



Position Description

College/Division:	ANU College of Arts & Social Sciences
Faculty/School/Centre:	Research School of Social Sciences
Department/Unit:	School of Demography
Position Title:	Research Fellow
Classification:	Academic Level B
Position No:	43958
Responsible to:	Professor Brian Houle
Number of positions that report to this role:	0
Delegation(s) Assigned:	TBC

PURPOSE STATEMENT:

This position is a collaboration with the Anindilyakwa Land Council (ALC) and the School of Demography, under an ARC Linkage grant. The Research Fellow, located in the School of Demography, will provide integral support to the CIs and PI and the ALC Data Unit to complete research themes designed in collaboration with the ALC Data Unit. The Research Fellow may also be required to supervise or mentor less senior staff, and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The Research Fellow will be a member of the School of Demography, RSSS, CASS. Funded under an ARC Linkage grant, the research will contribute to strengthening data governance and the evidence base for strategic planning for the Anindilyakwa Land Council. The Research Fellow 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 industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:

- Undertake research in the areas designed in collaboration with the ALC Data Unit and CIs, 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.
- Actively support the team to secure external funding including the preparation and submission of research proposals to external funding bodies.
- Support the CIs and PI in fieldwork activities, including designing and preparing fieldwork and data collection and analytical approaches.
- Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Supervision of research students.
- Supervise research support staff on the project.
- Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
- Maintain high academic standards in all education, research and administration endeavours.

- Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
- A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
- Other duties as required that are consistent with the classification of the position.

SELECTION CRITERIA:

1. A PhD in Demography, Statistics, or cognate discipline, with a track record of independent research 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. Experience developing customised data sets from relational databases using SQL or other database software, and experience using individual-level record and population-level data sources to analyse data and produce independent research.
3. An ability to supervise and graduate high quality PhD/Masters research students.
4. A demonstrated ability and commitment to apply for competitive external funding to support collaborative research activities.
5. The demonstrated ability to work as part of a team, contributing to team management and a demonstrated ability to meet deadlines.
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. Commitment to working with Aboriginal and Torres Strait Island peoples and cultures. Experience liaising and collaborative work directly with community organisations may be regarded positively.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

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

Supervisor/Delegate Name:	Brian Houle	Date:	8 Sep 2026
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References:

[Professional Staff Classification Descriptors](#)

[Minimum Standards for Academic Levels \(MSAL\)](#)



Pre-Employment Work Environment Report

Position Details

College/Div/Centre	CASS	Dept/School/Section	RSSS/SoD
Position Title	Research Fellow	Classification	Level B
Position No.	43958	Reference No.	

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- This form must be completed by the supervisor of the position. Without this form jobs cannot be advertised.
- Once an applicant has been selected for the position they must familiarise themselves with the University [WHS Management System Handbook](#).
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- Information regarding reasonable workplace adjustments that may be required to enable an individual to fulfil the inherent requirements of their position is available at [2024 ANU Inherent Requirements Reference Table.pdf](#)

Potential Hazards

Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
key boarding	☒	☐	laboratory work	☐	☐
lifting, manual handling	☐	☐	work at heights	☐	☐
repetitive manual tasks	☐	☐	work in confined spaces	☐	☐
organizing events	☐	☐	noise / vibration	☐	☐
fieldwork & travel	☐	☒	electricity	☐	☐
driving a vehicle	☐	☐			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	☐	☐	gamma, x-rays	☐	☐
ultraviolet	☐	☐	beta particles	☐	☐
infra red	☐	☐	nuclear particles	☐	☐
laser	☐	☐			
radio frequency	☐	☐			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	☐	☐	microbiological materials	☐	☐
allergens	☐	☐	potential biological allergens	☐	☐
cytotoxics	☐	☐	laboratory animals or insects	☐	☐
mutagens/teratogens/ carcinogens	☐	☐	clinical specimens, including blood	☐	☐
pesticides / herbicides	☐	☐	genetically-manipulated specimens	☐	☐
			immunisations	☐	☐
<u>PSYCHOSOCIAL HAZARDS</u> (please specify):					
OTHER POTENTIAL HAZARDS (please specify):					