



## POSITION DESCRIPTION

<b>Position Title:</b>	<b>Vice-Chancellor's Research Fellow or Senior Research Fellow – Pharmacology/Natural Products Chemistry</b>
<b>Classification:</b>	Academic Level B or Academic Level C
<b>Establishment No.:</b>	7010890
<b>Reporting to Title / Position No.:</b>	Director, Strategic Research Initiative (SRI)
<b>School/Office:</b>	SRI or Institute [confirmed for each fellow]
<b>Division:</b>	Research and Innovation

### Context:

Western Sydney University is a modern, forward-thinking, research-led university, located at the heart of Australia's fastest growing and economically significant Western Sydney region. Boasting 10 campuses - many in CBD locations - and more than 170,000 alumni, 44,000 students and 3,000 staff, the University has 10 Schools with an array of well-designed programs and courses carefully structured to meet the demands of future industry. The University is ranked in the top two per cent of Universities worldwide and as a research leader, 80 per cent of the University's assessed research is rated at 'World Standard' or above.

The University strategic plan, *Securing Success: 2018-2020 Strategic Plan*, articulates the University's values and commitments of being:

- 1) A Distinctively Student-Centred University;
- 2) A Research-Led University with Regional, National and Global Impact;
- 3) A Unique Learning Experience that is Innovative, Flexible and Responsive;
- 4) An Expanding International Reach and Reputation;
- 5) A Leading Advocate and Champion for the Greater Western Sydney Region and its People;
- 6) A Dynamic and Innovative Culture that Secures Success.

Western Sydney University is establishing a Vice Chancellor's Research Fellowship Scheme which aims to support the University's research and development strategy by attracting and retaining outstanding researchers who will contribute to the national and international profile of Western Sydney University research. Western Sydney University is driven by research impact. Our core research mission is to deliver engaged and impactful quality research to our community, business and public sector partners.

The Vice Chancellor's Research/Senior Research Fellows will have capacity to develop links with industry and end users, further augmenting Western's research impact, reputational and future funding ambitions. These positions will contribute to existing cohorts of research excellence in WSU's Institutes, Schools and new Research Centres funded under the University's Strategic Research Initiative strategy.



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**Position Purpose:**

The Vice Chancellor's Research/Senior Research Fellows are responsible for contributing to new research opportunities. Key tasks include: contributing to research groups around identified funding opportunities and industry partnerships; developing and writing research proposals across all categories of funding; working across disciplines to address local, national and international challenges; administering research projects; liaising with project partners and collaborators; production of impactful outputs for research end users; contributing to the growth of research capacity at Western within the area of research focus; contributing to profile raising and ongoing sustainability of the Research Centre in which the Fellow is embedded and organising project-related workshops with relevant collaborators and partners.

A **Level B Academic** (Vice Chancellor's Research Fellow) is expected to carry out independent and/or team-based research within the field in which they are appointed and to carry out activities to develop their research expertise relevant to the particular field of research. A Vice Chancellor's Research Fellow is expected to produce quality outputs including but not limited to published papers and/or creative works, conduct and supervise funded research projects, deliver impactful research outcomes, and seek and obtain funding from Australian Competitive Grants, industry, or government sources relevant to the professional discipline.

A **Level C Academic** (Vice Chancellor's Senior Research Fellow) is expected to make independent or original contributions to the research effort within their field of expertise and to the organisational unit or interdisciplinary area of which they are a part. An employee at this level is expected to play a major role in research including the exercise of some leadership in research. A Vice Chancellor's Senior Research Fellow is expected to have an established track record of independent and original research and continue on this trajectory to have a significant impact on the field. The Vice Chancellor's Senior Research Fellow will be expected to maintain a strong record of high quality outputs and/or creative work including but not limited to refereed publications. The Fellow must also have a strong national or emerging international profile within the research discipline. An employee at this level is expected to manage an active research program, build and maintain productive research collaborations, seek and attract external research funding, deliver impactful research outcomes and attract and successfully supervise postgraduate research students to completion.

It is anticipated that the Research/Senior Research Fellow roles will have a 70% research component. The remainder of their workload will involve contributing to the School/Institute teaching program including, but not limited to the preparation and delivery of lectures & seminars, development of course material with the appropriate advice and support of more senior staff, marking and assessment and student consultation.

The **National Institute of Complementary Medicine, Health Research Institute (NICM)** provides leadership and support for strategically directed research into integrative medicine, promoting the translation of evidence into clinical practice and developing relevant policy to arrive at health benefits nationally and internationally. NICM is an international leader in integrative medicine research, especially traditional Chinese medicine. The Institute's programs encompass all aspects of integrative medicine, from pure basic research in the laboratory; to clinical trials tailored to assessing the safety and efficacy of



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medicine; to the translation of research evidence into clinical practice and community use.

NICM works with national and international partners to deliver world class research and provides testing services for the industry. NICM's world-leading research produces tangible positive outcomes for the community, our end users and our partners. NICM is located on the Westmead campus of Western Sydney University, working closely with hospitals and facilities within Westmead Medical Precinct, one of the largest medical precincts in the southern hemisphere.

The Vice-Chancellor's Research or Senior Research Fellow with expertise in the focus area of **Pharmacology/Natural Products Chemistry**, will deliver major impact in the areas of chemistry and pharmacology of herbal medicines in collaboration with our industry partners. Researchers will use their strong skill base in herbal pharmacology and/or natural products chemistry and their track record in securing relevant competitive grants to expand research outputs. This position is pivotal to the growth of our research collaborations and student programs with China.

### Dimensions:

<b>Number of direct reports:</b>	Nil
<b>Titles of direct reports:</b>	N/A
<b>Number of indirect reports:</b>	Variable

Major Responsibilities	Accountabilities
<p>1. The conduct of research either as member of a team or team leader where appropriate. To work independently, and to contribute to the production of impactful outputs from that research.</p>	<ul style="list-style-type: none"> <li>• Effective contributions are made to the research work of the University</li> <li>• Quality academic and/or non-traditional outputs are produced</li> <li>• Research impact and public engagement is demonstrated</li> </ul>
<p>2. Increase cross School and Strategic Research Initiative (SRI) research activity (funding, outputs, supervision, engagement)</p>	<ul style="list-style-type: none"> <li>• Research with end users and partners are effectively co-designed</li> <li>• Programs are established that foster cross-organisation research outputs</li> </ul>
<p>3. Development of a track record of research outputs including, but not limited to, publications in high-impact, international esteemed, peer-reviewed journals and to</p>	<ul style="list-style-type: none"> <li>• Funding submissions produced are evaluated highly with a high success to failure ratio</li> <li>• WSU research is effectively promoted</li> </ul>



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	assist with research funding proposals, from both competitive grant and partnership sources, to support School/SRI initiatives.	through significant and impact-driven research
4.	Develop and expand an external network with the aim of increasing partnerships, both nationally and internationally, with academic institutions, industry, business, NGOs and government	<ul style="list-style-type: none"> <li>New networks are established with a view to furthering WSU research footprint</li> </ul>
5.	Develop and expand research entrepreneurship capacity	<ul style="list-style-type: none"> <li>Research initiatives are increased and new activities are developed including involvement in spinouts</li> </ul>
6.	Contribute to teaching activities of the School/Institute including but not limited to the development of research related material for teaching or other purposes, course coordination and lecture presentation, marking and assessment and student consultation	<ul style="list-style-type: none"> <li>Teaching activities are prepared, delivered and feedback provided to students as appropriate.</li> </ul>
7.	Research & Teaching related administrative functions, including attendance at meetings associated with research or the organisational unit to which the research is connected and a role in planning and committee work.	<ul style="list-style-type: none"> <li>Research and teaching related administrative functions within the SRI/School are contributed to.</li> </ul>
8.	Supervision of staff and students. This may include research assistants, administrative staff involved in research projects, other researchers and postgraduate students as required	<ul style="list-style-type: none"> <li>Successful completion of projects as assessed by performance management; students receiving expert mentoring and on-time completions</li> </ul>
9.	Contribute to the preparation and formulation of publications, presentations and research reports arising from the research	<ul style="list-style-type: none"> <li>WSU research is promoted; WSU rankings are increased; research activity is correctly reported.</li> </ul>



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10.	Ensure compliance with relevant legislation and University policies and procedures, including research ethics, equity and health safety, laboratory standards and exhibit good practice in relation these	<ul style="list-style-type: none"> <li>• Compliance with legislation and policies is met.</li> </ul>
<b>Additional Responsibilities at Academic Level C</b>		
11.	Contribute to the strategic planning, and capability development within the School/Institute.	<ul style="list-style-type: none"> <li>• Effective contribution is made in the strategic planning process, enhancing success of the program.</li> </ul>
12.	Engage in research mentoring of early career researchers.	<ul style="list-style-type: none"> <li>• Early career colleagues and students are mentored in securing funding and promoting WSU research outcomes.</li> </ul>
<b>Work Health &amp; Safety Requirements</b>	<p>All staff are required to:</p> <ul style="list-style-type: none"> <li>• Take reasonable care for their own health &amp; safety</li> <li>• Take reasonable care for the health and safety of others including the implementation of risk control measures within their control</li> <li>• Comply with all reasonable instruction by the university</li> <li>• Participate in activities and programs designed to improve health and safety</li> <li>• Report potential hazards and incidents in the workplace</li> <li>• Notify their supervisor of any injuries or illness that occurs in their workplace</li> </ul>	
<b>University Expectations</b>	<p>All staff are expected to:</p> <ul style="list-style-type: none"> <li>• Contribute to the efficient and effective functioning of their team or work unit in order to meet University objectives. This includes demonstrating appropriate and professional workplace behaviours in accordance with the Code of Conduct, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisors</li> <li>• Participate in the cyclical Career Planning Development Process, which includes an annual review of their performance against agreed operational and performance objectives set in MyCareer Online</li> <li>• Perform their responsibilities in a manner which reflects and responds to continuous improvement</li> <li>• Read, understand and comply with all University policies and procedures;</li> <li>• Undertake risk management and actively support and participate in the risk management processes adopted by the University which include identifying, analysing and evaluating risk that may impact on the University</li> <li>• Work at and travel between other University campuses from time to time as</li> </ul>	



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- may be required during the course of employment
- Complete all mandatory training modules within the first six weeks of commencement with the University. Your supervisor will check to ensure compliance with this mandatory requirement
  - Demonstrate understanding of the principles of anti-discrimination, staff and student equity, work health and safety and other relevant legislation, and show the willingness and capacity to implement equal employment opportunity and work health and safety plans, policies and programs.

### Key Relationships to Position

### Purpose of Relationship

#### Internal (*within the University*):

- Deputy Vice-Chancellor, Research & Innovation and associated staff from the Division of R&I
- Dean/Institute/SRI Director
- Other Research Fellows
- School/Institute/SRI senior staff as relevant to the research area

- Overall direction and link to WSU strategic initiatives
- Provide or share information, administrative support and advice
- Form collegial relationships, consult, provide or seek advice

#### External (*outside the University*):

- Industry partners, end users and/or collaborators as appropriate

- Facilitate and maintain good professional and collaborative relations with Industry Partners and Collaborators as appropriate for project assessment and guidance

### Key Challenges of the Position:

- Making effective contributions to the research program of the University, including through publications, documentable research impact, and active supervision of postgraduate students.
- Establishing and maintaining active engagement with end users to develop and foster external relationships.
- Progressively gaining national competitive or “industry” funding to support their own research, participate in industry exchanges and mentor staff and students.
- Promoting outcomes and research impact to end users, the research community and the community more broadly.
- Contributing effectively to the teaching and academic objectives of the School/Institute/SRI in which they are located.
- Maintaining and developing their scholarly, research and/or professional activities relevant to their profession or discipline.



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Delegations Exercised	Recommendations Expected
<ul style="list-style-type: none"><li>This position does not have formal delegations in accordance with the University's Delegations (Administrative) Policy.</li></ul>	<ul style="list-style-type: none"><li>Provide input or recommendations to decision-making around actions or financial commitments for projects as appropriate.</li></ul>

### Mandatory Training Requirements:

- WHS Online Modules: 1, 2,3 & 4
- EEO Online Modules
- Privacy Management Online Modules
- Orientation Online Modules
- University Orientation Day (for new starters)
- TRIM
- FULT – Foundations of University Learning and Teaching

### Selection Criteria:

#### At Academic Level B

- A PhD or equivalent qualifications/ experience in a relevant field.
- Demonstrated experience in a specialised area of research, or extensive research experience including leadership ability.
- Demonstrated high level interpersonal skills as well as verbal and written communication skills.
- Ability to conduct collaborative research in multidisciplinary and/or multi-institutional teams and experience in the preparation of competitive research grant applications.
- Development of a well-established track record of esteemed research and/or quality creative outputs.
- Demonstrated ability to work independently and with minimal supervision to meet competing deadlines, and work effectively as a team member and communicate with a range of stakeholders.
- A developing national research profile that reflects research excellence relative to career stage and opportunity.
- Experience in the supervision of students.

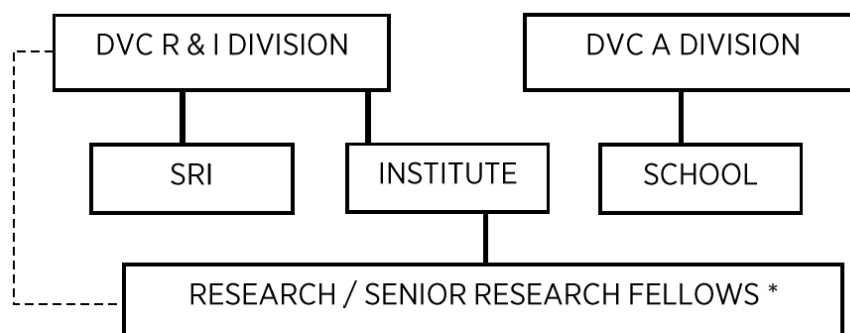


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### At Academic Level C

1. A PhD or equivalent qualifications/ experience in a relevant field.
2. Demonstrated experience in a specialised area of research, or extensive research experience including demonstrated leadership responsibility.
3. Demonstrated high level interpersonal skills as well as verbal and written communication skills.
4. Ability to conduct collaborative research in multidisciplinary and/or multi-institutional teams and experience in the preparation of competitive research grant applications.
5. A well-established track record of esteemed research and/or quality creative outputs.
6. Demonstrated ability to work independently and with minimal supervision to meet competing deadlines, and work effectively as a team member, and communicate effectively with a range of stakeholders.
7. A developing national and international research profile that reflects research excellence relative to career stage and opportunity.
8. Experience in the supervision of students.

### Organisational Chart:



\* Reporting line will be determined by which Organisational Unit the Fellow is associated with

Position description approved by:

DVC & VP (Research & Innovation)

Date position description last reviewed:

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