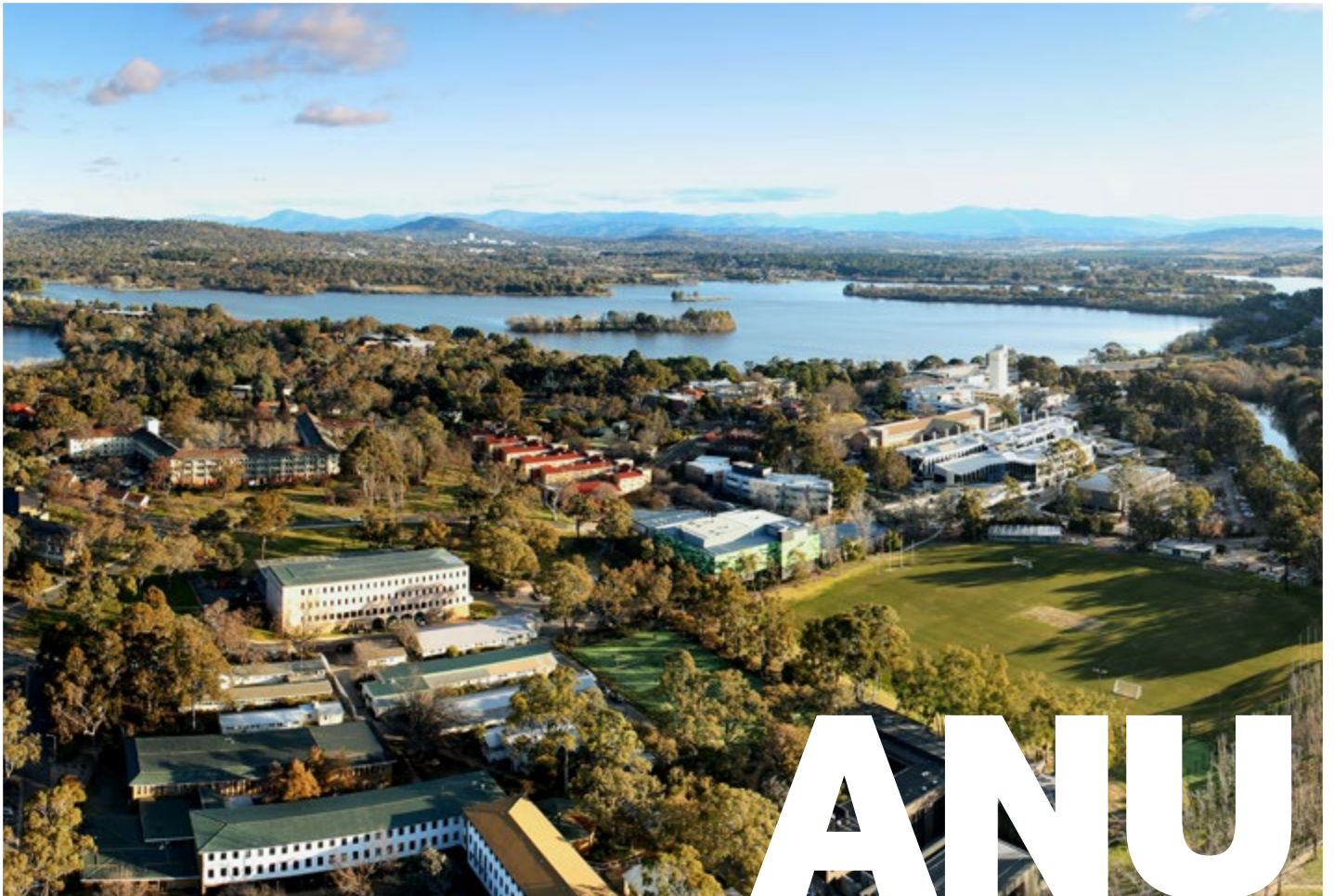




Australian  
National  
University



COMPUTER SCIENCE (CS)  
FUTURES FELLOWSHIP  
(RESEARCH FELLOW/  
FELLOW, ACADEMIC LEVEL B&C)

ANU College of  
Engineering &  
Computer Science

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# MESSAGE FROM THE COLLEGE DEAN

Welcome to the ANU College of Engineering and Computer Science, where talent is developed and nurtured!

The College's world-class research and education has placed us in the finest and enviable position in the STEM disciplines on the national and international landscape. Our graduates are sought after as the brightest and best, our alumni have become leaders in every sector and in various locations of the world.

We collaborate with a range of partners in government and industry and have strong links to premier organisations such as Ford, Dolby, Boeing, CSIRO and the Australian Signals Directorate conducting pioneering interdisciplinary research and research-led education.

The College is entering an exciting period of growth in both education and research, allowing us to embrace interesting new projects and research directions while also addressing global grand challenges. This is our biggest recruitment drive yet and am I committed to appointing up to ten (10) bright and energetic academic researchers over the two years. Our two prestigious Fellowships: Future Engineering Leadership Fellows (FERL) and Computer Science (CS) Futures are amongst the world's best. We have appointed outstanding researchers to the programme

and witnessed their exceptional work, creating funding opportunities for the discovery and exploration of new research and education pathways.

We are building a world-leading, diverse and inclusive working environment for engineers and computer scientists, where all backgrounds, experiences and career aspirations are celebrated and supported. As part of this aspiration, our College is in the midst of building new facilities and work areas, helping us to create an inviting and cohesive College precinct and thus improving our staff and student experience.

The next couple of years will be an exciting time for the College and I hope you can be a part of it. I strongly encourage and look forward to receiving applications from a wide ranging and interesting mix of people. Join us in making a difference and shaping the future of engineering and computer science.



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We are building a world-leading, diverse and inclusive working environment for engineers and computer scientists, where all backgrounds, experiences and career aspirations are celebrated and supported.

”

# MESSAGE FROM THE SCHOOL DIRECTOR

I would like to start by thanking you for your interest in the ANU Research School of Computer Science. It has been my pleasure to have served as Director of the School for the last four years.

When I took over as Director in 2013 I had the objective of growing the School significantly. At that time it was already clear that computer science was becoming increasingly important to all areas of society. As a School of Computer Science we had a duty to develop and deliver innovative education programs to prepare all ANU students for their digital future. We had a duty to work with other disciplines within the University to enable them to realise the potential of new large scale sources of data within their own domain of expertise. We had a duty to engage with business, government and community sectors to help them navigate the impending digital disruption.

We had to grow, and we have! To achieve this we have undertaken a variety of initiatives. This has included a major revision of our core computer science undergraduate and graduate education programs to align them with the requirements of the 21st century, the initiation of new overtly interdisciplinary programs such as the Bachelor and Master of Applied Data Analytics that were developed in close consultation with the Australian Public Service, the creation of TechLauncher to promote students working with industry and to provide students with the opportunity to create their own start-up, and the co-funding of staff based in other Schools within the

University working on computer science related problems. We have also entered into a major partnership with the Australian Signals Directorate that includes a new building to be opened in July 2018 and a significant research engagement program. But this is just the start, there is much more to do, and that is why we need you!!

As a School we are not scared to try new things or to experiment. Yes, computer science at ANU has a long and proud history dating back over 45 years, but we are not beholden to that history. As a University one of the great things about ANU is its relatively small size, and ease with which you can wander across the campus and find a world class expert on any number of issues. From our Nobel prize winning Vice-Chancellor, to the person in the office next door you will find people who are willing to talk with you and share ideas.

So if you think outside of the box, if you want to try something radically new with the potential for high payoff, if you are a risk taker interested in step change research, then the CS Future Fellowships are designed for you. I strongly encourage you to look closely at these positions and please don't hesitate to contact me if you have any questions.



“

If you think outside of the box, if you want to try something radically new with the potential for high payoff, if you are a risk taker interested in step change research, then the CS Future Fellowships are designed for you.

”

# ANU COLLEGE OF ENGINEERING AND COMPUTER SCIENCE

The Australian National University (ANU) is a world-leading university in Australia's capital city, Canberra. Our location points to our unique history, ties to the Australian Government and special standing as a resource for the Australian people.

Our focus on research as an asset, and an approach to education, ensures our graduates are in demand the world-over for their abilities to understand, and apply vision and creativity to addressing complex contemporary challenges.

The College of Engineering and Computer Science is one of the seven (7) Colleges at the ANU. It is an exceptional community of students, educators, scholars and researchers who embrace the breadth of the computing and engineering professions. We are a diverse and vibrant community dedicated to discovery and to making knowledge matter.

Established in January 2006 but with constituent parts that have a far longer history, the ANU College of Engineering and Computer Science has over 2500 people (staff, students and visitors) of which approximately 1900 are coursework undergraduate or postgraduate students and 250 are higher degree research students. We strive to build on our strong international research reputation through fostering innovation from a diverse and inclusive community and harnessing the unique insights and experience of our people.

Our academics and students are engaged in ground-breaking, cutting-edge research, in exciting areas such as renewable energy, robotics, telecommunications, biomaterials, human-machine interaction, and artificial intelligence. We collaborate with researchers around the world from a range of globally recognised Universities.

Our Undergraduate degrees are designed for engineers and computing professionals of the 21st century, where students have access to internationally recognised experts conducting pioneering interdisciplinary research. We work with a range of partners in government and industry and have strong links to premier organisations such as Ford, Dolby, Boeing, Microsoft, Google, CSIRO and the Australian Signals Directorate.

The ANU has become the first Australian university to be accepted into the US National Academy of Engineering Grand Challenge Scholars Program. This opens the way for ANU



engineering and computer science students to connect with students from some of the world's best Universities to tackle major global challenges, such as the need for clean energy, access to clean water, keeping cyberspace secure and the need for better medicines.

We are seeking to build for the future by hiring the best early career academics and providing them with the support and facilities to thrive. The College is in the midst of redeveloping its built environment, helping us to create an inviting and cohesive College precinct for our staff and students. This will be an exciting year for the College and we hope you can be a part of it.



# RESEARCH SCHOOL OF COMPUTER SCIENCE

The Research School of Computer Science (RSCS) at The Australian National University is in a rapid phase of growth and expansion. There has never been a better time to join our School as the world is shining its spotlight on us – everyone is interested in what we do and what we have to offer!

It is a time where other disciplines at the ANU increasingly look to RSCS and our students to provide deep knowledge and expertise to support them in achieving their own research excellence. It is also a time where business, government, and not-for-profit organisations are increasingly look to develop and strengthen their partnerships with us to solve profound and urgent challenges, to upskill their workforces and to act as an engine of innovation for the next generation.

It behoves RSCS to rise to these challenges and embrace the opportunities with excitement and pride. The hallmark of RSCS is our deep disciplinary expertise, a can-do collaborative culture and an all sleeves rolled up attitude.

RSCS is a close-knit community of high-performing academic and professional staff with a diverse portfolio of students from various locations within Australia and around the world. Our belief and commitment can be summarised as follows:

- > We believe in the power of computing technologies to help solve diverse problems and transform industries;
- > We contribute to computing as a discipline by creating new technologies, advancing the underpinning science, and by working across discipline boundaries to advance their application;

- > Our education and research programs combine knowledge and understanding of computer science and technology with experiential learning for skills development. We aspire to equip all students at the ANU with the ability to apply computational tools within their chosen field;
- > Our graduates have the curiosity, knowledge and skills to articulate and solve problems that are yet to be encountered using technology that is yet to be developed.

Computer science at ANU has a proud record of past achievements that has been ranked very highly across a variety of metrics. As the 21st century unfolds the importance of computer science to all aspects of society will only grow, and maintaining a world leading contemporary computer science school essential to the future of all universities. CS futures seeks to develop and nurture those people who will carry the discipline forward as leaders in academia, industry or the public sector.



# RESEARCH THEMES

## Intelligence

Artificial Intelligence (AI) is one of the most fascinating scientific disciplines and one that will probably have the biggest impact on our society over the next 50 years. AI is increasingly entering our lives—we benefit from it particularly through our smart phones and experiences on the Internet. Self-driving cars and household robots could also be standard technologies very soon. One of the main goals of AI is to develop the foundations for intelligent systems that have the same intellectual capabilities as humans, so they can autonomously deal with unknown and unexpected situations. Indeed, AI offers a wide range of potential applications in almost every facet of our lives.

Our world-class AI research specialises in Machine Learning, Computer Vision, Planning and Optimisation, Intelligent Agents, Data Mining and Matching, and Knowledge Representation and Reasoning. With more than 15 academics, 20 Data61 adjuncts and 50 PhD students, we approach AI from every angle—from work on its theoretical foundations right through to practical applications. Our academic leaders are internationally renowned experts in the fields mentioned above. We work closely with partners from academia, industry and government, and we offer many exciting projects for students at all levels.



## Systems

Computer systems are the foundation of the information revolution, having enabled massive advances in the way we connect with others and use information, from the smart phones in our pockets to intelligence in the cloud.

We work in four major areas, all of which affect the way we program, interact with, use, and exploit computation at scale. These include Programming Languages, High Performance Computing, Human-Centred Computing, and Software Engineering. Our work finds application in diverse domains such as Cybersecurity, Computational Science, User Interfaces, Real-Time Systems, and Cloud Infrastructure.

The Computer Systems Group has a long history of collaboration with industrial partners such as Microsoft, Google, Oracle, Facebook, Qualcomm, and Intel. We also collaborate closely with government, including a deep relationship with the Australian Signals Directorate and the Defence Science Technology Group.

## Theory

We conduct research within three main areas: Algorithms, Databases and Logic. Algorithms research covers wireless sensor networks and graph theory. Databases research includes data modelling and database design, query processing and optimisation, and data integration. Logic research incorporates intelligent agents, hardware and software verification, knowledge representation and reasoning, and mathematical foundations. Our work is grounded in real-world applications, ranging from managing large networks of sensors for tracking water flows through irrigation systems in order to minimise waste, to finding ways to automatically generate verified computer code for counting ballots in Australian elections.

Logic and algorithms research at ANU began in the early 1970s. Professor Robert (Bob) K Meyer joined Professor Richard Sylvan at the Research School of Social Sciences (RSSH) to investigate the Kripke semantics of relevant logics. Soon afterwards, Professor Richard Brent, an algorithms expert, joined ANU from Stanford University to found the then Faculty of Information Technology. Since then, logic and algorithms research endeavours at ANU have converged within the field of computer science, mirroring a worldwide shift from philosophical logics to industrial logics. We began database research in 2012 when Dr Qing Wang joined ANU.

# ADVERTISEMENT

## ANU, the place to be – #1 in Australia and in the World Top 20

**Exciting opportunities available  
to join our community of scholars  
and researchers**

**Innovative research  
partnerships**

The Research School of Computer Science (RSCS or the School) is one of two Research Schools within the ANU College of Engineering and Computer Science (CECS). The School is going through a period of rapid growth and expansion. Our staff and students are engaging with industry and government partners to solve the toughest problems and to shape the next generation technology innovations in the areas of Algorithms and Data, Artificial Intelligence, Computer Systems, Information and Human Centred Computing, Logic and Computation, Cybersecurity and Software Intensive Systems Engineering.

We are seeking applications from enthusiastic early career academics who have the potential and deep commitment to help define the future of the computing discipline.

You will have the opportunity to present a ground-breaking vision for your research and its importance to the future of computer science. Applications are particularly invited from researchers whose interests are synergistic with existing research groups within the Research School and whose breadth of vision reaches across traditional discipline silos. We welcome and develop diversity of backgrounds, experiences and ideas and encourage applications from individuals who may have had non-traditional career paths, who may have taken a career break or who have achieved excellence in careers outside of academia.

The positions are initially for a period of 5 years. Longer term and/or tenure-track appointments may be offered in exceptional cases subject to experience, skill and performance with consideration given to the candidate's achievement relative to

opportunity. Successful candidates will be offered individualised attention and be part of a culture with a strong sense of community to define their own research agendas, apply for competitive funding, develop their own laboratory facilities and where appropriate, building a research team. These positions come with a yearly budget to cover visitors and conference travel as well as the possibility to negotiate significant start-ups funds.

This recruitment process is part of the wider ANU College of Engineering and Computer Science initiative, where we are looking to make up to 10 appointments of this type across Engineering and Computer Science over the next two (2) years. For information on the Future Engineers Research Leadership process running in the Research School of Engineering. For more information please visit [here](#).

Applications with experience and skills that overlap with the Engineering discipline may be referred to the Chair of the Engineering selection panel for consideration and will be notified accordingly.

The Australian National University provides attractive benefits and excellent support to maintain a healthy work/life balance and offers generous remuneration benefits, including four weeks paid vacation per year, assistance with relocation expenses and 17% employer contribution to superannuation. This also includes generous parental leave, the possibility of flexible and part time working arrangements, a parental and aged care support program, dual career hire programs, ANU school holiday programs, and childcare facilities on campus.

The University actively encourages applications from Aboriginal and Torres Strait Islander people. For more information on employment opportunities, contact our Indigenous Employment Consultant on [indigenous.employment@anu.edu.au](mailto:indigenous.employment@anu.edu.au)

ANU values diversity and inclusion and is committed to providing equal employment opportunities to those of all backgrounds and identities. For more information about staff equity at ANU, visit: [services.anu.edu.au/human-resources/respect-inclusion](https://services.anu.edu.au/human-resources/respect-inclusion)

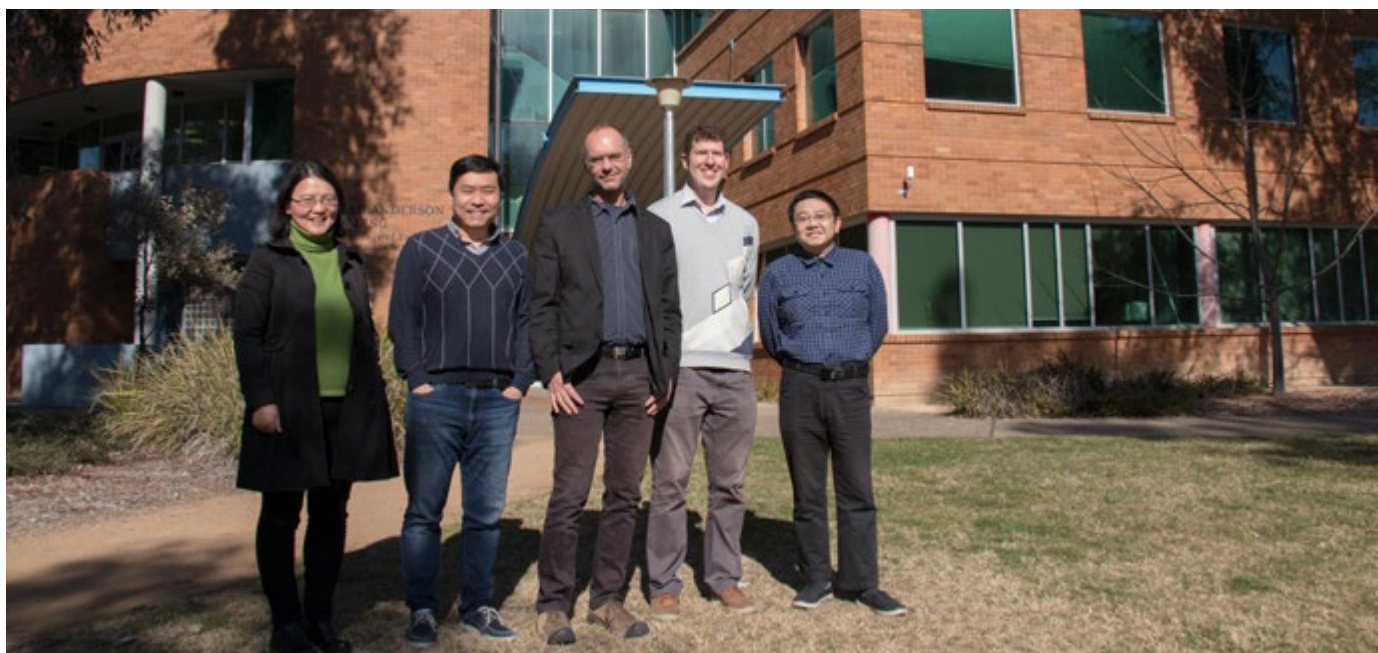
### Application information

Applications for these positions must be made using the ANU online system, with detailed guidelines found in the candidate information booklet. In applying for this role please make sure that you upload the following documents.

- > A statement addressing the selection criteria
- > A research vision statement
- > An education vision statement
- > A current curriculum vitae (CV) which includes the names and contact details of at least three referees (preferably including a current or previous supervisor). If your CV does not include referees you can complete these online when prompted in the application form.



# TESTIMONY FROM CURRENT STAFF



## Yu Lin

### Ongoing Position (OP) Program 2015

I was appointed on a 5 year ongoing position program with the Research School of Computer Science at ANU in 2016. This opportunity has provided me with an exceptional collaborative and supportive environment in both research and teaching. My research lies in bioinformatics, an interdisciplinary area at the intersection of computer science and biology. The Research School of Computer Science has provided me with a suit of career development opportunities which has allowed me to build and expand my national and international collaboration network.

## Steven Gould

### Ongoing Position (OP) Program 2010

When returning to Australia in 2010, I was looking for an academic research environment that encouraged research excellence, collaboration, and exposure to top quality students. I found that at the Research School of Computer Science at the ANU and it's close ties with NICTA (now Data61). ANU has been a place where I can focus on building world-class research with my peers, engage with other academic and industry partners, and develop innovative teaching programs to motivate and excite some of the best students in the world. The informal mentoring that I have received from senior academics and support from the College leadership has been invaluable in allowing me to win numerous competitive grants and industry research contracts. And while Canberra may seem a long way from the rest of the world, the generous travel grants and reduced teaching load in my first few years allowed me to stay close to international colleagues. Looking back, I am confident that I have chosen the right place to build my research career at one of the world's top universities.

## Qing Wang

### Ongoing Position (OP) Program 2012

The appointment I held under the ongoing position program at the Research School of Computer Science (RSCS), ANU, has helped me establish an independent research career in data management and analytics. As an early career researcher, the research mentoring available to me at the RSCS has been of the highest quality, which includes: workshops/training opportunities aimed specifically at early career researchers to improve research skills, strategic planning of research, funding opportunities, management and leadership, and commercialisation. I have also had ample opportunities to learn from my colleagues, many of them are the world's leading researchers, and to work with our excellent students in a stimulating research environment.

## Hanna Suominen

### Ongoing Position (OP) Program 2015

Since joining the ANU as part of the ongoing position (OP) program in 2016 I have received generous support from the Research School of Computer Science to embrace new challenges and opportunities. For instance, I was supported and encouraged to attend the NEELI Advanced Leadership Program, through this program and the mentorship opportunities available to me within the College I have been able to develop my leadership skills and take them to practice as the Research Team Leader of Natural Language Processing. The OP program has allowed me to collaborate with the brightest scientists and engage with business and industry to create an impact on society. My position has allowed me to educate increasingly skilled university graduates, and track trends in industry demand for Australian research. As a result of the experience and skills I have acquired during this appointment I have successfully secured funding from both the ANU Discovery Translation Fund and the OnPrime program for start-ups.

# POSITION DESCRIPTION AND SELECTION CRITERIA

## Responsible to

Director, Research School of Computer Science

## Purpose Statement

The ANU College of Engineering and Computer Science (CECS) is dedicated to enhancing The Australian National University's reputation for excellence in research and research-led education. It is at the leading edge within numerous fields, including logic, algorithms and data, signal processing, artificial intelligence, computer vision and robotics, computational mechanics, materials, fabrication, big software systems, renewable energy, networked systems and quantum cybernetics.

As one of the two research schools located within CECS, the Research School of Computer Science (RSCS) brings together researchers, innovators and educators who believe in the power of computing technologies to help solve diverse problems and transform industries.

The purpose of this appointment is to:

- > develop and nurture early career academics who will go on to shape computer science as a discipline in the 21st century;
- > enhance the School's culture of research and education excellence;
- > increase collaborations with industry and government through identification of areas of mutual research interest and solve specific challenges.

This is a 5 year fixed-term program allowing early career academics to incubate new areas of research until they reach their full potential and become an established academic both on the national and international landscape.

## Key Accountability Areas

### Position Dimension & Relationships

The position is located within RSCS and will initially be accountable to the Director. The appointee will be expected to liaise with other relevant academic and professional staff within RSCS and the ANU as well as establishing relationships with the wider research community to enhance cross-disciplinary collaborations.

The appointee is expected to undertake independent research activities that are aligned with the School's strategic priorities that emphasise relevant and translational research.

As an academic member of RSCS the appointee will be required to contribute to the overall intellectual life of the School, College and University. This includes contribution to research, education and outreach agendas of the School both nationally and internationally in a manner that is appropriate to the level of appointment.

## Role Statement

### ANU Academic Level B

As an Academic Level B in the Research School of Computer Science the appointee will be expected to:

1. Undertake independent research with a view to publishing original and innovative results in 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.
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 may include, 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 subject coordinators and the initiation and development of course/subject material.
4. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Assist with supervision of research students.
5. Supervise less senior academic staff and research support staff in your research area.
6. Actively contribute to all aspects of the operation of the School.
7. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain high academic standards in all education, research and administration endeavours.
9. Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity
10. Other duties as required consistent with the classification level of the position.

## **ANU Academic Level C**

As an Academic Level C in the Research School of Computer Science the appointee will be expected to:

1. Undertake high impact independent 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.
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 may include, 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 subject coordinator, the initiation and development course/subject material and actively lead overall curriculum development in the discipline.
4. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
5. Lead, supervise and develop less senior academic and research support staff in your research area.
6. Proactively contribute to all aspects of the operation of the School and College. This may include representation through committee membership.
7. Lead outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain and actively promote high academic standards in all education, research and administration endeavours.
9. Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity
10. Other duties as required consistent with the classification level of the position.

## **Selection Criteria**

### **ANU Academic Level B**

1. A PhD in computer science or a related area, with a track record of independent research in the field of computer science or related area, as evidenced by publications in peer-reviewed journals and conferences, a record of developing and maintaining collaborations and by other measures such as awards, invitations to give talks at leading conferences etc.
2. Evidence of the ability to articulate and prosecute innovative research of international standing, a vision for the activities they will undertake at the ANU, and the potential for their research activities to complement and/or significantly enhance existing activities within the School.
3. Experience in liaising and collaborating with external agencies to develop co-operative research initiatives and attract competitive funding to support individual and collaborative research activities.
4. Ability and commitment to teach at all levels, including a proven track record to supervise and graduate high quality PhD/Masters research students.
5. 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.
6. Capacity and desire to contribute towards the implementation of the of the School's strategic objectives, particularly in relation to building a diverse and inclusive community life
7. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a university context.

### **ANU Academic Level C**

1. A PhD in computer science or a related area, with a strong track record of independent research in the field of computer science or related area, 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, invitations to give talks at leading conferences etc.
2. A track record of articulating and prosecuting innovative research of international standing, a vision for the activities they will undertake at the ANU, and the potential for their research activities to complement and/or significantly enhance existing activities within the School.
3. A strong record in establishing and maintaining key industry and government partnerships that translate to competitive external funding to support individual and collaborative research activities.
4. Evidence of effective teaching at all levels and of the ability to contribute to setting the education agenda of the School.
5. A track record of successfully supervising and graduating high quality PhD/Masters research students
6. 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.
7. Demonstrated capacity to develop and implement initiatives in alignment with the School's strategic objectives, particularly in relation to building a diverse and inclusive community life.
8. A demonstrated high-level understanding of equal opportunity principles and a commitment to the application of these policies in a university context.



# HOW TO APPLY

## For applications to be accepted they must contain:

- > A detailed curriculum vitae including a publication list;
- > A response to the Selection Criteria;
- > A research vision statement which should include either:
  - (a) a strong synergy with one or more research groups in the Research School of Computer Science, by naming the themes and detailing the synergy; or
  - (b) a clear vision for development of a new compelling research area. Cross disciplinary research is highly valued within the School
- > An education vision statement that includes your teaching philosophy and outlines how you might contribute to our undergraduate computer science programs in order to build a pipeline of graduate research students;
- > The names and contact details of three referees;
- > Availability with respect to the anticipated timeframe for interview.

## Referees

Applicants must provide full contact details for three referees who have agreed to supply confidential references if requested by the University.

- > Candidates should state their relationship to the referees and why they have been nominated to speak on the candidate's behalf.
- > Referees will only be contacted after consultation with the candidate.
- > It is the candidate's responsibility to ensure that referees are willing to provide reports when contacted

The University reserves the right to seek reports on the suitability of candidates from experts in the field, other than those nominated by the candidate.

Should a candidate not wish a specific person or persons to be contacted, please advise at the time of application.



## Availability

- > Candidates are asked to provide an indication of the earliest date on which they would be available to commence duties at the University.
- > Applicants should provide a confidential email address and suitable daytime and evening telephone contact details (including mobile) as well as details of availability during this period.

## Anticipated timeframes

Applications close 05/11/2017

Shortlisting of candidates: November 2017

Initial skype interviews: December 2017

Campus visit: January/February 2018

Discussions with Referees: Thereafter

For confidential discussion, please contact  
Professor Alistair Rendell  
E [Alistair.Rendell@anu.edu.au](mailto:Alistair.Rendell@anu.edu.au)  
T +61-2-6125 4386

# SELECTION AND APPOINTMENT PROCESS

## The selection process will consist of:

### 1. Visit to the ANU Campus

Our HR Team will confirm travel and accommodation details with you upon confirming your availability. Visits are usually held for 2-3 days during the January/February 2018 where you will get to meet various academic and professional staff members within the School.

You will be hosted by a member of our Engagement Team which comprise of academic members within the Research School of Computer Science. A designated Engagement team member will be your 'go to' / tour guide during this time. They will schedule details of your visit and introduce you to various academic members including the College Dean and School Director.

You will also have an opportunity to meet with a member from the HR team to know more about ANU benefits and resources that are available to support you and your family. Some of the staff benefits have been included in the "ANU Benefits Fact Sheet".

### 2. Seminar Presentation

Our HR Team will confirm the seminar time and venue with you prior to your arrival.

Seminars are usually held in the morning and run for a total of 60 minutes (45 minutes presentation with 15 minutes for question and answer session). The seminar audience will be the members of the selection panel, other academic members of the School, and subject matter experts from different research groups.

The seminar topic should cover the following:

- > Your research and its vision.
- > Where do you see your research in the next five years.
- > What steps you would take if you received funding to support your research.

It is suggested to send the presentation to our HR team prior to your seminar to avoid any technical difficulties however if you do not want to due to confidentiality reasons that is also okay.

### 3. Interview with the selection committee

Our HR team will confirm the interview time and venue with you prior to your arrival.

Interviews are held on the same afternoon as your seminar and run for approximately 45 minutes. At interview the members of the selection committee will ask you questions on your research, publications, research vision, leadership skills, teamwork etc. Interview questions are a blend of behavioural and competency based questions so it is recommended to come prepared with comprehensive examples to demonstrate your skills and expertise.



The interview is another opportunity for you to make a strong impression to the committee members regarding your research, skills, experience and capabilities. With the interview time being limited, it is suggested to keep answers precise.

You are encouraged to ask questions about the positions, the campus and culture of the ANU that have not been covered during your visit.

## Negotiating your offer

We believe that successful, long-term recruitments begin with transparency and fairness, and we want you to know that negotiation over your offer is standard and to be expected. Please reflect on what factors are important to you, and consider speaking to mentors and members of your network to get a sense of what is typical in your field.

Here is a sample list of different topics that can be discussed during negotiations:

- > Salary
- > Start-up funding package including lab equipment, space, research team
- > Funding for travel and visitors
- > Professional development and discretionary funding
- > Relocation expenses
- > Assistance with partner/spouse position i.e. dual career hire
- > Office equipment i.e. computer, laptop, mobile phone
- > Facilities to support caring responsibility
- > Transfer of leave entitlements.

# CANBERRA – THE WORLD’S MOST LIVEABLE CITY

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 which the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

## Where to Live

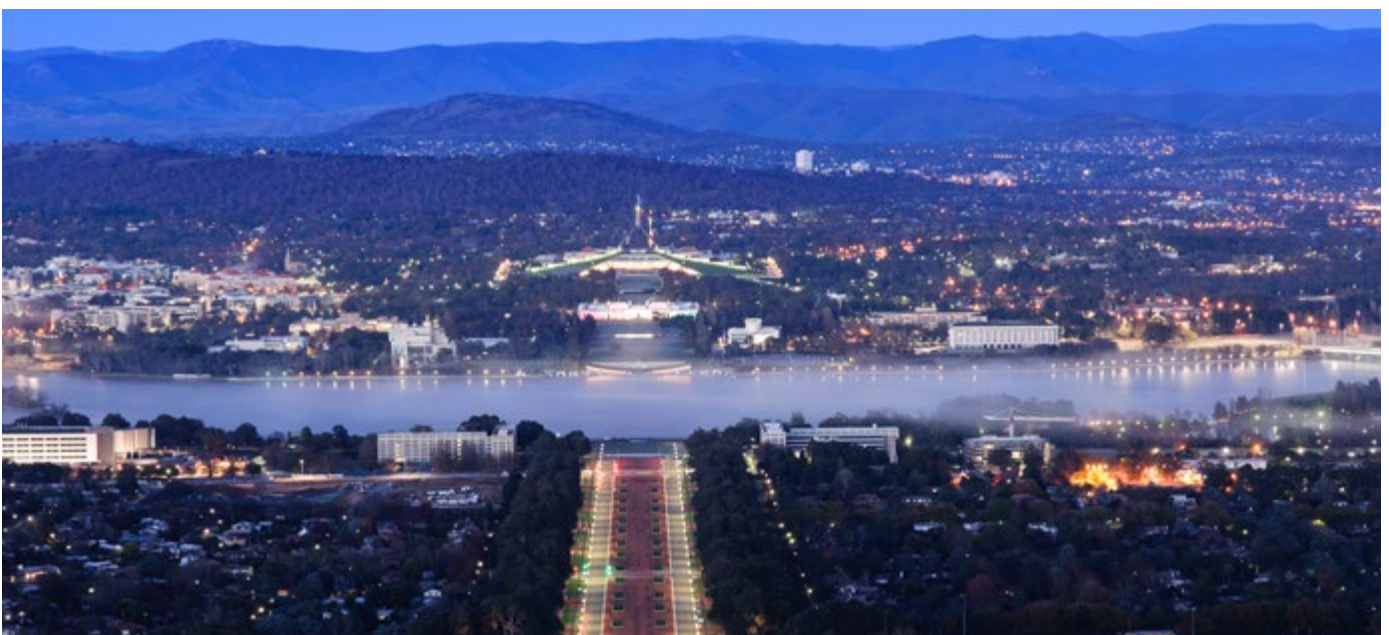
Canberra is designed to maximise the quality of life, built on a blueprint that connects people with community and nature, Canberra provides the opportunity to create a unique work/life balance, wherever you choose to live.

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.

## Education & Childcare

Canberra nurtures the pursuit of dreams from the ground up. Here families are provided with the supportive services, facilities and environments to raise happy, inspired and resilient children. Community is crucial for the support of families and Canberra has a number of ways to connect families with each other through playgroups, family events and activities.





# FAST FACTS

## #1

### in Australia

ANU is ranked #1 in Australia and #20 in the world.<sup>1</sup>

## IARU

ANU is the only Australian member of the International Alliance of Research Universities.



### 'Well above' world standard

Our research is rated well above world standards in the areas of:

- > Information & Computing Sciences
- > Artificial Intelligence & Image Processing
- > Electrical & Electronic Engineering
- > Materials Engineering

## 6

### Nobel Laureates

The highest number of all Australian universities

## 31%

Percentage of total College income generated by external funding.

## world's largest

We own the world's largest paraboloidal dish solar concentrator, 500m<sup>2</sup> in size.

## Only

ANU is the only Australian university to consistently receive the highest ranking for research in Artificial Intelligence & Image Processing, and Information & Computing Sciences over the past five years.<sup>3</sup>

## super computer

ANU is home to Raijin, Australia's largest and most powerful university based super-computer

### World's most liveable city

Canberra provides an enviable quality of life for ANU students and their families; it is the best place to live in the world.<sup>2</sup>

## 87%

Percentage of ANU academic staff who hold a PhD.

## #1

### International outlook

Ranked first in Australia and 7th in the world for international outlook.<sup>3</sup>



Research intensity



Research grants



Staff qualifications

1. (QS World University Rankings 2017/18) 2. 2015 OECD's Better Life Index Rankings - OECD Regional Well-being)  
3. Times Higher Education International Outlook Indicator 2016/17

# UNIVERSITY COLLEGES

ANU has seven colleges, each made up of the research and education schools and centres that contribute to the various broad disciplines.

The ANU Colleges link research and teaching at undergraduate, postgraduate and higher degree levels. They undertake world-class research, and provide education programs at the highest standards. The University recognises the need to strengthen strategic planning, align administrative support with these plans and ensure consistency of policy and procedure. The aim of the college structure is to promote and formalise cooperation among the different contributors to disciplines in ANU and to remove barriers in their path.

[anu.edu.au/admin/ANUColleges/index.php](http://anu.edu.au/admin/ANUColleges/index.php)

## ANU College of Asia & 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. Organisationally the College comprises three large Schools - the School of Culture, History and Language (CHL); the School of International, Political and Strategic Studies (IPS); and the Crawford School of Public Policy - and two Research Centres: the Regulatory Institutions Network (RegNet) and the Australian Centre on China in the World.

[asiapacific.anu.edu.au](http://asiapacific.anu.edu.au)

## ANU College of Arts & 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 and an Institute – a Research School of Social Sciences; a Research School of Humanities and the Arts; and the Australian Demographic and Social Research Institute – that cover the main disciplines to deliver leading research and degree programs.

[cass.anu.edu.au](http://cass.anu.edu.au)

## ANU College of Science

The College consists of the Research Schools of Physics and Engineering, Earth Sciences, Chemistry, Astronomy and Astrophysics, and Biology, plus the Fenner School of Environment and Society, the Mathematical Sciences Institute, and the Australian Centre for the Public Awareness of Science. Academic staff within the ANU College of Science undertake world leading research and deliver research-led education on issues of global importance, supported by extensive international networks and world class facilities.

[cos.anu.edu.au](http://cos.anu.edu.au)

## ANU College of Business & Economics

The ANU College of Business and Economics (CBE) seeks to advance knowledge through high quality teaching and research in the closely related areas of accounting, actuarial studies,

business information systems, econometrics, economic history, economics, finance, international business, management, marketing and statistics. It endeavours to do this through the provision of a range of undergraduate and graduate programs, and through its research, publications and contributions to the associated professions, commerce, industry and government.

[cbe.anu.edu.au](http://cbe.anu.edu.au)

## ANU College of Engineering & Computer Science

The ANU College of Engineering and Computer Science (CECS) comprises the Research School of Engineering and the Research School of Computer Science. It offers undergraduate degrees in engineering, information technology and computer science along with masters and doctoral postgraduate programs. The College undertakes basic and applied research in information and communications technologies, materials and manufacturing, formal methods and logic, machine learning and vision, robotics and energy systems.

[cecs.anu.edu.au](http://cecs.anu.edu.au)

## ANU College of Law

The ANU College of Law (CoL) is Australia's national law school, committed to legal education and research at the highest level, and to striving for continuous improvement in the law for the benefit of national and international communities. The College offers LLB and LLB (Graduate) degrees, a Graduate Diploma in Legal Practice through the Legal Workshop, and postgraduate research and coursework degrees.

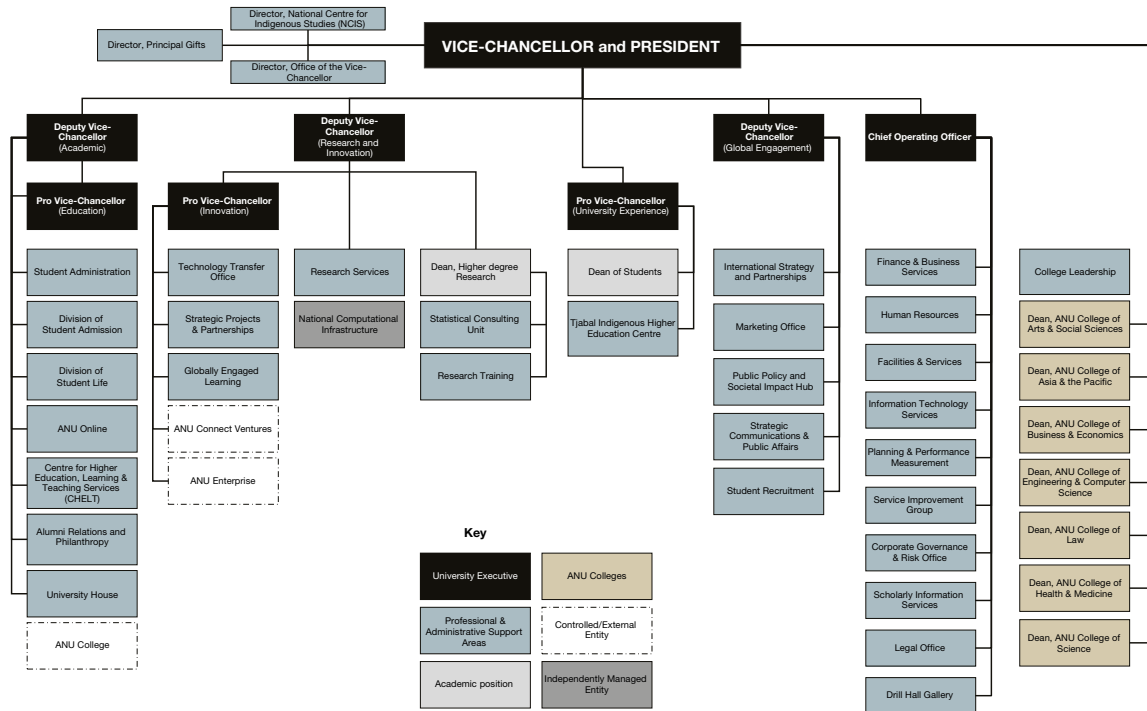
[law.anu.edu.au](http://law.anu.edu.au)

## ANU College of Health & Medicine

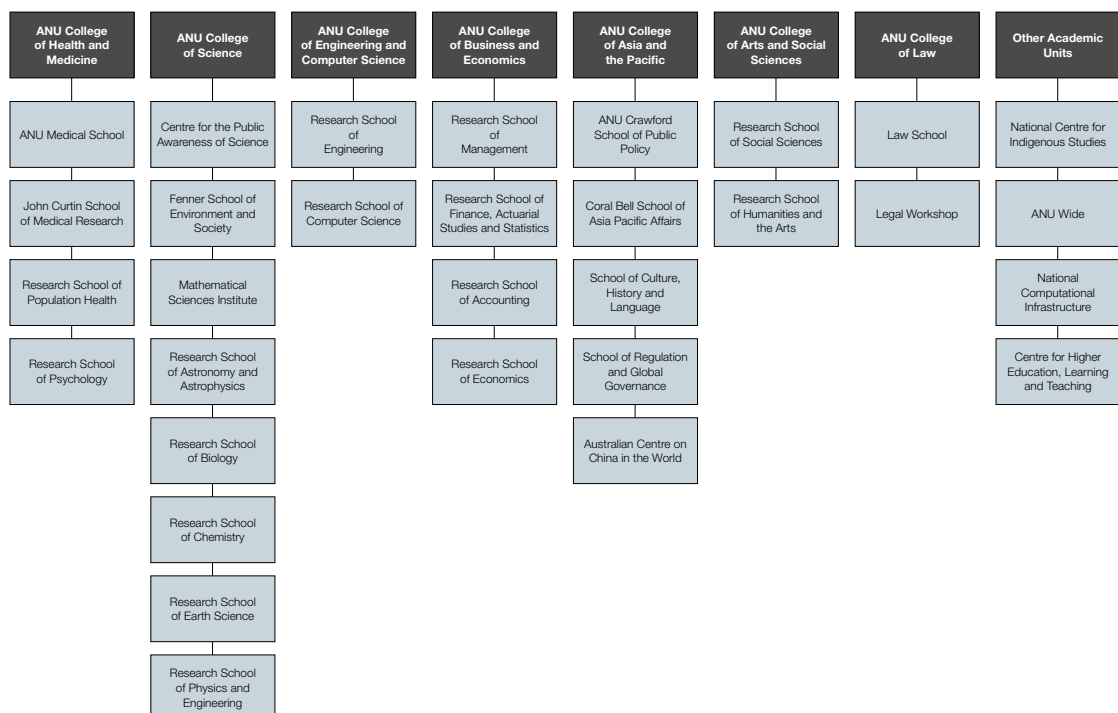
The ANU College of Health and Medicine comprises the ANU Medical School, the John Curtin School of Medical Research, the Research School of Psychology and the Research School of Population Health. These schools work together to deliver world-class research and education across the spectrum of medicine and health-related fields, working in partnership with the health sector at local, national and international levels.

[chm.anu.edu.au](http://chm.anu.edu.au)

## ANU Executive Organisational Structure



## ANU College Structure





# FURTHER INFORMATION



Further information about ANU, including handbooks and other publications, can be found at the ANU website: [anu.edu.au](http://anu.edu.au)

Other documents candidates might wish to read include:

**ANU Strategic Plan 2017-2021**

[anu.edu.au/about/plans-reviews/anu-strategic-plan-2017-2021](http://anu.edu.au/about/plans-reviews/anu-strategic-plan-2017-2021)

**SAGE**

[services.anu.edu.au/human-resources/respect-inclusion/athena-swan](http://services.anu.edu.au/human-resources/respect-inclusion/athena-swan)

**ANU Reconciliation Action Plan**

[anu.edu.au/about/plans-reviews/reconciliation-action-plan](http://anu.edu.au/about/plans-reviews/reconciliation-action-plan)

**ANU College of Engineering and Computer Science**

[cecs.anu.edu.au](http://cecs.anu.edu.au)



Australian  
National  
University



## EMPLOYEE BENEFITS

ANU College of  
Engineering &  
Computer Science

[www.anu.edu.au](http://www.anu.edu.au)



**Australian  
National  
University**

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

Below is a brief summary of the benefits the Australian National University (ANU) provides for eligible employees, which begin from the commencement of their appointment.

### Family Friendly Workplace

- > On-campus childcare with the option to deduct payment from pre-tax salary
- > Flexible working arrangements
- > Breast feeding facilities
- > Dual career (spousal) hires

### Career and Professional Development

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

### Salary Packaging

- > Novated (car) leases
- > Airline Membership – Qantas and Virgin
- > 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
- > Wellbeing programs for staff e.g. Women and Men's Health Checks\*
- > Dedicated Work Environment Group to support staff with Work, Health and Safety matters

### Campus Life and Facilities

- > Cafes, banks, ATMs, chemist, newsagent, bookshop and a post office
- > ANU is a Smoke-Free Campus
- > Access to University Libraries – 5 in total
- > ANU GreenShare Car option
- > 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

### 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 encompasses areas such as:
- > Creative arts;
- > Cultures;
- > Global challenges
- > History; and
- > Sustainability

For additional information, please contact  
The College of Engineering and Computer Science  
Human Resources

E: [hr.cecs@anu.edu.au](mailto:hr.cecs@anu.edu.au)