



Indigenous Australian Postdoctoral Research Fellow

QUT CENTRE FOR JUSTICE
CARUMBA INSTITUTE



Artist: Jharja Gray

About the Position

The Indigenous Australians Postdoctoral Research Fellow has been established to promote and grow Indigenous research capacity at QUT. The appointment will be a joint appointment between the [QUT Centre for Justice](#) and the [Carumba Institute](#).

The Indigenous Australians Postdoctoral Research Fellow will carry out research that is focused on Indigenous Australian issues in an area that fits within the broad research programs of the QUT Centre for Justice:

- **Access to Justice:** Research across this program investigates access to and experience of justice particularly in relation to vulnerable groups.
- **Technologies of Justice:** This program focuses on understanding the intellectual, professional and/or digital technologies that shape the way we think about justice, how we deliver justice and how it is being transformed in the digital age by Artificial Intelligence and associated innovations.
- **Ecologies of Justice:** Research in this program investigates the complex arrangements that shape justice through international systems of geopolitics, governance and regulation, flows of people, information, goods and services, space and place, and the wellbeing of the planet.

The Indigenous Australians Postdoctoral Research Fellow will play an important role in furthering the development of Indigenous research capacity at QUT by contributing to the development and implementation of the Indigenous research strategy of QUT through involvement in the activities of the QUT Centre for Justice and the Carumba Institute. This may involve, but will not be limited to, collaborating with other researchers, supervising student research projects, liaising and collaborating with external organisations, and membership on relevant committees and groups.

The Indigenous Australians Postdoctoral Research Fellow will be invited to recruit an Indigenous Australian Higher Degree Research student to undertake a companion research project, who will be awarded a QUT Postgraduate Research Scholarship, which will include a \$13,000 top up scholarship funded

by the QUT Centre for Justice.

This position will report to the Professor Melissa Bull, Director, QUT Centre for Justice, for supervision, workload management and Performance, Planning and Review (PPR) with formal input requested from the Executive Director of the Carumba Institute.

Key responsibilities include:

- Carry out innovative, impactful research on an approved research project.
- Produce academic research papers suitable for publication in high quality journals.
- Work collaboratively with members of QUT's Centre for Justice, the Carumba Institute and the wider academic community.
- Undertake a leadership role in advancing the development of Indigenous research capacity at QUT.
- Active membership of the QUT Centre for Justice, participating in seminars and events.
- Developing relationships and collaborations with civil society, industry, government, and professional and peak bodies.
- Implementing and administering University policy within the Faculty with respect to equitable access to education and workplace health and safety.

To ensure job flexibility the successful appointee may be required to:

- perform any other duties as nominated by the University consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- participate in job rotation or multiskilling in consultation with their supervisor;
- work across campuses

To be appointed as the Indigenous Australians Postdoctoral Research Fellow the successful applicant must meet the position classification standards outlined in the [QUT Enterprise Agreement \(Academic Staff\)](#).

Type of appointment

This appointment will be offered on a fixed-term, full-time basis for three (3) years. A fractional appointment will also be considered.

Location

Gardens Point campus.

Selection Criteria

1. Completion of a PhD (or a recent submission of a PhD) in social science or related discipline.
2. Demonstrated ability to conduct and manage independent research, including planning and delivering project outcomes within agreed timeframes and budgets.
3. Demonstrated experience in qualitative and/or quantitative research techniques.
4. Demonstrated high level oral communication and interpersonal skills including the ability to connect and collaborate with research colleagues, external stakeholders and the wider research community.
5. Demonstrated advanced level written communication skills, including experience in writing reports, conference papers and/or academic publications.

Remuneration and Benefits

The classification for this position is Academic Level B (LEVB) which has an annual remuneration range of \$114,202 to \$135,629 pa. Which is inclusive of an annual salary range of \$97,325 to \$115,586 pa and 17% superannuation.

In July 2020 QUT staff voted in favour of a variation to its Enterprise Agreements. The variations were approved by the Fair Work Commission in August 2020.

The variation impacts leave loading (for new staff no loading will be paid or accrued during the period the variation is in effect), salary increases (the salary increase which was due to occur in the first full pay period of December 2020 has been deferred until the first full pay period of December 2021) and superannuation (superannuation will be paid to staff as though the salary increase which would have been paid in December 2020 has taken effect and, subject to the rules of the superannuation fund, a defined benefit member will continue to make contributions in alignment with the contributions made by the University). A link to the variation is [here](#).

We actively seek to attract and retain the best talent to the organisation, and in exceptional circumstances, the successful candidate may be granted a [salary loading](#) in addition to the above salary range.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

Further benefits can be found at the [Working at QUT](#) page.

Information for applicants

The position is open to Aboriginal Australians and Torres Strait Islander people. For this position it is a genuine occupational requirement that it be filled by an Aboriginal or Torres Strait Islander person as permitted by and arguable under sections 25, 104 and 105 of the Queensland Anti-Discrimination Act (1991).

For further information about the position, please contact Professor Melissa Bull, on 3138 0584; or for further information about working at QUT contact Human Resources on 3138 5000.

Candidates who are interested in the position are encouraged to apply even though they may feel they are not strong on individual selection criteria.

In assessing merit, the panel will take into consideration “performance or achievement relative to opportunity”. We recognise that many staff today have a range of personal circumstances, and career histories that challenge traditional ideas of an academic staff member. This may mean, for example, prioritising the quality of achievement rather than the quantity, as considerations of part-time employment, career interruptions and significant periods of leave are taken into account when assessing performance or achievement.

The selection panel is also committed to conducting a process which is fair and free from bias, including unconscious bias.

How to Apply

For further information and to apply, please visit www.qut.edu.au/jobs for reference number 21320

When applying for this position your application should include the following:

1. Confirmation of Aboriginality
2. A current resume
3. A statement of claims against the selection criteria
4. A research project proposal. You must provide a project outline addressing the following headings in 4-6 pages, excluding references:
 - Proposal Title
 - Aims and Background
 - Significance and Innovation
 - Approach and Methodology
 - Alignment with research programs of QUT Centre for Justice.
 - Time line for completion

Applications close 18 May 2021

About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation's fastest growing research universities and our courses are in high demand.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world. We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

Our internationally award-winning Science and Engineering Centre is home to The Cube, acknowledged as one of the world's largest digital interactive learning and display spaces. QUT established the world's first Creative Industries Faculty, and we invest heavily in collaborative learning and interdisciplinary research environments, including the \$95M Education Precinct.

Further information about QUT can be obtained from the website at www.qut.edu.au.

Our Vision

QUT's [Blueprint 6](#) is our institutional strategic plan. The Blueprint formalises QUT's

ambitions and declares our strong sense of purpose which is to provide transformative education and research relevant to our communities. It provides a framework and strategies to enable QUT to realise our vision to be the university for the real world and identifies the following priorities:

- support aspiration and inclusion
- encourage creativity and entrepreneurship
- embrace digital transformation and technology
- embed principles of health and wellbeing
- support Indigenous Australian engagement, success and empowerment
- enable professional engagement and ethical leadership and,
- focus on the environment and sustainability

Aligned to and supporting our vision are the QUT Values. These Values highlight what makes QUT distinct and successful. Providing a compass for our decisions, actions and behaviours and strengthening our community.

QUT Values

- Ambition
- Curiosity
- Innovation
- Integrity
- Inclusiveness

About the QUT Centre for Justice

QUT Centre for Justice is a Tier 1 QUT Research Centre, representing a priority area of research for the University. It is a think tank for social justice that aims to empower and enable citizens, consumers and communities through solutions-oriented research. Our vision is to democratise justice by improving opportunities for health and wellbeing and enhancing the inclusiveness of work and education while widening access to justice. Our applied interdisciplinary research is led by experts from six relevant schools (Justice, Law, Management, Advertising, Marketing and Public Relations,, Public Health and Social Work, Early Childhood and Inclusive Education, and Design), across four faculties. It contributes to the democratisation of justice through partnerships built on collaborative and inclusive research methodologies.

We're a leader in high impact, interdisciplinary research. Our Journal, briefing paper series and blog represent our work examining justice challenges confronting citizens, governments, communities and criminal justice systems.

About the Carumba Institute

The Carumba Institute is a central component of QUT's commitment to Indigenous Australians. The Institute embodies QUT's priority to increase Indigenous Australian research focus, continue to develop Indigenous Australian researchers and attend to the needs of Indigenous Australian students. The Institute is responsive to government and higher education sector agendas, and contributes to overcoming Indigenous disadvantage.

The two core functions of the Carumba Institute are research and education. Central to these functions are training and employment-enhancing initiatives, as well as fostering engagement and partnerships that matter to Indigenous people and communities.