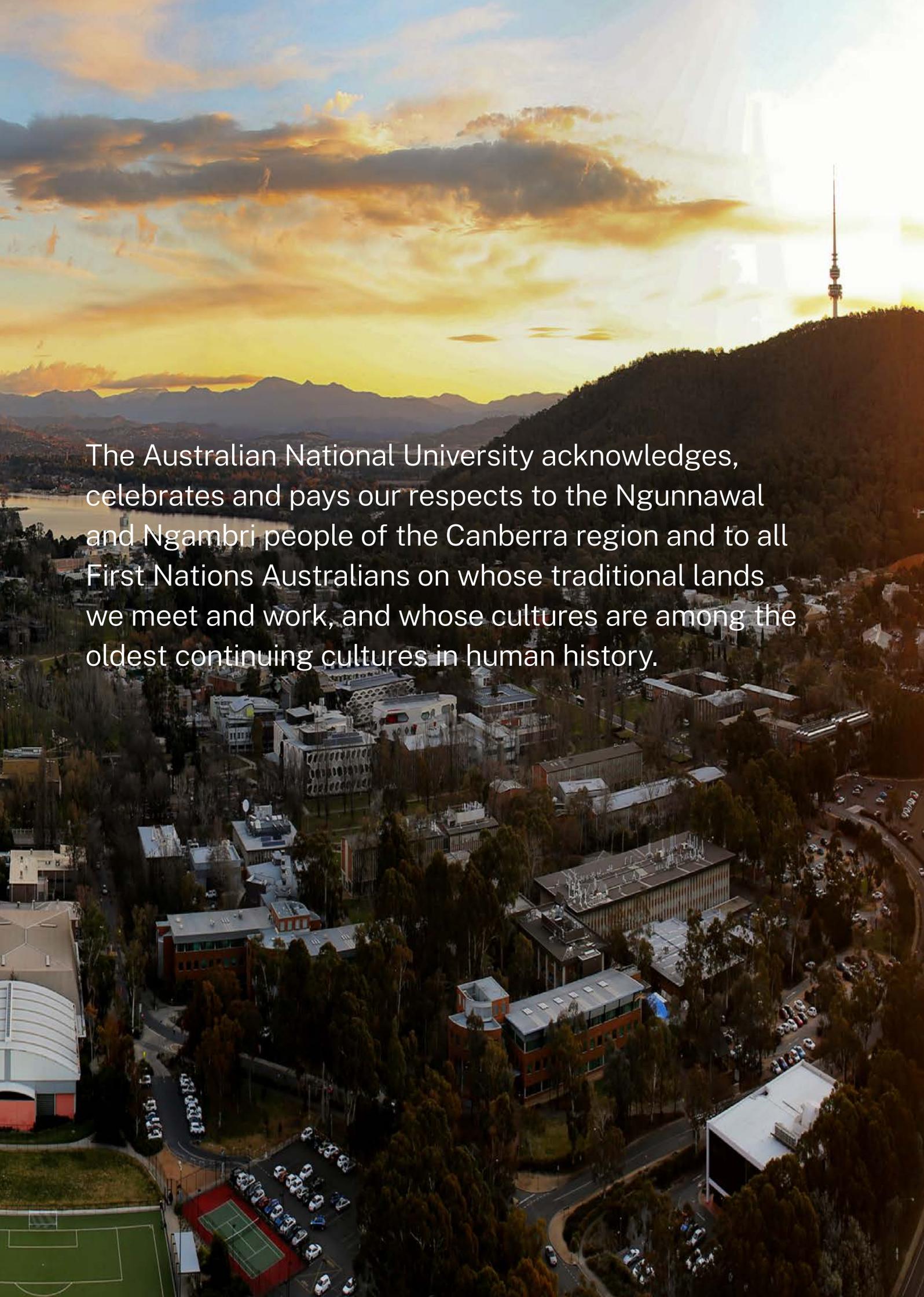
Fellow/ Associate Professor/ Professor



Australian
National
University

Information for prospective candidates





The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

Message from the Director



Professor Dorrit Jacob
Director, Research School of Earth
Sciences

The Research School of Earth Sciences is the leading centre of Earth and Marine research in Australia. Researchers have a tradition of excellence in addressing the world's challenges in the Earth sciences, such as contributing to a sustainable future by researching the formation of economic deposits of critical minerals, developing innovative and sustainable technologies by which critical metals can be extracted from ore, modelling ocean currents and climate change to inform societal debate and actions, and using sophisticated seismic studies to understand the nature of the deep earth and to manage geohazards.

If you are an outstanding researcher looking for a position where you can interact with leading earth scientists, teach some of the best minds in the world, and have access to some of the world's best facilities, we would welcome your application for this position.

This booklet tells you about the position, about the Research School of Earth Sciences and the University, and about Canberra, which is a lovely and liveable city.

If you would like more information, please contact me at director.rses@anu.edu.au



The Research School of Earth Sciences



The Research School of Earth Sciences (RSES) has a world-renowned reputation for researching big questions, making fundamental discoveries and providing solutions for pressing national and international challenges.

Our research spans the range from solid earth evolution to climate processes, and from 21st century resources to climate change impact. RSES operates iconic and state-of-the-art instrumentation supported by highly trained professional staff, offering an unrivalled world-class research environment.

RSES hosts large national and international research initiatives, including the Australian and New Zealand International Ocean Drilling Project Consortium (ANZIC/IODP), and the Australian Community Climate and Earth System Simulator – National Research Infrastructure (ACCESS-NRI), and contributes to Australian Research Council Centres of Excellence and Special Research Initiatives.

At RSES we are committed to providing engaging research training and student experience of the highest quality, and to offering a nurturing environment for the School's early career researchers. Our culture is one of inclusivity and respect and we encourage everyone to embrace these values.



Position Description

Fellow/Associate Professor/ Professor



Position Dimension and Relationships

As an Academic Staff Member within the Research School of Earth Sciences, you will work across all three areas of academic activity – research, education and service (including outreach).

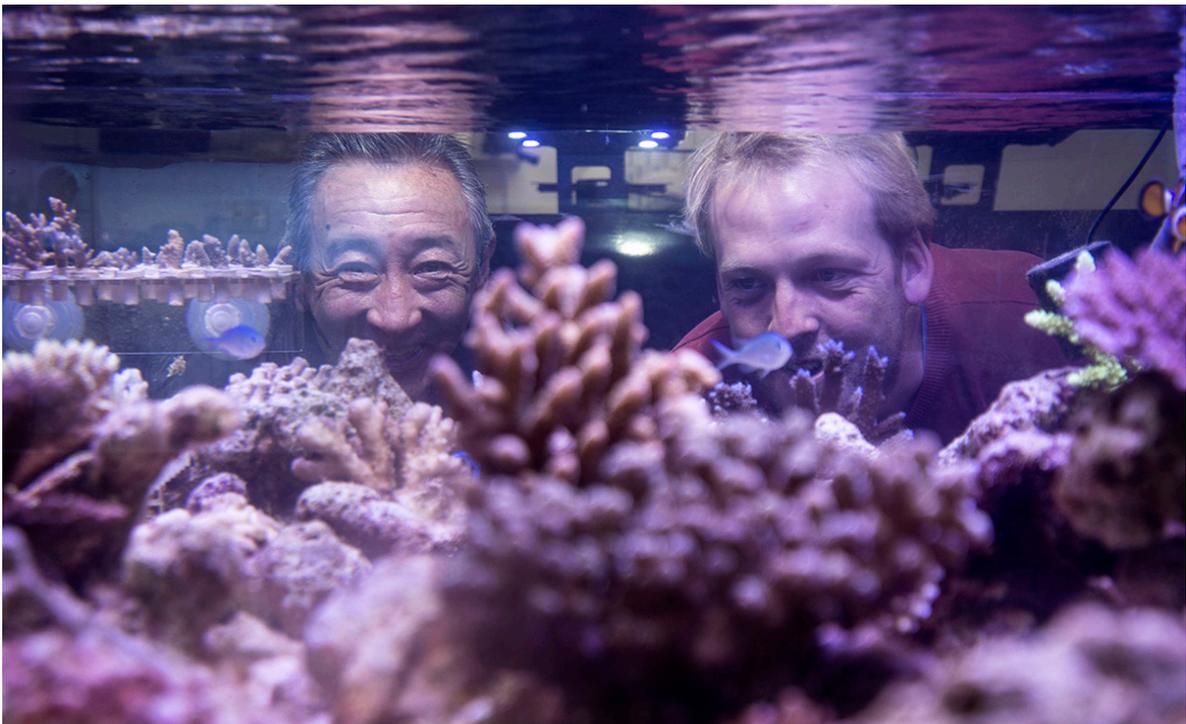
The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the appointee's independent research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment.

You will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships with all academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders.

This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Please visit the ANU website for detailed information on the following:

- [Respect and Inclusion](#)
- [ANU Strategic Plan 2021 - 2025](#)
- [Academic Colleges](#)
- [ANU Executive Structure](#)
- [Global Engagement Portfolio](#)



Position Description Fellow - Level C

In their role as an Academic Level C the Fellow is expected to:

- Undertake high impact independent research in the relevant area of research with a view to publishing original and innovative results in international refereed journals, present research at academic seminars and at national and international conferences, and collaborate with other researchers at a national and/or international level.
- Actively seek and secure external funding including the preparation and submission of research proposals to external funding bodies.
- Make a strong contribution to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures, tutorials and field courses, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, the initiation and development of course/subject material and actively lead overall development of courses in the discipline.
- Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
- Lead, supervise and develop less senior academic and research support staff in their research area.
- Proactively contribute to all aspects of the operation of the School and College. This may include representation through committee memberships.
- Lead outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
- Maintain and actively promote high academic standards in all education, research and administration endeavours.
- Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- Demonstrate understanding of equal opportunity principles and policies and a commitment to their application in a university context.
- Other duties as required that are consistent with the classification of the position.
- Skill Base: A Level C academic will make a significant contribution to the discipline at the national and international level. In research and/or scholarship and/or teaching they will make original contributions, which expand knowledge or practice in their discipline.
- A Level C academic will make a significant contribution to research and/or scholarship and/or teaching and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. The academic will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of and related administration for the coordination of a large award program or a number of smaller award programs of the institution.

Selection Criteria

Fellow - Level C

1. A PhD in a relevant area, with a strong track record of independent research in the field of analytical inorganic trace element and isotope geochemistry and mass spectrometric geochemical methods (e.g. ICP-MS, ICP-MC-MS, SHRIMP/SIMS, TIMS) as evidenced by cited publications in peer-reviewed journals and conferences, a record of developing and maintaining collaborations and by other measures such as awards, and invitations to present at prominent conferences etc.
2. A track record of articulating and prosecuting innovative research in the relevant field and a vision for the activities they will undertake at the ANU.
3. A record of winning bids for competitive external funding to support individual and collaborative research activities.
4. Evidence of effective high-quality student-centred teaching at all levels and of the ability to contribute to setting the education agenda of the School in the applicant's broader area of expertise.
5. A track record of successfully supervising and graduating high quality PhD/ Masters research students.
6. Demonstrated ability to lead and work as part of a team, significantly contributing to team management and a demonstrated ability to meet deadlines.
7. 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 academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels in line with the [RSES Culture Statement](#).
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

The ANU conducts background checks on potential employees, an employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of check required by each type of position.

Position Description, Associate Professor - Level D

In their role as an Academic Level D the Associate Professor is expected to:

- Undertake high impact independent research in the relevant area of research with a view to publishing original and innovative results in international refereed journals, present research at academic seminars and at prestigious national and international conferences, and collaborate with other researchers at an international level.
- Actively seek and secure external funding including the preparation and leadership of major multi party collaborative research proposals.
- Make a strong contribution to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures, tutorials and field courses, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, the initiation and development of course/subject material and actively lead overall curriculum development in the discipline and across the College.
- Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
- Lead, supervise and develop less senior academic and research support staff in the School.
- Proactively contribute to all aspects of the operation of the School, College and University. This may include taking on broader leadership and supervisory roles.
- Lead and initiate community outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
- Maintain and actively promote high academic standards in all education, research and administration endeavours undertaken by the School, the College and the University.
- Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace and a commitment to the application of EO policies in a university context.
- Other duties as required that are consistent with the classification of the position
- Skill Base: A Level D academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.
- A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. The academic will make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline.

Selection Criteria

Associate Professor - Level D

1. A PhD in a relevant area, with an outstanding track record of independent research in the field of analytical inorganic trace element and isotope geochemistry and mass spectrometric geochemical methods (e.g. ICP-MS, ICP-MC-MS, SHRIMP/SIMS, TIMS) as evidenced by highly cited publications in leading peer-reviewed journals and conferences, a record of developing and maintaining collaborations with world leading researchers and institutes and by other measures such as prestigious awards, invitations to give keynote addresses at leading conferences, elite membership of professional institutes etc.
2. A strong track record of articulating and prosecuting innovative research in the relevant field and a compelling vision for the activities they will undertake at the ANU.
3. A strong record of leading and winning bids for competitive external funding to support individual and collaborative research activities, and the ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
4. Evidence of effective high-quality student-centred teaching at all levels and of the ability to contribute significantly to setting the education agenda of the School in the applicants' broader area of expertise.
5. A strong track record of successfully supervising and graduating high quality PhD/Masters research students as evidenced by, for example, the subsequent positions held by these students.
6. Demonstrated experience in providing academic leadership and a demonstrated ability including building and leading successful and diverse teams of researchers, and to mentor and develop colleagues to achieve goals.
7. 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 academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels in line with the [RSES Culture Statement](#).
8. A demonstrated high level understanding of equal opportunity principles and a commitment to the application of EO policies in a university context.

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.

Position Description, Professor - Level E

In their role as an Academic Level E the Professor is expected to:

- Undertake and foster high impact independent research in the relevant area of research with a view to publishing original and innovative results in international refereed journals, present research at academic seminars and at prestigious national and international conferences, and collaborate with other researchers at a high international level.
- Actively seek and secure external funding including leading the preparation and leadership of major multi party collaborative research proposals, e.g. Centres of Excellence.
- Make a significant contribution to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures, tutorials and field courses, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, the initiation and development of course/subject material and actively lead overall curriculum development in the discipline and across the College.
- Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
- Lead, supervise and develop less senior academic and research support staff in the School and College.
- Proactively contribute to all aspects of the operation of the School, College and University more broadly. This may include taking on senior leadership and broad supervisory roles.
- Lead and initiate major community outreach activities including to prospective students, research institutes, industry, government, the media and the general public for the broader benefit of the University.
- Maintain and actively promote high academic standards in all education and research.
- Comply with all ANU policies and procedures and in particular those relating to work health and safety and equal opportunity.
- Other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.
- Skill Base: A Professor is expected to possess advanced academic qualifications, broad expertise and deep knowledge in the relevant discipline area. Academic positions are expected to possess leadership skills in order to foster excellence in that field of research within the university, the discipline and/or the profession and within the scholarly and/or general community. Experience in directing significant research groups, in academia and/or industry, is also expected.

Selection Criteria

Professor Level E

1. A PhD in a relevant area, with an outstanding track record of independent research in the field of analytical inorganic trace element and isotope geochemistry and mass spectrometric geochemical methods (e.g. ICP-MS, ICP-MC-MS, SHRIMP/SIMS, TIMS) as evidenced by highly cited publications in leading peer-reviewed journals and conferences, a record of developing and maintaining collaborations with world leading researchers and institutes and by other measures such as prestigious awards, invitations to give keynote addresses at leading conferences, elite membership of professional institutes etc.
2. An outstanding track record of articulating and prosecuting innovative research in the relevant field and a compelling vision for the activities they will undertake and lead at the ANU.
3. An extensive record of leading and winning bids for competitive external funding to support individual and collaborative research activities, and the demonstrated ability to identify similar opportunities for others to pursue and to provide mentoring in the process.
4. Evidence of effective high-quality student-centred teaching at all levels and the demonstrated ability to set the education agenda of the School in the applicants' broader area of expertise.
5. An outstanding track record of successfully supervising and graduating high quality PhD/ Masters research students as evidenced by, for example, the subsequent positions held by these students.
6. Proven success in academic leadership, including building and leading successful and diverse teams of researchers, mentoring and developing academic colleagues to achieve goals.
7. 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 academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels in line with the [RSES Culture Statement](#).
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

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 check required by each type of position.



Kambri Precinct at twilight

In return you will enjoy a great range of staff benefits

At ANU we are committed to providing a distinctively inclusive, supportive and collegial environment in which to learn and work. As a member of our ANU staff community, you will enjoy a great range of staff benefits including:

- Professional and personal development and training opportunities
- 4 weeks annual leave plus an end of year shutdown period
- 20 Days personal leave on commencement (accrue 25 days p.a. after 3 years of service)
- 17% Superannuation with flexible options to increase salary
- Annual Leave Loading
- ANU Staff Health Insurance
- Access to salary packaging for vehicles, e-bikes, technology and more
- On Campus childcare with priority enrolment for ANU Staff
- Industry-leading parental leave provisions
- Commitment to gender equality

[Read more on the ANU website](#)

Our Campus

You will be based on the beautiful bushland ANU campus situated in the heart of Australia's capital city, Canberra.

Staff have prime access to the new KAMBRI precinct that offers some of Canberra's newest and best facilities from cafés and restaurants, a state-of-the-art pool, gym and wellness centre as well as live music and entertainment.

Just minutes to the City centre, Civic or the New Acton Precinct, and a stroll from the magnificent Lake Burley Griffin, ANU staff come to work in a prime location.

Canberra

Canberra has the power to surprise, with its abundance of food, wine, art, culture, ideas and innovation. As an evolving city, this element of surprise continues even once you've made Canberra your home, with new developments, events and opportunities constantly emerging to keep life interesting.

- Canberra has the lowest commuting times of all Australia's major cities.
- The region is known for four distinct seasons, enjoying 246 days of clear, crisp sunshine per year.
- Canberra's population is the best educated in Australia. School students benefit from easy access to major national institutions and, being the bush capital, great outdoor education options.

Enjoy a vibrant lifestyle, brimming with culture and art, just a stone's throw from natural bushland. Canberra offers the ultimate in work-life balance.

— [Canberra.com.au/live](https://canberra.com.au/live)



Lake Burley Griffin, Canberra

Selection Process

How to apply

To submit an application for this role, please submit your application online via the University's online recruitment portal.

For applications to be accepted they must contain:

- A statement addressing all selection criteria,
- A proposed research program for the next 5 years, and
- A current curriculum vitae (CV), including the names of 3 recent referees.

Anticipated timeframes

Applications Close	30 April 2022
Shortlisting	May 2022

As part of the application and appointment process, candidates may be requested to provide proof of their identity and citizenship and give permission for verification of their tertiary qualifications and a police background check.



Thank you for your interest in the position of
Fellow/Associate Professor/ Professor at
The Australian National University.





Australian
National
University

Contact us

For a confidential discussion about your application or the selection process, please contact:

Professor Dorrit Jacob

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