

Position:

**Director of the
Indo-Pacific
Research Centre:
Associate Professor**

Candidates' Pack





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Acknowledgement of Country

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respect to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.

Murdoch University

At a glance

We commit to our purpose with clear and strong founding principles, centred on providing inclusive education to all who can benefit, irrespective of social standing and background.

Introduction

Murdoch University is a young, vibrant and globally-networked university based in Perth, Western Australia. We are highly engaged in living our purpose: To be a creative force for current and future generations.

For almost 50 years, Murdoch University has dared to be different. We were established as Western Australia's second university, with a mission to write a new script for free thinkers seeking to further their education at an outstanding institution. Sir Walter Murdoch, after whom our University is named, remains an inspiration for that determination when he said, "The only education out of which good can come is the education which teaches you to think for yourself, instead of swallowing whatever the fashion of the moment may prescribe."

Our campus enjoys a magnificent bush setting on the ancestral lands of the Whadjuk and Bindjareb people of the Noongar nation. It has been a place of learning for thousands of years, and we continue this proud tradition of teaching, learning and discovery with great respect for the land on which our University is built and through maintaining strong connections with First Nations people.

We commit to our purpose with clear and strong founding principles, centred on providing inclusive education to all who can benefit, irrespective of social standing and background. These principles form an important foundation for the culture of Murdoch University, carrying a social ethos across our institution that strives to create cultural safety for all that engage with us, including First Nations peoples. We are proud of our track record of positively supporting part-time student participation, achievement of 'first in family' degree outcomes

and the provision of multiple education pathways for mature-age students.

Over our history, we have built an outstanding global reputation for the quality of our research, learning and teaching – nurturing talented free thinkers who contribute positively to society.

With more than 25,000 students and 1,800 staff across our campuses in Perth, Singapore and Dubai, Murdoch University has an ambitious agenda that requires an equally bold leader.



Our story and strategic vision

It is only when we unleash the creative force that is free thought, that we find new ways to move forward. Murdoch University is where free thinking makes progress; empowering everyone to think in a way that will improve their lives, and shape our world for current and future generations.

The Murdoch Story

No one can predict the challenges and opportunities that lie ahead and from our origins as the 'alternative' in university education for Western Australia, Murdoch University has always believed in the importance of free thinking: ready to respond, to adapt and to challenge conventions.

Murdoch University was established by the Murdoch University Act 1973, which prescribed the objects of the University to be the advancement of learning and knowledge, and the provision of university education.

When told back in 1970 that Western Australia's second university would bear his name, Sir Walter Murdoch said, "it had better be a good one," so it is not surprising that

we possess a never-ending determination to achieve and take on the world's big challenges.

With a global outlook, our mission to be part of solving world challenges may be lofty, but we've always kept our feet firmly on the ground. So while courageous and 'can do', we maintain balance and perspective, which steers us towards activities that truly matter and sees us favour purpose over pretence.

We believe that to think for yourself is to think for the future, because we've seen the power of unconstrained thinking and how it can drive world-changing outcomes.

Even the smallest thought has the potential to make the biggest impact if it is given the

right conditions to grow and develop. That's why we foster an inclusive and collaborative environment that encourages the type of free thinking needed to overcome problems and unlock opportunities.

Established as a genuine university from day one, we've upheld the traditional role of a university without conforming to the traditional barriers.

We reject the notion that intelligence should be coupled with elitism, and place academic aspiration and accessibility side by side. This ensures that through our teaching and research we enable more people to make a greater difference to the communities we serve, both local and global.

Our Vision

Our vision is that Murdoch University will be widely recognised as the university of choice for people who care, who value inclusion, curiosity and innovation, and who desire to make a positive social impact. We will be a leading university in education, teaching and research in sustainability; a thriving, welcoming, diverse and inclusive community. Murdoch University will be the university of first choice for First Nations peoples, promoting and benefiting from Indigenous knowledges. Our quality education will be contemporary, accessible and inclusive. Our graduates will be keenly sought by employers and will be known for having adaptability, fresh perspectives, practical skills and a social conscience. Our research will be impactful, and we will have strong industry and institutional collaborations.

Our Shared Purpose

To change lives and society for the better through accessible education and research, contributing to the solution of societal and environmental challenges and providing an inclusive, caring community in which everyone can realise their potential.

Our Values

These five values guide how we behave individually and as a collective as we undertake our purpose.

Authenticity

Integrity

Respect

Inclusivity

Openness



Our Principles

These eight principles guide how we lead, manage and work together.

We will:

- Act with justice, respect and responsible care
- Be collegiate and respectful of other points of view
- Protect academic freedom
- Be agile, flexible and resilient
- Make decisions at the most appropriate level
- Be transparent in decision-making and with information
- Adopt common approaches to common tasks
- Be careful stewards of our resources

“The only education out of which good can come is the education which teaches you to think for yourself, instead of swallowing whatever the fashion of the moment may prescribe.”

Sir Walter Murdoch
1926

Our Strategic Themes

These strategic themes will guide and shape much of our activity over the lifetime of the Strategy.

Sustainability

Be a leading university in education, teaching, and translational research in sustainability, nurturing mindsets and creating solutions for a better and more sustainable world, a university renowned for its commitment to, and expertise in, sustainability and environmental, social, and corporate governance (ESG), providing a model and the tools for behaving and operating sustainably.

Equity, diversity and inclusion

Build a welcoming, diverse and inclusive community and environment that is equitable and safe, and that provides a culturally safe and supportive environment where all members of our community can realise their potential.

First nations

Become the university of first choice for First Nations peoples, and an exemplar in embracing and promoting and benefiting from Indigenous knowledges and cultural inclusivity.

Our Core activities

Each core activity will be led at the Senior Leadership Team level by a Deputy Vice Chancellor (DVC) who will chair a university-level committee to oversee the core activity and alignment with the Strategy.

Education

Deliver contemporary, accessible and inclusive education, with a high quality and engaging student experience, producing graduates who are adaptable and have fresh perspectives and a social conscience.

Research

Increase our impactful and progressive research in our areas of strength and excellent research across our disciplines.

Engagement

Build engagement with our local community, our State, our Nation and our global society, creating mutually beneficial partnerships at all levels.

Murdoch University's detailed Strategy 2023-2030 is available on its [website](#)

Our students

The Murdoch student body is diverse, with more than 25,000 students, including 6,400 international and transnational students. It is our unwavering commitment to equity, accessibility and excellence that sets us apart.

We honour our responsibility as an institution of higher learning to realise equity in education access and success and we have a long record of achievement in this area. We also attract an increasing proportion of Western Australia's school leavers because of our comprehensive suite of offerings and commitment to quality learning and teaching. We are proud that our students come from a diverse range of backgrounds and take seriously our commitment to their success.

Over time, we have developed a range of flexible entry pathways to support and engage students who may experience educational disadvantages. Multiple admissions pathways are designed to ensure and promote access for disadvantaged groups and significant scholarships are awarded to assist financially disadvantaged students with the cost of commencing study.

Innovative partnerships with technical and further education colleges create entry pathways for vocational students and additional initiatives are offered to support Indigenous students and students with disabilities.

Murdoch has the highest proportion of domestic students from low socio-economic backgrounds (23%) of any Western Australian university, as well as the highest share for students who identify as Indigenous (2% of our enrolments).

In 2020, we recorded our highest ever number of Indigenous students and our support programs helped them remain engaged in campus life, with a retention rate of 81%. We are immensely proud of our social equity achievements and we continue to launch new initiatives aimed at growing this community and widening participation.



It is our unwavering commitment to equity, accessibility and excellence that sets us apart.



As new students transition into university life from often unconventional backgrounds, advice and support is always available. We take a student-centred approach to our services and through all our actions, we seek to foster a sense of belonging, a positive and seamless student experience, and quality support for wellbeing and academic success.

While the global pandemic saw international onshore and offshore enrolments decline, we remain highly supportive of this important branch of our University family. During this period, we launched an award-winning Embedded Learning and Study (ELAS) program for international post-graduate students. Seventy-one per cent of support given through our Student Assistance Fund was delivered to international students.

Our research and teaching staff are consistently acknowledged for their excellence in both rankings and awards. The high-quality education and distinctively Australian study experience we offer is greatly valued by our students.

Murdoch University continues to perform strongly in the independent Good Universities Guide and in 2021, was again awarded a 5-star rating for overall student experience, a benchmark we have achieved every year since 2019.



A global university

Three global campuses and more than 5,700 students in transnational campuses



A growing university

Full time equivalent student growth of 10% in last five years



A 5-star Educational experience

Received 5-stars for student support, teaching quality and student-to-staff ratios in the 2021 Good Universities Guide



A university of diversity

Highest Indigenous proportion of students in Western Australia, and students from more than 100 nations



Our learning and teaching

As the modern world rapidly changes, Murdoch University is changing with it.

Our high-quality courses are evolving to meet the expectations of students and employers, and the embedding of research within our undergraduate degrees not only allows students to develop highly marketable skills, but creates new opportunities for postgraduate study.

Boola Katitjin is set to become the new heart of Murdoch University's South Street, Perth campus. It will provide a technology-rich educational experience, providing students with a place to learn, connect and belong, along with flexible workspaces where all staff can meet, work, and engage with students and industry alike. It will deliver state-of-the-art learning and teaching spaces, allowing for more innovative use of technology and teaching approaches.

In 2023, Murdoch University established a new academic structure, made up of five colleges and seventeen schools.

The five colleges are:

- College of Business
- College of Environmental and Life Sciences
- College of Health and Education
- College of Law, Arts and Social Sciences
- College of Science, Technology, Engineering and Mathematics



Schools have been established within each college. These are:

College of Business

- School of Accounting and Finance
- School of Management and Marketing

College of Environmental and Life Sciences

- School of Agricultural Sciences
- School of Environmental and Conservation Sciences
- School of Medical, Molecular and Forensic Sciences
- School of Veterinary Medicine

College of Health and Education

- School of Education
- School of Nursing
- School of Psychology

College of Law, Arts and Social Sciences

- School of Humanities, Arts and Social Sciences
- School of Indigenous Knowledges
- School of Law and Criminology
- School of Media and Communication

College of Science, Technology, Engineering and Mathematics

- School of Engineering and Energy
- School of Information Technology
- School of Mathematics, Statistics, Chemistry and Physics

International outlook

Murdoch University is already recognised as one of the most international universities in Australia, and in the top 1% of the most globalised universities in the world.

We have successful and growing campuses in Singapore and Dubai. The academic future of universities in the modern world is critically dependent on global connectedness. This is not a new challenge to Murdoch University. Global responsibility was part of our origins and a global outlook has continued throughout our existence.

We have a renewed focus on seeking opportunities through collaboration, taking on the big challenges of our time and connecting with people across the world to stay relevant and contribute to global society.

While the COVID-19 pandemic has clearly made this a difficult time for the

sector to engage in traditional international student engagement,

Murdoch is pursuing a number of new international education opportunities with potential partners in key markets in South East Asia.

As a forward thinking and young university, our ambition is for more people from across the world to engage with us, study with us and benefit from our activities.

We enable our students and staff to be mobile to enhance their international experience and global identities through the numerous partnerships Murdoch has with overseas universities and organisations.

Our focus on being a 'global university' flows through to the partnership spaces, as we engage across the world and seek to identify partners which share our purpose and vision and with whom we can work to excel in the domains in which Murdoch is recognised.





Our commitment to Reconciliation

Murdoch University has for decades supported the advancement of Aboriginal peoples, recognising education as a powerful tool for self-determination, societal change and Reconciliation.

In 2018, we established the Ngangk Yira Research Centre for Aboriginal Health and Social Equity to address urgent and complex problems affecting Aboriginal and Torres Strait Islander Health and Social Equity.

This has recently been enshrined as an Institute, reflecting our continued commitment to progressive research for the benefit of First Nations People.

In developing our Reconciliation Action Plan (RAP), we sought guidance from an Honorary Panel of Noongar Elders in the areas of leadership and cultural advice to the broader University community.

This outstanding group of leaders has ensured that RAP strategies made across the University reflect Aboriginal and Torres Strait Islander insights, wisdom and expertise.

Our RAP provides a framework for the University to embed Aboriginal and Torres Strait Islander knowledge, perspectives and themes within the undergraduate and postgraduate curriculum and foster collaborations between our award winning Kulbardi Aboriginal Centre and academic disciplines in co-designing high-quality learning experiences.

We sought guidance from an Honorary Panel of Noongar Elders in the areas of leadership and cultural advice to the broader University community.



Our research

Murdoch University is a world-class research-led institution focusing on some of the world's most intractable and significant problems in the face of a growing population, food and water shortages and a changing climate.

We collaborate with more than 2,500 academic institutions across the globe and more than half of all research publications are co-authored with international collaborators.

Across key global rankings of universities, Murdoch aims to become one of the world's top 400 universities by 2025. It is anticipated that Murdoch's research strategy, including the concentration of research into our four institutes, and the strategic hiring of high performing researchers to build momentum in key research centres, will help boost Murdoch's position in these key rankings over the next three to five years.

At the core of our approach to research and innovation are four research institutes – Food Futures Institute, Harry Butler Institute, Health Futures Institute and the Ngangk Yira Institute for Change.

These institutes house 12 interdisciplinary research centres, which are associated with more than \$100 million in external funding.

Our research is globally recognised and in recent months we have successfully attracted a number of international highly cited researchers to our University.

Our institutes are externally focused and connected as part of our role as a translational university. The University is actively involved in a number of key industry research initiatives across areas such as batteries and renewable energy, agriculture and soils, future

food systems and transformation in mining economies.

A strategic focus on the key themes of food, health and the environment has generated strong results for research funding.

Our researchers engage with significant social and scientific challenges, contributing to existing bodies of knowledge for advancement across a range of disciplines. Many of our areas of expertise have global implications including climate change, food security and production, infectious diseases, mental health, politics and governance, veterinary and medical science.

Whether you are a student, academic or potential collaborator, you will find opportunities to achieve research excellence at Murdoch University.

About the Indo-Pacific Research Centre

The Indo-Pacific Research Centre (IPRC) engages with significant challenges of our century and in our region: socio-economic development, human security, and geo-strategic governance. Launched in 2023, our new centre builds upon the outstanding research foundations of Murdoch University, combining the Asia Research Centre's international reputation for high-impact research and HDR training, the expertise of the Africa Research Group, and the Centre for Responsible Citizenship and Sustainability.

The IPRC's objectives and research excellence respond to increasing demand by governments and other agencies—including the EU, USAID and DFAT—for improved understandings of the Indo-Pacific region.



Demand for contemporary understanding of the region and its challenges presents exciting opportunities for the IPRC to pursue research goals that enhance governmental, business, and civil society objectives in the Indo-Pacific. As a transdisciplinary centre, we attract research funding through government, sector and community partnerships and collaborations.

We offer a world-class program for HDR scholars to pursue research about challenges in the Indo-Pacific region produced by deep-seated climate, social, economic, and political transformations.

The Centre consists of established researchers, including award-winning academic staff and HDR scholars, and is supported by a Steering Committee of disciplinary experts. Existing research specialisations include sustainability and environmental resources, climate change and conflict, political economy analysis, gender and feminist analysis, and international justice. Recent grants have been awarded by the Australian Research Council and the Commonwealth Department of Defence.



Current research practice includes engagement with the German foreign ministry, NATO and the United Nations. Immediate priorities for the new Centre include confirming operational procedures, recruiting members (or fellows), establishing an Advisory Board, and strategically marketing the new Centre. The inaugural Director will be expected to lead the Centre to sustained, financial self-sufficiency within five years.

Director, Indo-Pacific Research Centre: Associate Professor (Level D)

Position Description

The Role of Director, Indo-Pacific Research Centre

The Director provides intellectual, operational, and administrative leadership of the Indo-Pacific Research Centre.

You will work with colleagues to establish key operational priorities in establishing the new Centre, and will lead the Centre to financial self-sufficiency. You will conduct high-quality research, working collaboratively with others. You will engage in research-led teaching opportunities, such as HDR supervision, and strategically contribute to undergraduate and/or postgraduate teaching aligned with the Centre's research expertise.

Key responsibilities & duties of a Professor appointed to this role

- Develop and implement strategic plans that support and promote the Centre's research excellence, and which align with the overall goals and objectives of the University.
- Promote a culture of excellence, innovation, and collaboration in research.
- Identify and pursue opportunities for research funding and collaborations; leading to the sustained financial self-sufficiency of the Centre within five years.
- Lead and mentor the Centre's researchers and research teams.
- Contribute to the development of research proposals, publications, and other outputs, and disseminate research findings to a wide range of audiences.
- Oversee the day-to-day operations of the Centre, including managing budgets, events and projects, funding applications, recruiting higher-degree by research (HDR) students and supervisors, promoting research training, and ensuring that the Centre's activities are carried out efficiently and effectively.
- Ensure compliance with relevant policies, regulations, and ethical standards in all research activities.
- Work effectively with the Centre's steering committee and researchers, and also with the University's other research institutes and centres.
- Conduct original and innovative research, working collaboratively with others, that contributes substantially to the international research profile of the Centre and the University.
- Provide supervision of HDR students, and develop a productive and supportive culture for postgraduate and early-career research within the centre.
- Build and maintain successful relationships with key stakeholders, including industry partners, government departments, non-government organisations, development agencies and those within the University.
- Represent the Research Centre in public forums, professional associations, and other contexts, and promote the Centre's achievements and impact on society.
- Strategically contribute to the research-led teaching of undergraduate and/or postgraduate academic programs, promoting the Centre's research expertise.

Director, Indo-Pacific Research Centre: Associate Professor (Level D)

Position Description

1. **Vision:** Candidates will have a passion for advancing knowledge and a clear vision with which to build the Indo-Pacific Research Centre.

2. **Academic and professional qualifications:** Candidates must have a PhD in a related area. Established expertise in development, security and/or governance of the Indo-Pacific region will be demonstrated by an outstanding track record of research accomplishments: a substantial publication record, successful grant applications, engagement with government and industry, and/or supervision of PhD candidates.

3. **Professional reputation:** Candidates will have a nationally or internationally recognised reputation for outstanding and innovative contributions to their field of research and/or practice. They will have the proven ability to develop new research partnerships in the Indo-Pacific region, including with industry, government, non-government organisations, and/or universities. Candidates will be able to represent the Centre effectively at national and international levels.

Selection Criteria

4. **Leadership and management skills:** Candidates will have experience in leading and managing multi-disciplinary research teams, budgets, and projects. They should demonstrate capability of inspiring and mentoring other researchers, and to create a positive research environment.

5. **Strategic thinking and problem solving:** Candidates should have experience in developing and implementing strategic plans, and the ability to develop innovative solutions to complex problems.

6. **Communication and interpersonal skills:** Candidates will have excellent communication and interpersonal skills in English, including the ability to build relationships with stakeholders, communicate research findings to a wide range of audiences, and represent the research centre in the media, public forums and professional associations.

7. **Fundraising and mobilisation of resources:** Candidates will have the ability to work within tight fiscal contexts and have a successful track record in raising funds through grant writing, commissioned work and/or strategic partnerships. They will have the ability to identify, procure and effectively make use of essential resources.

8. **Collaboration and teamwork:** Candidates will demonstrate their ability to build a collaborative and inclusive research culture, working with a diverse and interdisciplinary team of staff, HDR students and other researchers.

9. **Ethics and practice:** Candidates will have a thorough understanding of relevant policies, regulations, ethical standards and integrity issues related to research in Australia's higher education sector, and will be able to ensure compliance with these in the Centre's research activities.



Application process

Your application should include:

1. A covering letter that comprehensively addresses the selection criteria of an Associate Professor (Level D) appointment.
2. A comprehensive CV including:
 - Full name, address, mobile and telephone number(s) and email address
 - Names, telephone numbers and email contact of at least three referees including current/most recent supervisor (no contact will be made without your permission)
 - Employment history including present position and notice required, and an indication of the earliest date on which you would be able to commence
 - Details of qualifications and professional memberships
 - Confirmation of your right to work in Australia

Clicking 'Apply' will direct you to the Murdoch Careers homepage, select 'Create Account' and follow the prompts to complete your application.

All enquiries should be directed in confidence to:

Deborah Gare

Pro Vice Chancellor of Law, Arts and Social Sciences
deborah.gare@murdoch.edu.au

Our location



Murdoch University has Australian campuses in Perth, Mandurah and Rockingham, offshore campuses in Singapore and Dubai and a CBD space in the heart of Perth – the forerunner to the development of a Vertical Campus in Perth’s CBD by 2024.

Western Australia covers one-third of the Australian continent, spanning over 2.5 million square kilometres (one million square miles) and several different climatic zones. With the fastest growing economy in the country, Western Australia is widely regarded as the ‘powerhouse’ of the nation’s economy with an ambitious international outlook and sharing the same time zone as 60% of the world’s population.

Our main South Street campus is in Perth, the capital of Western Australia, close to the city centre and easily accessible by train, bus, bike or car. With a population of more than 2.1 million people, Perth is a thriving, cosmopolitan city ranked as the sixth most liveable city on the planet in the Global Liveability Index for 2021. Perth’s fast-evolving cultural offerings include art galleries, theatre companies and museums, international film and writers’ festivals, and the world-renowned Perth International Arts Festival.

Western Australia also has many world-class sporting facilities and, whatever your preference, Perth has plenty of options to pick from including Australian Rules Football, football, rugby, cricket, basketball and netball.

Perth’s CBD is located on the banks of the Swan River while the greater Perth region boasts an array of unparalleled pristine beaches and enjoys more hours of sunshine than any other capital city in Australia.

This is the perfect climate in which to enjoy a healthy outdoor lifestyle. Cycling, surfing, kayaking, golf and sailing are among our many popular past times. With a sophisticated mix of cafes, restaurants, boutiques and department stores – and premium wineries, uncrowded beaches and bushland within easy reach – there can be no doubt this is a fabulous place to live and work, both for professionals and their families.

Perth is a thriving, cosmopolitan city ranked as the sixth most liveable city on the planet.



We have a range of salary packaging options available, consisting of but not limited to:

- Campus car parking
- Murdoch Active gym membership
- Active kids holiday program
- Airline lounge membership
- Financial consultation
- Electronic devices!
- Self-Education
- Motor vehicles

Why Murdoch?

At Murdoch University, we have an abundance of exciting benefits on offer for our valued employees!

Our People enjoy a lively, natural campus and world class facilities, as well as a range of benefits including:

- Competitive Remuneration
- Paid leave entitlements
- Flexible work arrangements
- Employee counselling services
- Staff discounts available!
- On Campus gym
- Childcare facilities
- Salary Packaging arrangements!



Useful links

City of Perth Information

perth.wa.gov.au

WA Tourism Information

westernaustralia.com/au

Local Council Information

melvillecity.com.au



murdoch.edu.au

CRICOS Code: 00125J TEQSA Provider ID: PRV12163 (Australian University)

