

ANU College of Science

Research School of Chemistry Academic Recruitment 2023

Information for prospective candidates



Australian
National
University



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 RSC Director



The Research School of Chemistry leads research and teaching in the chemical sciences at a top Australian university. We are seeking transformational thinkers and researchers who are motivated by our mission to provide high quality impact across research, education and engagement. Our School has broad strengths in chemical synthesis and materials chemistry and we welcome researchers who work across the boundaries of the traditional science disciplines. We are committed to growing our research capability to address the world's challenges and to creating a superb student experience. We aim to inspire and deliver best practice in all that we do.

We are seeking interest in biological chemistry from early career (lecturer, equivalent to assistant professor) to senior (full professor) academic faculty, with a special focus on attracting women, non-binary and diverse candidates. If you have a desire to contribute to our mission in a job where you can interact with leading

scientists, teach some of the best minds in the world, and have access to some of the Australia's best research facilities, we would welcome your application.

This booklet describes the positions, the Research School of Chemistry and the Australian National University. There is also information about the benefit of working at the ANU and living in Canberra, an attractive and family-friendly city with many advantages as the nation's capital.

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

— **PROFESSOR PENELOPE BROTHERS**

Director

ANU Research School of Chemistry

Introducing ANU



“Striving for excellence.” Learn more about our ANU Strategic Plan here [“ANU2025”](#)

“At ANU we are ambitious for the future. We strive to be one of the world’s leading Universities that sets the standard for education, research and its translation within the Asia-Pacific.”

— PROFESSOR BRIAN SCHMIDT
Vice-Chancellor and President
The Australian National University

ANU snapshot

ANU is ranked first in Australia and 27 in the world.

QS World University Rankings 2022



Ranked top 5 in Australia for producing the most employable graduates¹.



22,141 students enrolled at ANU with a 5 star student to staff ratio².



13 students awarded the Kambri Indigenous Scholarship in 2021³.



6,036 student accommodation beds on campus.



2,372 students enrolled from regional and remote areas of Australia.



6 Nobel laureates among our staff and alumni.



127,478 alumni located around the world⁴.



84% of our teaching and research staff have a doctorate.



The First Australian university to be accepted into the US National Engineering Grand Challenge Scholars Program.

¹ QS Graduate Employability Rankings 2022

² Good Universities Guide 2022

³ As at 2021

⁴ As at 2022

ANU Academic Colleges

ANU has seven academic colleges, each housing the schools and research centres that contribute to various broad disciplines. The ANU Colleges link research and teaching at undergraduate, postgraduate and higher degree levels. They undertake globally significant research and provide education programs at the highest standards.

ANU College of Science

In the ANU College of Science (CoS) staff and students come from all over the world to conduct, and to learn about, scientific research at the highest level. The College comprises: the Research School of Astronomy and Astrophysics, the Research School of Biology, the Research School of Chemistry, the Research School of Earth Science, the Fenner School of Environment and Society, the Mathematical Sciences Institute, the Research School of Physics, and the Centre for the Public Awareness of Science.

> science.anu.edu.au

ANU College of Health and Medicine

The ANU College of Health and Medicine (CHM) serves society through transformational research and education in health and medicine, working in partnership with the health sector at local, national and international levels. It comprises the School of Medicine and Psychology, the John Curtin School of Medical Research and the National Centre for Epidemiology and Population Health.

> health.anu.edu.au

ANU College of Law

The ANU College of Law (CoL) is Australia's national law school, committed to legal research and education at the highest level, and to striving for continuous improvement in the law for the benefit of national and international communities.

> law.anu.edu.au

ANU College of Arts and Social Sciences

The ANU College of Arts and Social Sciences (CASS) is the research and education college for the broad disciplines of the creative arts, humanities and the social sciences. The College has two research schools: the Research School of Social Sciences and the Research School of Humanities and the Arts.

> cass.anu.edu.au

ANU College of Engineering, Computing and Cybernetics

The ANU College of Engineering, Computing and Cybernetics (CECC) is shaping a new intellectual agenda to reimagine engineering, computing, cybernetics and the use of technology in the world. We are a vibrant and diverse community comprised of three Schools: Computing, Cybernetics, and Engineering, supported by the Professional Services Group. We draw on our disciplinary foundations to find and solve problems of global importance; bringing together expertise in social, technical, ecological and scientific systems to build a new approach.

> cecc.anu.edu.au

ANU College of Asia and the Pacific

The ANU College of Asia and the Pacific (CAP) hosts the largest assembly of scholars dedicated to working on Asia and the Pacific in the English-speaking world. The College comprises four Schools: the School of Culture, History and Language; the Coral Bell School of Asia Pacific Affairs; the Crawford School of Public Policy; and the School of Regulation and Global Governance (RegNet). The Australian Centre on China in the World is also based within CAP.

> asiapacific.anu.edu.au

ANU College of Business and Economics

The ANU College of Business and Economics (CBE) seeks to advance knowledge in the fields of business and economics through fundamental and high quality research, and provision of an excellent education and student experience. CBE is made up of four Research Schools; Research School of Accounting; Research School of Economics; Research School of Finance, Actuarial Studies and Statistics and; Research School of Management.

> cbe.anu.edu.au



Further information can be found at anu.edu.au/about/academic-colleges

ANU College of Science

The ANU College of Science (CoS) conducts research and delivers a research-led education program that encompasses a broad range of sciences, supported by extensive International networks and by world-class facilities.

The College has a strong tradition of research excellence that has fostered distinguished Nobel Laureates and Kyoto Prize winners, and that trains scientific leaders in disciplines in which the ANU is consistently ranked in the top twenty in the world.

The ANU College of Science comprises the:

- Research School of Astronomy and Astrophysics
- Research School of Biology
- Research School of Chemistry
- Research School of Earth Sciences
- Fenner School of Environment and Society
- Mathematical Sciences Institute
- Research School of Physics
- The Australian National Centre for the Public Awareness of Science

The ANU College of Sciences takes a joint approach with the ANU College of Health and Medicine (CHM) to deliver research and education through Schools and Centres.



Further information can be found at
science.anu.edu.au

Research School of Chemistry

The [Research School of Chemistry](#) (RSC) is the home of chemistry at ANU and the breadth of our teaching and research activities mirrors the cross- and multi-disciplinary impacts of chemistry in our daily lives.

The RSC accommodates over twenty world-class researchers who lead research groups comprising undergraduate and postgraduate students and postdoctoral fellows. Research-led teaching is a feature of the ANU and all the academic staff participate in the undergraduate teaching program. The research-intensive nature of our undergraduate curriculum allows students to interact with academic staff and their research groups at an early stage in their degree program. Our graduates have successful careers in research, the public service, industry and academia.

Our research activities are organized into three broad clusters: biological chemistry, chemical synthesis and materials chemistry. The diverse research interests of our staff contribute to the many fascinating and fundamental challenges being addressed within the RSC, including:

- exploring the chemistry of living systems in detail, from small molecules through to proteins;
- precision structure determination for high-end analysis of biological macromolecules, small molecules, metabolites and materials;
- understanding and controlling how molecules react – over all time and size scales;
- designing medicines and therapies to cure currently untreatable diseases;
- designing and synthesising new materials and molecular devices with properties that can be predicted, tailored and tuned;
- new means of energy generation, storage and transportation to pave the way to a truly sustainable future;
- leveraging self-assembly for the synthesis and manufacturing of complex systems and materials; and
- next generation synthesis focussing on end-to-end chemical design and synthesis with integration of computational and experimental approaches.

The RSC is housed in new, state-of-the-art buildings with first-class infrastructure, instrumentation and teaching spaces. Research and teaching are supported and enabled by highly skilled professional and technical staff. Comprehensive pastoral care and learning support is provided for all students and the School is a collegial and cohesive community. The Research School of Chemistry offers the very best environment for studying and research.



Further information can be found at chemistry.anu.edu.au



The RSC and ANU research environment

RSC research facilities and support

Research in the RSC is supported by excellent [infrastructure and facilities](#), each managed and supported by a dedicated professional scientist, and an in-house electrical and mechanical workshop. The school hosts three large-scale, campus wide facilities, providing service support and training to both internal and external users and three embedded facilities build around key strategic strengths of the school, outlined below.

[Joint RSC/RSB Mass Spectrometry Facility \(JMSF\)](#) contains a suite of world-class liquid-and gas-chromatography / mass spectrometry instruments, together with advanced sample preparation robotics. The JMSF supports a diverse array of research areas spanning chemistry, biology, medicine, physics, geochemistry, and archaeology. Key research strengths include: metabolomics and absolute small molecule target quantitation; proteomics and intact protein structure analysis (native and non-native); and synthetic (single) molecule structural characterization.

[RSC Magnetic Resonance Facility \(MRF\)](#) caters for both Nuclear Magnetic Resonance (NMR) and Electron Paramagnetic Resonance (EPR). It is one of the most advanced in Australia, boasting equipment worth over twelve million dollars and catering for over 100 staff and students across the university. The suite of six NMR spectrometers operate at field strengths between 4.7 and 14.1 Tesla (400-800 MHz) optimized for protein characterization (cryoplatforms) and very fast solid-state magic angle spinning (MAS). The MRF is Australia's premier EPR facility, and hosts the only High-Field EPR instrument in the Southern Hemisphere. It contains three instruments with field strengths of 0.3 to 6 Tesla. It allows for continuous wave, pulsed, transient measurements, in situ electrochemistry, in situ gas exchange and in situ light (Solar, UV, LED, laser) excitation and measurements over a wide temperature range (4-300K). The school also has extensive magnetic resonance and magneto-optical instrumentation (MCD).

[RSC X-ray Diffraction Facility \(XDF\)](#) caters for both single crystal and powder diffraction. Together with infrastructure based at the ANU Research School of Earth Sciences, the facility boasts state-of-the-art equipment with applications ranging from small molecule crystallography and macromolecular crystallography and houses specialist equipment for the study of incommensurate diffraction.

[RSC Biopolymer and Polymer Facility \(BPF\)](#) is embedded within the Chemical Biology research cluster. The BPF allows production of recombinant proteins and characterization of bio-polymers. The facility houses equipment for small, medium and large-scale protein production using in vivo expression and cell-free (in vitro) protein synthesis, as well as instrumentation for sample preparation and storage of biomolecules for detailed structural studies, e.g. automated microfluidics protein crystallization.

[RSC Separation and Reactor Facility \(SRF\)](#) is embedded within the Synthesis research cluster. The SRF provides high-level technical support towards the production, separation and isolation of synthetic compounds. It houses HPLC, GC and SFC instrumentation along with photochemical reactors, microwave reactors, high-pressure reactors and flow chemistry equipment.

[RSC Laser and Spectrophotometer Facility \(LSF\)](#) is embedded within the Materials research cluster. This multiuser/multiplatform facility provides expert technical support for the School's catalogue of specialized laser and analytical instrumentation, including femtosecond laser arrays, high power pulse lasers, used primarily for the preparation and characterization of functional materials, for example non-linear optics.

ANU research facilities and institutes

The [ANU Centre for Advanced Microscopy](#) has recently acquired state-of-the-art cryo-EM and confocal microscope platforms and facilities for materials characterisation. The John Curtin School of Medical houses the [ANU Centre for Therapeutic Discovery](#) and the [Biomolecular Resource Facility](#). The [National Laboratory for X-ray Micro Computed Tomography](#) has ion beam facilities and a 1.7 MeV tandem accelerator, and hosts an ACT node of the [Australian National Fabrication Facility](#). The [National Computing Infrastructure \(NCI\)](#) is based at ANU and houses Gadi, the 24th most powerful supercomputer in the world. The RSC, together with the College of Engineering, Computing and Cybernetics (CECC), has established a Materials Battery Technologies and Characterisation program as part of the [ANU Battery Storage and Grid Integration Program](#), and RSC academics are also closely involved in the university-wide [Institute for Climate, Energy and Disaster Solutions](#) whose mandate is to develop innovative solutions to address climate change, energy system transitions and disasters.

Industry engagement

The RSC, and ANU more broadly, are committed to supporting commercialization of intellectual property to fostering Australia's innovation economy. In the chemical biology space, the nearby CSIRO Black Mountain Division is part of the new [National Agricultural and Environmental Sciences Precinct](#) and ANU has recently established the cross-school [Centre for Entrepreneurial Agri-Technology](#). The RSC hosts two RSC startup companies: [Samara](#) which aims to develop a recyclable plastics using bioengineered organisms and [Syenta](#), which is developing a next generation 3d printers that allows manufacture of polymeric, organic, semiconducting, or metallic materials into complex shapes.

Rita Cornforth Fellowship

The [Rita Cornforth Fellowship](#) was established to honour the pioneering contributions of Lady Rita Cornforth (1915-2012), one of Australia's most important chemists of the last century. She pioneered the synthesis of important natural products such as penicillamine, steroids and the stereochemistry of molecules involved in the biosynthesis of cholesterol. In recognition of her work, in 1996 the Research School of Chemistry established the Rita Cornforth Fellowship, dedicated to promoting women in science.

The opportunities

Biological Chemistry, including biocatalysis, biophysics, protein engineering, and synthetic biology are fast-moving, growth areas with demonstrated impacts in health, food and environmental sciences. The Research School of Chemistry is a key player in this area, with multidisciplinary links that span engineering, medical research, biology, materials and the social sciences. The Biological Chemistry cluster in the RSC hosts two Australian Research Council Centres of Excellence, shares teaching of the Bachelor of Science in Biochemistry with the Research School of Biology (RSB) and is also jointly leading the cross-disciplinary ANU SynBio Initiative.

To further expand our capabilities, we are seeking candidates with expertise in protein chemistry, structural biology, biochemistry, biocatalysis, biophysics and/or protein engineering. The new appointees will share outstanding in-house research infrastructure for protein production, purification and analyses (bioreactors; [high-field NMR and EPR spectroscopy](#); [high-resolution mass spectrometry](#)) and collaborate with world-leading scientists across biological chemistry at the RSC and beyond. The candidates will also have access to the excellent infrastructure including the recently acquired state-of-the-art cryo-EM and confocal microscope platforms at the ANU [Centre for Advanced Microscopy](#) and high-throughput drug screening facility at the John Curtin School of Medical Research (<https://jcsmr.anu.edu.au/research/centres/actd>).

Two positions are available. Candidates who are eligible for both positions (women or non-binary applicants at Senior Lecturer/Level C) may apply for one and will be automatically considered in the pool of applicants for the other.

Lecturer/Senior Lecturer in Biological Chemistry

The appointment is available for Academic Levels B or C (Lecturer or Senior Lecturer). To support the identified areas of research focus for the School, preference will be given to candidates with a demonstrated track record and an active research program in the fields defined above. Candidates will be considered on their merits, and the degree of postdoctoral experience and the impact of any career breaks will be considered. The primary criterion for selection will be academic excellence.

Rita Cornforth Fellowship – Senior Lecturer/Associate Professor/Professor of Biological Chemistry

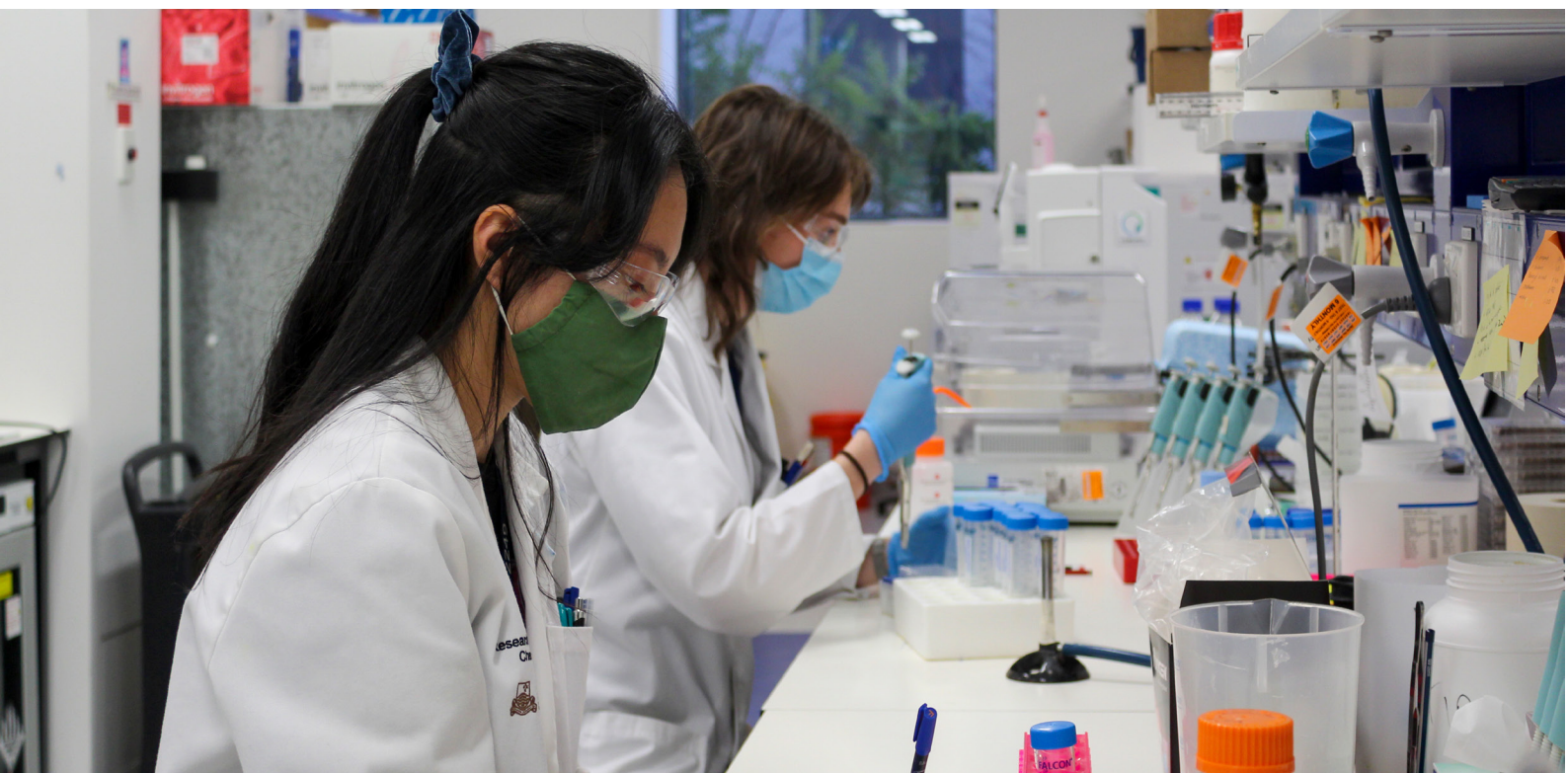
The appointment is available only to candidates who identify as women or non-binary for Academic Levels C, D or E (Senior Lecturer, Associate Professor or Professor). To support the identified areas of research focus for the School, preference will be given to candidates with a demonstrated track record and active research program in the fields defined above. [Rita Cornforth Fellowships](#) will be offered for 5 years to further support women and non-binary scientists. Candidates will be considered on their merits including the impact of any career breaks. The primary criteria for selection will be academic excellence and achieving a gender diverse workforce.

Are you an exceptional candidate? Can you demonstrate that, relative to your career stage:

- you are, or have the potential to become, a world-class researcher in biological chemistry, with a strong, independent research program funded by external grants;
- your research and teaching reflect the latest advances in their fields, with a clear interest/commitment to teaching excellence;
- you are interested in dimensions beyond research and teaching; for example, public outreach, engaging with industry, science communication or tertiary science pedagogy;

- you are collaborative and collegial, and will be accessible to colleagues, research students and undergraduates; and
- you have a high-level understanding of and commitment to the principles of inclusion, diversity, equity and access in a University context.

For further information about these positions please consult the candidate information booklet or contact the Director of the Research School of Chemistry, Professor Penelope Brothers (director.rsc@anu.edu.au). Appointees will be supported by a package that may include a contribution from the ANU Futures Fund, designed to attract outstanding faculty to the ANU.



Positions

Lecturer (Level B)

Position dimension and relationships

The Lecturer will be a member of Research School of Chemistry, accountable to the Director of the School. The Lecturer will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the all academic and professional School and College staff, students and honorary appointees, as well as with external and industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and international colleagues.

Role statement

In their role as an Academic Level B the Lecturer is expected to:

1. Undertake independent research in an area broadly within biological chemistry with a view to publishing original and innovative results in refereed journals, presenting research at academic seminars and at national and international conferences, and collaborate with other researchers at a national and international level.
2. Actively seek and secure external funding, including the preparation and submission of research proposals to external funding bodies.
3. Contribute 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 and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a course coordinator and the initiation and development of course material. Supervise students working on individual or group projects at undergraduate, honours, and graduate-coursework levels.
4. Supervise higher degree research students and Postdoctoral Fellows in their research area.
5. Actively contribute to all aspects of the operation of the School, which may include representation through committee memberships.
6. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
7. Maintain high academic standards in all education, research and administration endeavours.
8. 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.
9. Demonstrate an understanding of the principles of inclusion, diversity, equity and access and a commitment to their application in a university context.
10. Undertake other duties as required that are consistent with the classification of the position.

Skill base

A Level B academic will undertake independent teaching and research in their discipline or related area. In research, scholarship and teaching a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline. A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, and engage in independent research and professional activities appropriate to their discipline.

The academic will normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

Selection criteria

To excel in this role, you will have (relative to career stage):

1. A PhD in chemical science or a related, relevant area. with a track record of independent research in the field of biological chemistry as evidenced by 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 conferences.
2. A strong track record of innovative research within biological chemistry, as evidenced by well-cited publications in peer-reviewed journals, conference presentations, a plan to develop and maintain collaborations, and other measures such as awards and recognition relative to career stage.
3. A compelling vision for the research activities you will undertake and lead at the ANU.
4. A demonstrated commitment and ability to apply for competitive external funding from a variety of sources to support individual and collaborative research activities.
5. Evidence of an aptitude for effective teaching at all levels, and an articulated vision for your approach to facilitating student learning.
6. Evidence of supervision of student research projects and an articulated vision for your approach to supervision of high quality Masters/PhD research students.
7. Evidence of interest and achievement in dimensions beyond research and teaching; for example a vigorous outreach program, a track record of engaging with industry, skills in science communication, or an interest in tertiary science pedagogy;
8. A demonstrated ability to work as part of a team, to contribute to team management and to work within organisational structures.
9. 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.
10. A demonstrated high-level understanding of the principles of inclusion, diversity, equity and access and a commitment to their application in a university context.

The selection panel will consider each application according to these criteria using the principles of capability-based selection, a holistic assessment of the recruitment case. The panel will focus on the candidate's potential for future achievements across several dimensions:

- quality and impact of achievements;
- adaptability and the ability to learn or create;
- commitment, purpose, and drive to be engaged in the role;
- stage of the applicant's career and their career trajectory;
- impact of personal circumstances during the course of their career; and
- any on-going effects on productivity and achievement beyond the period directly impacted by the candidate's personal circumstances.

Senior Lecturer (Level C)

Position dimension and relationships

The Senior Lecturer will be a member of Research School of Chemistry, accountable to the Director of the School. The Senior Lecturer will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the all academic and professional School and College staff, students and honorary appointees, as well as with external and industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and international colleagues.

Role statement

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

1. Undertake high impact independent research in an area broadly within biological chemistry with a view to publishing original and innovative results in international refereed journals, presenting research at academic seminars and at national and international conferences, and collaborating with other researchers at a national and/or international level.
2. Actively seek and secure external funding, including the preparation and submission of research proposals to external funding bodies.
3. 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 and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a course coordinator, the initiation and development course material and actively leading overall development of courses in the discipline. Supervise students working on individual or group projects at undergraduate, honours, and graduate-coursework levels.
4. Supervise higher degree research students and Postdoctoral Fellows. Lead, supervise and develop less senior academic and research support staff in their research area.
5. Proactively contribute to all aspects of the operation of the School and College, which may include representation through committee memberships.
6. Lead outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
7. 7. Maintain and actively promote high academic standards in all education, research and administration endeavours.
8. 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.
9. Demonstrate an understanding of the principles of inclusion, diversity, equity and access and a commitment to their application in a university context.
10. Undertake 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 level. In research, scholarship and teaching they will make original contributions, which expand knowledge or practice in their discipline.

A Level C academic will normally make a significant contribution to research, scholarship, teaching and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. The academic will normally play a major role or provide a significant degree of leadership in scholarly, research and professional activities relevant to the discipline and 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

To excel in this role, you will have (relative to career stage):

1. A PhD in chemical science or a related area, with a strong track record of independent research in the field of biological chemistry 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. An excellent track record of innovative research within biological chemistry, as evidenced by well-cited publications in peer-reviewed journals, conference presentations, a record of developing and maintaining collaborations and other measures such as awards and recognition relative to career stage.
3. A compelling vision for the research activities you will undertake and lead at the ANU.
4. A demonstrated commitment to and success in securing competitive external funding from a variety of sources to support individual and collaborative research activities.
5. Evidence of aptitude for effective teaching at all levels, an articulated vision for your approach to facilitating student learning and setting the education agenda of the School.
6. A track record of successfully supervising and graduating high quality Masters/PhD research students, and an articulated vision for your approach to supervision of student research projects.
7. Evidence of interest and achievement in dimensions beyond research and teaching; for example a vigorous outreach program, a track record of engaging with industry, skills in science communication, or an interest in tertiary science pedagogy;
8. A demonstrated ability to lead and work as part of a team, to contribute significantly to team management and to work within organisational structures.
9. 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.
10. A demonstrated high-level understanding of the principles of inclusion, diversity, equity and access and a commitment to their application in a university context.

The selection panel will consider each application according to these criteria using the principles of capability-based selection, a holistic assessment of the recruitment case. The panel will focus on the candidate's potential for future achievements across several dimensions:

- quality and impact of achievements;
- adaptability and the ability to learn or create;
- commitment, purpose, and drive to be engaged in the role;
- stage of the applicant's career and their career trajectory;
- impact of personal circumstances during the course of their career; and
- any on-going effects on productivity and achievement beyond the period directly impacted by the candidate's personal circumstances.

Associate Professor (Level D)

Position dimension and relationships

The Associate Professor will be a member of Research School of Chemistry, accountable to the Director of the School. The Associate Professor will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the all academic and professional School and College staff, students and honorary appointees, as well as with external and industry stakeholders. This position will also have a mentoring role for students and early career researchers and will engage in collegial and productive collaborations with local, national and international colleagues.

Role statement

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

1. Undertake world-class, high impact, independent research in an area broadly within biological chemistry with a view to publishing original and innovative results in international refereed journals, presenting research at academic seminars and at prestigious national and international conferences, and collaborating with other researchers at an international level.
2. Actively seek and secure external funding including the preparation and leadership of major, multi-party collaborative research proposals.
3. 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 and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a course coordinator, the initiation and development of course/subject material and actively leading overall curriculum development in the discipline and across the College. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels.
4. Supervise higher degree research students and Postdoctoral Fellows. Lead, supervise and develop less senior academic and research support staff in the School.
5. Proactively contribute to all aspects of the operation of the School, College and University. This may include taking on broader leadership and supervisory roles.
6. Lead and initiate community outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
7. Maintain and actively promote high academic standards in all education, research and administration endeavours.
8. 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.
9. Demonstrate an understanding of the principles of inclusion, diversity, equity and access and a commitment to their application in a university context.
10. Undertake other duties as required that are consistent with the classification of the position.

Skill base

A Level D academic will normally make an outstanding contribution to the research, scholarship, 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 and 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

To excel in this role, you will have (relative to career stage):

1. A PhD in chemical science or a related area, with an excellent record of independent research in the field of biological chemistry 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 innovative research within biological chemistry as evidenced by highly-cited publications in leading peer-reviewed journals, major international conference presentations, a record of developing and maintaining collaborations with world-leading researchers and institutes and other measures such as prestigious awards, invitations to give keynote addresses at leading conferences, elite membership of professional institutes, etc.
3. A compelling vision for the research activities you will undertake and lead at the ANU.
4. A demonstrated commitment to and success in securing competitive external funding from a variety of sources 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.
5. Evidence of aptitude for effective teaching at all levels, and an articulated vision for your approach to facilitating student learning and setting the education agenda of the School.
6. A strong track record of successfully supervising and graduating high quality Masters/PhD/ research students as evidenced by, for example, the subsequent positions held by these students, and an articulated vision for your approach to supervision of student research projects.
7. Evidence of interest and achievement in dimensions beyond research and teaching; for example a vigorous outreach program, a track record of engaging with industry, skills in science communication, or an interest in tertiary science pedagogy;
8. Experience in and a demonstrated ability to provide academic leadership, work effectively within organisational structures, and mentor and develop colleagues to achieve goals.
9. 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.
10. A demonstrated high-level understanding of the principles of inclusion, diversity, equity and access and evidence of the implementation of these principles in a university context.

The selection panel will consider each application according to these criteria using the principles of capability-based selection, a holistic assessment of the recruitment case. The panel will focus on the candidate's potential for future achievements across several dimensions:

- quality and impact of achievements;
- adaptability and the ability to learn or create;
- commitment, purpose, and drive to be engaged in the role;
- stage of the applicant's career and their career trajectory;
- impact of personal circumstances during the course of their career; and
- any on-going effects on productivity and achievement beyond the period directly impacted by the candidate's personal circumstances.

Professor (Level E)

Position dimension and relationships

The Professor will be a member of Research School of Chemistry, accountable to the Director of the School. The Professor will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the all academic and professional School and College staff, students and honorary appointees, as well as with key external and industry stakeholders. This position will also have a major mentoring role for students and academic staff and will engage in collegial and productive collaborations with local, national and international colleagues.

Role statement

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

1. Undertake and foster world-class, high impact, independent research in in an area broadly within biological chemistry with a view to publishing original and innovative results in international refereed journals, presenting research at academic seminars and at prestigious national and international conferences, and collaborating with other researchers at a high international level.
2. Actively seek and secure external funding including leading the preparation and leadership of major multi party collaborative research proposals at national (e.g. Centres of Excellence) and international levels.
3. 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 and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a course coordinator, the initiation and development of course material and actively leading overall curriculum development in the discipline and across the College. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels.
4. Supervise higher degree research students and Postdoctoral Fellows. Lead, supervise and develop academic and research support staff in the School and College.
5. 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.
6. 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
7. Maintain and actively promote high academic standards in all education, research and administration endeavours.
8. 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.
9. Demonstrate an understanding of the principles of inclusion, diversity, equity and access and a commitment to their application in a university context.
10. Undertake other duties as required that are consistent with the classification of the position.

Skill base

As a Level E academic, a Professor is expected to possess advanced academic qualifications, broad expertise and deep knowledge in the relevant discipline area. Professors are expected to possess leadership skills in order to foster excellence in that field of research within the University, the discipline and within the scholarly and/or general community. Experience in directing significant research groups is also expected.

Selection criteria

To excel in this role, you will have (relative to career stage):

1. A PhD in chemical science or a related area, with an outstanding track record of independent research in the field 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 within biological chemistry as evidenced by highly-cited publications in leading peer-reviewed journals, major international conference presentations, a record of developing and maintaining collaborations with world-leading researchers and institutes and other measures such as prestigious awards, invitations to give keynote addresses at leading conferences, elite membership of professional institutes, etc.
3. A compelling vision for the research activities you will undertake and lead at the ANU.
4. An extensive record of leading and winning bids for competitive external funding from a variety of sources 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.
5. Evidence of aptitude for effective teaching at all levels, an articulated vision for your approach to facilitating student learning and setting the education agenda of the School.
6. An outstanding track record of successfully supervising and graduating high quality Masters/PhD research students as evidenced by, for example, the subsequent positions held by these students, and an articulated vision for your approach to supervision of student research projects.
7. Evidence of interest and achievement in dimensions beyond research and teaching; for example a vigorous outreach program, a track record of engaging with industry, skills in science communication, or an interest in tertiary science pedagogy;
8. Proven success in providing academic leadership and working effectively within organisational structures, including mentoring and developing academic colleagues to achieve goals.
9. 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.
10. A demonstrated high-level understanding of the principles of inclusion, diversity, equity and access, and evidence of leading the implementation of these principles in a university context.

The selection panel will consider each application according to these criteria using the principles of capability-based selection, a holistic assessment of the recruitment case. The panel will focus on the candidate's potential for future achievements across several dimensions:

- quality and impact of achievements;
- adaptability and the ability to learn or create;
- commitment, purpose, and drive to be engaged in the role;
- stage of the applicant's career and their career trajectory;
- impact of personal circumstances during the course of their career; and
- any on-going effects on productivity and achievement beyond the period directly impacted by the candidate's personal circumstances.

Applying for a position at ANU

Application process

All applicants are encouraged to apply for jobs online.

Manual applications should be forwarded to the Contact Officer on the advertisement, care of the School or Department where the position is located.

The closing date is specified in the advertisement. All job applications will be acknowledged upon receipt, by either email if electronic lodging or by mail if email is unsuitable.

Equity

The University is committed to providing equal opportunity of employment including the principle of selection and promotion of staff on merit, which precludes irrelevant personal attributes. Fair and transparent processes are applied in assessing the capacity of a person to perform the inherent requirements of a position, having regard to the person's knowledge, skills, qualifications and experience and their potential for future development.

Equal opportunity in employment also means enabling staff the opportunity to access the relevant conditions of employment, irrespective of personal attributes and to work in an environment free from discrimination, harassment and bullying.

ANU reserves the right to appoint by invitation. On behalf of the University and 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.

Background checks

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.

Employee benefits

The Australian National University provides a number of employee benefits for eligible employees.

Salary packaging

- Novated (car) leases
- Airline Membership-Qantas and Virgin Australia
- Laptops, PDAs
- Parking -Eligible staff are able to apply for permits for on campus parking
- Superannuation
- Health and Wellbeing
- On-campus staff counselling service
- Independent and confidential Employee Assistance Program
- On-campus fully credited primary health care facility -free flu vaccination
- ANU Fitness Centre-gym and group fitness classes, on-campus swimming pool
- Wellbeing programs for staff
- Dedicated Safety and Wellbeing Group to support staff with Work, Health and Safety matters

Family friendly workplace

- On-campus childcare with the option to deduct payment from pre-tax salary
- Flexible working arrangements
- Breast feeding facilities and parents' room within the RSC
- Dual career (spousal) hires

Career and Professional Development

- In-house and external staff development opportunities
- Support for caring responsibility to attend conferences/seminars
- Outside Studies Program
- Support for individual career planning/counselling services
- Staff undergraduate and postgraduate scholarships
- Career development leave program
- Informal and formal mentoring

Salary and rewards

- Contribution of up to 17% superannuation (in addition to base salary)
- On-campus UniSuper consultant available for general advice on superannuation
- ANU staff health insurance plan with HCF for Australian resident and non-resident staff
- Recognition of Prior Service with another Australian university or Commonwealth authority

Learning communities

Student-led organisations inclusive and open to everyone. These communities encompass areas such as:

- creative arts
- cultures
- global challenges
- history, and
- sustainability.

Campus life and facilities

- Cafes, banks, ATMs, chemist, newsagent, bookshop and a post office
- ANU is a smoke-free campus
- Access to University Libraries - five in total
- ANU GreenShare Car service
- Campus Bicycle Fleet and a network of walking and bike paths around campus
- ANU Green Unit to help reduce our carbon footprint
- Corporate discount for rental cars
- Vehicle Servicing and Maintenance with Autoco Belconnen - free pick up and drop off from the ANU
- Well established and maintained precincts for acoustic and other events e.g. University House, Llewellyn Hall
- Well maintained gardens and sporting/recreation facilities



For additional information, please contact:
hr.cos@anu.edu.au

Kambri - ANU Campus





Kambri ground map - ANU Campus

Our responsibility to Indigenous Australia

As Australia's national university one of our defining roles has been to contribute to the advancement of Australia's Indigenous peoples.

We contribute by graduating Indigenous students, as well as through game-changing research and direct engagement. Delivering on our Unique National Responsibilities with Indigenous communities. We provide an environment for debating the big issues and partnering with Indigenous Australia to advance the status, recognition and lives of Aboriginal and Torres Strait Islander peoples.

Although the proportion of Indigenous students at ANU is high by the standards of some of our peer universities, we remain far from parity with the population at large for undergraduates. The proportion of postgraduate and higher degree students is lower again, as is the proportion of professional and academic staff. Through targeted activities we will work towards achieving parity with the proportion of Indigenous Australians in the overall population.

Research focused on Indigenous issues is broad in scope and has made a substantial contribution. ANU has strong Indigenous research leaders in a number of disciplines. However, our continued salience requires constant attention to impact, partnership with Indigenous communities and a commitment to novel and multidisciplinary approaches to our work.

Achieving equity

ANU is committed to equity and diversity as fundamental values. Australia has a diverse population and we are committed to providing opportunities and an inclusive and welcoming environment, to those of all backgrounds and identities.

As Australia's National University, we have a responsibility and an obligation to educate students from across Australia who have the capacity to succeed, no matter their background. It is for this reason that we have launched a pioneering program to transform the way we do admissions. We are undertaking an international first to link our admission, scholarship, and accommodation processes so that when we make a student an offer to university, they will at the same time know where they will be living and whether they have a scholarship to support them. We are reserving a place for domestic students in the top 2% of every school in Australia who have the capacity to succeed, ensuring students have access to a world class education no matter the socio-economic status of their school.

Alongside this we are undertaking a major scholarship drive to remove the financial barrier for some of our most capable but most disadvantaged students, whether they be indigenous, suffering a long term disadvantage, low-SES, or from interstate regional and remote areas. We now have a single application form that allows both excelling and disadvantaged students to access more than 200 scholarship opportunities across campus by answering just four questions. And we are looking at the whole person, requiring all undergraduate applicants to have engaged beyond the classroom to support themselves, their family or their community, to clearly signal the importance of engagement beyond studies to both academic and employment success.

Athena Swan

ANU has committed to the SAGE Pilot of Athena SWAN in Australia. Athena SWAN is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. ANU became an inaugural member of the SAGE Pilot project in 2016. While the focus of the SAGE pilot is on Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines, ANU is also committed to gender equity in the Humanities and Social Science disciplines well as in our professional staff.

About 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 is also a planned city – designed to maximise opportunities for work and play. As our Nation's Capital, big ideas emerge, circulate and grow here, thanks to unique links between leading thinkers in business, government, education and research. Our dynamic economy, highly educated workforce and an innovative business culture provide career and business opportunities unique to Canberra.

Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility or heading up to the Snowy Mountains for a day on the slopes. We are also home to most of Australia's major national cultural institutions, with whom the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

Where to live?

Canberra is designed to maximise the quality of life, built on a blueprint that connects people with community and nature, Canberra provides you the opportunity to create a unique work/life balance, wherever you choose to live.

The architects who designed Canberra, Walter and Marion Burley Griffin, had a master plan to create a series of 'satellite cities' separated by nature reserves and connected with major roads. Today their vision lives on, with Canberra divided into seven distinct regions of residential suburbs, each serviced by a central business district.

The resulting benefits are that commuting times are short. Employment hubs are virtually on your doorstep and recreational facilities are within walking distance, regardless of where you live.



Lowest commuting times of all Australia's major cities



More than 30% of Canberra residents were born overseas



Highest average income and lowest unemployment among Australia's major cities



Ranked world's 3rd healthiest city to live in



Further information can be found at canberra.com.au





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