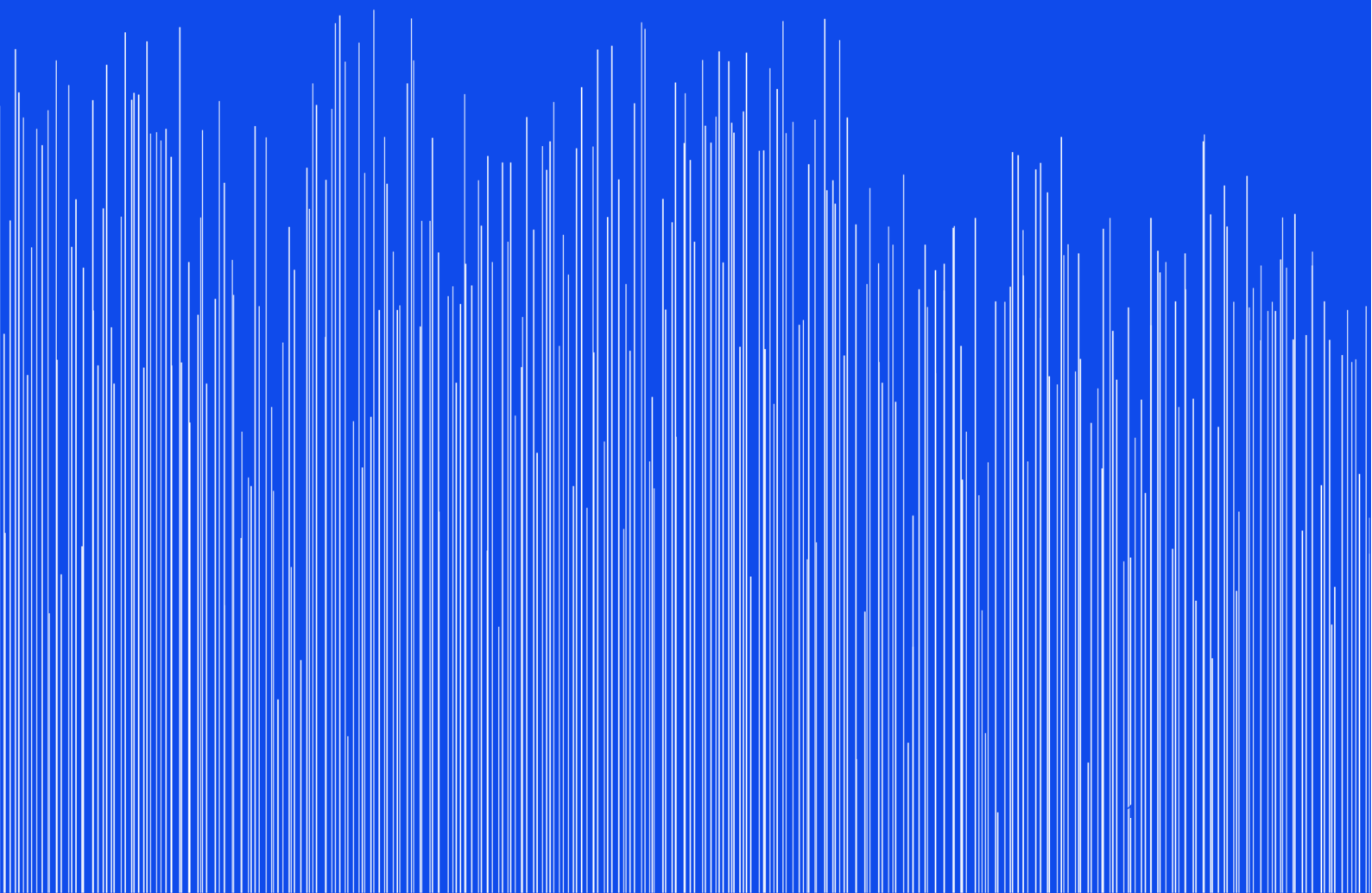




Chancellor's Indigenous Research Fellowship 2025

Scheme Guidelines and Information for Candidates v1.0



CIRF25 Key Dates

Stage	Date & Time
Expression of Interest (EOI) open	Monday, 8 April 2024
EOI close	Monday, 3 June 2024, 11:59pm AEST
EOI outcomes	Wednesday, 3 July 2024
Full Applications open	Thursday, 4 July 2024
Full Application close	Tuesday, 23 July 2024, 11:59pm AEST
Interview Dates Note: The shortlisted Candidates must be available on those dates, otherwise they will not be able to proceed.	Wednesday, 28 August – Friday, 30 August 2024
PhD census date for eligibility (PhD awarded)	On or after 5 June 2019
PhD conferral date for eligibility ()	On or before 5 June 2024
Fellowship should commence (except due to exceptional circumstances) on or before	Monday, 31 March 2025

1. Introduction

The [University of Technology Sydney](#) is a dynamic and cosmopolitan university situated on the lands of the Gadigal people marking the gateway to Sydney – Australia’s most vibrant, innovative and multicultural city. Here at UTS, we pride ourselves in [research](#) that is excellent, innovative, and has global impact, tackling some of the greatest challenges facing society today. As part of our vision in the [2027 Strategy](#), we have established the **Chancellor’s Indigenous Research Fellowship (CIRF)** scheme.

The **CIRF** aims to support not only the [UTS Research Strategy](#) and the [UTS Indigenous Education and Research Strategy](#), but also the central tenets of [Wingara Indigenous Employment Strategy 2019-2023](#) by attracting outstanding Indigenous early career researchers.

For 2025, the **CIRF** scheme will award Fellowships to outstanding early career researchers, who will support our aim to have real impact on society, environment and industry; to benefit the community by being effective and relevant; and deliver practical solutions to current national and international challenges.

To meet the aspirations of the **CIRF**, Candidates need to:

- Be highly competitive with a research track record commensurate with expectations for a nationally competitive early career fellowship program;
- Show engagement with the Indigenous community as well as the Indigenous academic community at UTS; and
- Demonstrate a commitment to mentoring Indigenous students.

Full details on the scheme can be found on the [CIRF website](#).

A Candidate must gain support for their application from the prospective UTS Academic Research Sponsor(s)¹ and from the faculty or institute in which they are proposing to work. [Appendix 2](#) provides contacts for who can assist in identifying potential Sponsors in the relevant faculty. Prior to submitting an EOI application, Candidates should discuss how their research aligns with the strategic priorities of their proposed host faculty or institute, and how they might contribute to wider UTS research-led teaching.

The number of Fellowships awarded will depend on the quality of the Candidates and the funding available. In 2022, two Fellows were appointed to commence in 2023 representing the range of disciplinary strengths at UTS.

The CIRF scheme is part of the wider UTS Chancellor’s Research Fellowship (CRF) scheme. If you are interested in this scheme, please refer to the [CRF website](#).

The CIRF scheme at UTS offers the following benefits to help successful

¹ A Candidate must have one main sponsor and may elect to nominate one co-sponsor. That co-sponsor must be located in a different faculty/institute. If the co-sponsor is from the same faculty/institute (see Appendix 2), they will need to be removed from the application.

applicants grow to become the research leaders of the future:

- Project funding – a total budget of up to \$30,000 (or up to \$50,000 in cases of extensive field research or laboratory facility requirements)
- International Researcher Development Scheme. This provides an opportunity to travel and conduct research at a recognised world-class research institute (International or Domestic) for a period of normally 3-6 months
- Excellence in research support including access to physical and digital [RES Hub](#) spaces, providing:
 - Dedicated researcher orientation;
 - Data insights and tools to support career building; and
 - Early Career Researcher Connect Program, through the Research Development Program.
- Inclusion in specialist mentoring scheme (peer mentorship scheme supported by input from specialist mentors)
- Graduate Certification in Higher Education Teaching and Learning
- Relocation Expenses for international or domestic relocation

The 2025 CIRF application process is divided into three stages (see [Section 7](#)):

1. Stage 1. EOI application
2. Stage 2. Full application
3. Stage 3. Interview

2. Objectives and Outcomes

The CIRF scheme has the following objectives:

- To attract talented and outstanding Early Career Indigenous Researchers who are within five years of the award of their PhD and show evidence of research excellence and the potential of becoming the next generation of research leaders;
- To provide a high-quality research environment for Early Career Indigenous Researchers, allowing them to increase their competitive edge in securing research funding from non-University sources including industry;
- To enhance the research capabilities of existing and emerging areas of research concentration and excellence within UTS;
- To develop a broad range of research, teaching & learning, management and communication skills in the Fellows that will equip them to become the next generation of academic leaders;
- Provide opportunities for Indigenous researchers at postdoctoral level to undertake research of national and international significance and impact; and
- Provide opportunities for Early Career Indigenous Researchers to collaborate and engage with a diverse range of external partners and funders, including industry and not-for-profit organisations.

3. Eligibility

3.1 Scheme Eligibility

The role is an identified role for Aboriginal and Torres Strait Islander people. Under the provisions of section 126 of the Anti-Discrimination Act 1977 (NSW), an exemption is given from sections 8, 25 and 51 of the Anti-Discrimination Act 1977 (NSW) to University of Technology Sydney to advertise, designate and



recruit targeted roles for Aboriginal and Torres Strait Islander persons only as part of the strategic target of reaching 3% Aboriginal and Torres Strait Islander staff by 2023.

Applicants must:

- be of Australian Aboriginal and/or Torres Strait Islander descent
- Identify as an Australian Aboriginal and/or Torres Strait Islander person
- be accepted as such by the community in which they live and or have lived.

3.2 PhD Qualification

Candidates must have been **awarded** a research doctoral degree (equivalent to an Australian PhD degree) between the census date based on when the PhD testamur was issued and the 5 June 2024 ([see Key Dates](#)). Note; career interruptions will be considered (see [Section 3.5](#)).

3.3 Fellowship Supervision and Research Environment

Each Fellowship Candidate must nominate at least one UTS Academic Research Sponsor (referred to as “Sponsor” in this document). The Sponsor must hold a paid, substantive academic position at UTS (preferably full-time). This means honorary UTS staff members are not eligible to be Sponsors. The Sponsor must have agreed with the Candidate to support their CIRF application and ensure the alignment of the proposed project with the faculty/institute’s research priorities. Candidates may nominate a second Sponsor (referred to as “Co-Sponsor”) from **a different faculty or institute**, provided there is clear justification that this is important to their development as Fellows. Prior to nominating the Co-Sponsor, Candidates must discuss the Co-Sponsor with their Sponsor and Faculty to seek approval. An appropriate agreement should be in place between the two faculties/institutes on how the co-sponsors will work together to benefit the Fellow and their project. Candidates and their Sponsor(s) must consult closely with one another in developing an application.

The Sponsor(s) must possess the demonstrated capacity to provide mentoring commensurate with the high research performance expectations of a Chancellor's Indigenous Research Fellow. The Sponsor(s) must have a research profile aligned with the proposed Fellowship project and must remain the Fellow's Sponsor(s) for the entire duration of the Fellowship, unless the Sponsor(s) ceases to be a UTS employee, or the Fellow (with Faculty approval) appoints a new Sponsor.

Sponsors of successful applications will be responsible for basic administrative and infrastructure support required by the Fellow and will be expected to provide the necessary intellectual leadership.

3.4 Other

Successful **CIRF** Candidates must reside predominately in Australia for the duration of the fellowship. Further, the research project must predominately be carried out at UTS, and the fellow must be able to fulfil all requirements attached to the fellowship, including but not limited to attending the UTS campus in Sydney when required throughout the fellowship (excluding approved field work and International Research Development – see [Section 5.2](#)).

Current UTS employees who hold a continuing, academic appointment must

apply with a **different** faculty/institute, otherwise they are ineligible to apply for the CIRF scheme.

3.5 Eligibility Adjustments due to Career Disruptions

Under the CIRF scheme, the number of years between the conferral date of a PhD and the 5 June 2024 is a key element of eligibility. UTS recognises that certain career disruptions can have a **significant impact** on the period between conferral of a researcher's PhD and their application.

Reasons for career disruptions may include:

- Caring responsibilities (including as primary carer of a dependent child)
- Disability;
- Disaster management and recovery;
- Carer responsibilities;
- Limited or no access to facilities and resources – such as through workplace Interruptions, including COVID-19;
- Medical conditions;
- Non-research positions, not concurrent with research employment;
- Parental leave;
- Unemployment; and
- Other issues outside a Candidate's reasonable control that have significantly impacted their research career.

Candidates are advised to clearly state the impact of any such major disruption in the relevant section of their EOI application. Disruptions need to have had a **significant impact** on their research career.

UTS eligibility adjustment principles closely align with those of the Australian Research Council (ARC) [Eligibility and Career Interruptions Statement](#) for the Discovery Early Career Researcher Award (DECRA) scheme and Future Fellowship schemes. The DVCR (or Nominee) will consider valid adjustment requests in consultation with the relevant faculty/institute based on the information provided. A completed '**Career Disruption Eligibility Request Form**', available on the [CIRF website](#) must be attached in the EOI application form. Please note; part-time research employment and its impact on research productivity can be included in the application, however, should not be included in the '[Career Disruption and Eligibility Request Form](#)'.

Candidates are advised to discuss the nature of the disruption with their nominated Sponsor(s), and the relevant faculty/institute contact person (see [Appendix 2](#)) prior to submission of the EOI application.

Candidates may also claim significant career disruptions that impacted their ability to conduct research even if the Candidate's PhD award date falls within the advertised PhD census and award date. If such claims are made, claims must be verifiable and supporting documents must also be provided.²

IMPORTANT: part-time research employment and its impact on research

² Please see the document titled '[Career Disruption & Eligibility Request Form](#)' for more information on documents required.

productivity can be included in the application, however, should not be included in the 'Career Disruption and Eligibility Request Form'.

4. Appointment Details and Conditions of Award

4.1 Appointment Duration

Full-time Fellowships are offered on a fixed-term basis for four years and will consist of a research component (75%) and a teaching component (25%) of the total appointment time. The teaching component will be financially supported by the host faculty/institute to the value of 25% of the annual salary and on-costs. Candidates and their Sponsors must ensure host faculty/institute support for the teaching component of the Fellowship. Any exception to the 4-year Fellowship duration will be personally reviewed by the Deputy Vice-Chancellor (Research).

Applications for Fellowships on a part-time basis will be considered. The proportion of part-time and the resulting duration of appointment will be negotiated with a successful Candidate.

4.2 Salary

Fellows will initially be appointed at Academic Salary Level B, Step 2. The annual full-time salary for Level B Step 2 will be \$119,475 as of 1 May 2024 and will increase in line with the [UTS 2021 Staff Agreement](#). In addition, the University offers 17% employer-provided superannuation contribution.

A higher salary (above Level B Step 2) is subject to negotiation between the Candidate, Sponsor(s) and the host faculty/institute and must be approved by the respective host faculty/institute prior to interviews. A higher remuneration may be considered appropriate where a Fellow is currently occupying a position above an equivalent level, or where their track record is such that a higher level of salary is deemed appropriate. If a higher salary is negotiated, the host faculty/institute will provide the additional funding above salary Level B Step 2.

4.3 Appointment Conditions and Commencement Date

The terms and conditions applicable to the Fellowship will be set out within a contract of employment and in the [UTS 2021 Staff Agreement](#) (or any industrial agreement which replaces it). The Agreement sets out conditions of employment which include periodic salary increases, probation, progression, leave, superannuation, etc. The probationary period will comprise 25% of the term of the Fellowship.

During their appointments, Fellows will become eligible for progression or promotion to a higher academic level in accordance with the [UTS Academic Promotion Policy](#). For further information on UTS conditions of employment, visit <http://www.uts.edu.au/staff/working-uts/our-workplace>.

Successful Candidates must commence their Fellowship before **31 March 2025**. Fellowships may commence from 1 January 2025. An earlier start date can be negotiated with the host faculty and the Deputy Vice Chancellor (Research).

Successful applicants must accept their Fellowship in writing **within seven days** of receiving the offer. UTS has the discretion to withdraw any offer that has not been accepted within this period.

4.4 Variations and Carry Forward Requests

Successful applicants are responsible for the management of their funds to project Completion. Funds must be fully expended within the funded period. Carrying forward funds beyond the funded period is not allowed and will only be considered in exceptional circumstances.

For all variations and carry forward requests, please refer to [Appendix 2](#) and contact your faculty for assistance. Carry forward requests should be made as early as August in the relevant calendar year to be considered. Any carry forward that involves contract extension must receive approval from both the faculty and Deputy Vice Chancellor (Research).

5. Researcher Development Opportunities

5.1 Project Funding

For the duration of the Fellowship, a research grant will be provided to support the proposed research program. The EOI application only requires an indicative budget. An annualised budget request must be submitted as part of the Full Application, accompanied with appropriate justifications for each expenditure item.

All expenses listed in the full application budget must be *essential* to the proposed Fellowship project only and may include categories such as salaries for staff employed on the project (e.g. research assistants), minor equipment/software purchases, reasonable conference travel and expenses for the dissemination of results, access to technical and professional services, consumables, and maintenance, etc. The budget must be appropriate to the scale and nature of the proposed project and must not rely on additional investments or external contributions. Up to **\$30,000** total project funding for the fellowship duration will be available to each successful Candidate, according to the approved budget.

Where the proposed project includes extensive use of laboratory facilities or extensive field research, Candidates may apply for up to **\$50,000** in total project funding for the fellowship duration to assist with additional expenses for equipment, maintenance, consumables and/or field work sustenance, where appropriate; however, CIRF project funds cannot be used to fund major laboratory equipment purchases or infrastructure. If a total amount above \$30,000 is requested, the Full Application must clearly justify the need for additional funding and demonstrate substantial benefits to the expected project outcomes.

Candidates considered for appointment may be required to submit a revised budget, if requested by the Selection Committee at any stage. During the Fellowship term, part funding will be allocated annually in accordance with the approved budget. CIRF Project funding will not duplicate existing funding from external sources, such as from Australian Commonwealth or State Government schemes.

Candidates **must not request** costs that the faculty would usually provide such as: bench fees, basic computer facilities (includes a standard laptop), access to basic lab consumables, office space, membership fees, travel not related to the project, mobile phones and telephone sim cards, and access to UTS labs essential to carrying out the research. The University reserves the right to request budget items to be removed.

5.2 International Researcher Development (IRD) Scheme

During their Fellowship term, all Fellows will have the opportunity to travel to and conduct research at a recognised world-class research institute (International or in Australia) for a period of 3-6 months (normally), with the objective of building long-lasting connections and experiencing world's best practice in their research area. If successful, the details of this scheme are included in the International Researcher Development Guidelines, and available from the UTS Research Office (crf@uts.edu.au) on request.

5.3 Graduate Certificate in Higher Education Teaching and Learning

In preparation for an academic career, Fellows will be expected to complete at least the Foundation Subjects of the Graduate Certificate in Higher Education Teaching and Learning (GradCertHEd) during the Fellowship term; please refer to the Position Statement in [Appendix 1](#). Access to this course will be provided through the relevant faculty/institute at no cost to the Fellow.

5.4 Early Career Researcher development and support

Chancellor's Indigenous Research Fellows are strongly encouraged to participate in and utilise a wide range of UTS development programs, initiatives and support designed to assist them with their career development and fellowship success, including:

- The *UTS Research Excellent and Support Hub* ([RES Hub](#)) is the UTS ecosystem that supports and connects research across the University.
- The *UTS Aspire Program* provides workshop, seminars and activities for UTS Early Career Researchers focused on career planning, funding & recognition and grantsmanship skills.
- The *UTS Early Career Academic (ECA) Network* is a community established by ECAs to help support ECAs to plan, conduct and participate in teaching and research with impact.

Candidates may wish to refer to the [CIRF website](#) for further information about UTS ECR/ECA development support.

6. Other Benefits

6.1 Relocation Expenses

Requests for the payment of relocation expenses from outside the Sydney Metropolitan Area will be considered on a case-by-case basis, by reimbursement. Expenses must be incurred *after* acceptance of the employment offer.

Any payments will be as approved by the Deputy Vice-Chancellor (Research) or Nominee, but will not exceed the following maximum relocation allowances:

Region	Single	With Dependents
Australia & New Zealand	\$8,000	\$12,000

International	\$12,000	\$18,000
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6.2 Right to Work in Australia

Before commencing the fellowship, the Candidate must hold a valid Australian work visa. The appointment of Fellow(s) who do not hold Australian citizenship or permanent residency status will be subject to UTS receiving approval for sponsorship from the Australian Department of Home Affairs, and the recipient being granted an appropriate visa.

UTS will cover the visa application fee; however, the appointee will be responsible for any additional expenses associated with obtaining required documentation, if required for the visa application.

Visa applicants will be required to meet a minimum standard of English language proficiency and may be required to undertake a language test. They will also need to meet character requirements evidenced by submission of criminal history checks which may lengthen the visa application process.

UTS will discuss visa requirements with successful Candidates at the time of offer. If sponsorship or visa cannot be obtained the offer of employment will not proceed.

Further information regarding migration to Australia can be found on the Department of Home Affairs website at <https://immi.homeaffairs.gov.au/>

7. Application Process

7.1 Stage One – Expression of interest (EOI)

Candidates must consult their proposed Sponsor, and if applicable their Co-sponsor, and obtain in-principle endorsement from the relevant host faculty or institute prior to submitting an EOI application. Candidates who are found not to have Sponsor and in-principle faculty/institute support prior to submitting an EOI may be excluded from the application process. Refer to the CRF25 & CIRF25 EOI Instructions to Applicants. A Letter of Support from the Sponsor is only required at Stage 2 of the application process.

Candidates must specify whether they are applying under the Chancellor’s Research Fellowship (CRF) or the Indigenous stream — Chancellor’s Indigenous Research Fellowship (CIRF). Indigenous researchers who are eligible for either stream must nominate one, either CRF or CIRF.

All EOI information and accompanying documents must be submitted through the UTS system by the deadline only. Documents sent by any other means such as email or post will not be accepted. Candidates are advised to contact the crf@uts.edu.au if they have concerns regarding accessibility. EOI submission instructions are available the [CIRF website](#).

EOI documents that do not comply with the prescribed EOI instructions will not be considered. At the EOI closing date, all EOIs received are final; subsequent corrections, re-submissions or late applications will not be accepted.

7.2 Stage Two – Full Application

If invited to submit a full application stage, Candidates must submit their full

application by the deadline. Candidates must refer to the C(I)RF25 Full Application Instructions to Applicants and applications must be completed in accordance with these instructions. These documents will be sent to all Candidates who are invited to complete a full application.

The prospective Sponsor, and Co-Sponsor, if applicable, will need to complete a 'Letter of Support' and obtain approval at relevant faculty/institute levels on behalf of the Candidate. This includes the Dean or equivalent to ensure support for the Candidate's proposal and all required resources, such as access to research infrastructure and support staff before applicants can submit the Full application. It is the joint responsibility of the Candidate and Sponsor(s) to ensure that the required information is made available to approvers before the closing date of the application through the process specified in the Stage 2 instructions. Co-sponsors **must** be from a different faculty/ Institute (see [Appendix 2](#)) to the Sponsor and the Letter of Support must include a justification for the inclusion of the co-sponsor.

Candidates must also provide the contact details (email and telephone) **of three (3) referees** as part of their Full Application. Applications that do not comply with the prescribed instructions will not be considered. All applications received by the deadline are final; subsequent corrections, re-submissions or late applications will not be accepted.

7.3 Stage Three - Interview

Shortlisted Candidates will be invited to a face-to-face interview with the Selection Committee at UTS. Where attendance in person is not practical, a video conference (e.g. Zoom) will be arranged³. Candidates are advised to take note of the interview period (see [Key Dates](#)).

If a Candidate is unable to attend the interview during the defined interview period, they will not be able to proceed further and may be excluded from the selection process.

8. Assessment

8.1 Selection Criteria

Please refer to [Appendix 1](#) for the detailed Selection Criteria.

Applicants will be assessed and ranked using the following assessment criteria:

- Excellence of Applicant 40%
- Quality of Proposal 25%
- Impact and Strategic Alignment 25%
- Teaching and Learning 10%

8.2 Stage One – Expression of Interest (EOI)

EOIs will be reviewed to confirm compliance and eligibility requirements. Those deemed ineligible or non-compliant will be excluded from the selection process and advised accordingly.

The relevant host faculty/institute will assess and rank the Fellowship EOIs

³ In exceptional circumstances, such as where video-conferencing technology is not available, a telephone interview may be conducted.

against the Selection Criteria. A Committee will be constituted where possible in consideration of gender balance and UTS Equity, Diversity and Respect Policy, and will also include senior Indigenous UTS researchers. The size of the CIRF EOI Selection Committee may vary according to the number of nominated host Faculties (or equivalent) of shortlisted CIRF Candidates.

The EOI Selection Committee will assess and rank EOIs according to the Scheme's selection criteria and shortlist a limited number of EOI applications. Non-shortlisted Candidates will be advised that their application will not proceed to the Full Application stage. Only shortlisted Candidates will be invited to submit a Full Application and receive the Full Application form, instructions, and submission details.

8.3 Stage Two – Full Application

A University Selection Panel will assess all Full Applications against the Eligibility and Selection Criteria. The Panel will be constituted where possible in consideration of gender balance and UTS Equity, Inclusion and Respect Policy.

The Panel reserves the right to solicit additional expert advice for application assessment, where deemed appropriate. The Panel will recommend the shortlisted applications for Stage Three (interviews). All Candidates will be advised of the outcome.

8.4 Stage Three - Interview

A University Interview Panel will assess Candidates against the Selection Criteria. Full details of the Panel will be made available to Candidates invited for interview.

UTS will obtain up to three confidential, written referee reports for each of the short-listed Candidates, according to the referee contact details provided in the Application. Only the University Interview Panel will be provided access to the referee reports. The University Interview Panel will then make final recommendations for Fellowship appointments to the University. Unsuccessful Candidates will be notified.

8.5 Acceptance and Commencement of Fellowship

Successful applicants must accept their Fellowship in writing within seven days of receiving the offer. UTS has the discretion to withdraw any offer that is not been accepted within this period.

Appointees must commence their Fellowship by **31 March 2025** (except due to exceptional circumstances).

9. Obligations of Fellows

9.1 Conduct

Fellows will be expected to apply themselves diligently to the program of research identified in their application, subject to the guidance and advice of their Sponsor(s). They are expected to comply with the UTS Code of Conduct and other policies and instruments which UTS may adopt, from time to time, in relation to its operation and governance. Access to the present policies and other instruments is available through the [UTS Governance website](#). As part of the award, it is expected that Fellows will participate in activities offered by the University, including academic leadership training/mentoring and participation in

events outside their immediate research program.

Fellowship research program activities are not permitted to proceed without appropriate ethical clearances from the relevant Committee (e.g. human/animal ethics, biosafety), where required. Fellows are strongly advised to apply for the necessary clearances as soon as possible after their confirmed appointment and prior to their commencement.

Changes to the circumstances under which the initial appointment was made, including (but not limited to) salary, approved budget, full-time/part-time employment, duration or interruption of the Fellowship, Sponsor(s) etc., require support from the relevant faculty/institute and approval by the DVCR (or Nominee).

10. Key changes to CIRF 2025

- The application assessment criteria have been updated to better reflect the scheme's aim, attracting excellent research fellows. The new weightings are as follows:
 - Excellence of Applicant 40%
 - Quality of Proposal 25%
 - Impact and Strategic Alignment 25%
 - Teaching and Learning 10%
- Career disruption wording in [Section 3.5](#) of the guidelines has been updated to better align with major Australian Funders. In particular, Candidates may request consideration for **significant career** disruptions that impacted their ability to conduct research, even if their PhD award date falls after the UTS census date.
- If **UTS external** collaborators, facilities, support or access to groups (including indigenous communities) are required for this project, an/ email(s) or letter(s) of support acknowledging their support for/ awareness of the project must be attached to the EOI application form.
- A separate website for the [Chancellor's Indigenous Research Fellowship scheme](#) has been created. Both CRF and CIRF schemes are administered under the same funding envelope.
- The Eligibility and Position Description have been updated with new wording to reflect that the CIRF scheme is an identified role for Aboriginal and Torres Strait Islander people.

11. Further Information

Refer to [Appendix 2](#) for faculty/institute contacts.

General inquiries about the UTS Chancellor's Indigenous Research Fellowship Scheme should be addressed to the Research Office.

Email: crf@uts.edu.au

Web: www.uts.edu.au/cirf





APPENDIX 1



POSITION STATEMENT ACADEMIC STAFF



UTS: HUMAN RESOURCES

POSITION: Chancellor's Indigenous Research Fellow (2025 Round)

FACULTY/SCHOOL/DEPARTMENT/UNIT: To be advised

ACADEMIC SUPERVISOR'S (SPONSOR) NAME: To be advised

POSITION: To be advised

DUTIES OF THE POSITION: To be advised

RESEARCH AND SCHOLARSHIP

1. Undertake and complete the research program identified in the Research Fellowship application as subsequently approved and funded.
2. Publish and/or commercialise research outcomes, as appropriate.
3. Provide progress reports upon request, and a final report on the research program.
4. Apply for and attract non-university funding throughout the Fellowship. Industry funding is encouraged.
5. Complete a course for HDR Supervisors and subsequently provide mentoring to HDR students as Supervisor or co-Supervisor, as appropriate to the Fellow's skills and experience
6. Engage with the Indigenous community and with the Indigenous academic community at UTS.
7. Demonstrate a commitment to mentoring Indigenous students.

RESEARCH DEVELOPMENT AND LEADERSHIP

1. Administration of any research grant or contract research, as applicable.
2. Supervision of technical or research assistants, as required.
3. Participation in the Early Career Researcher Development Program and other internal duties & activities as required by the university.

TEACHING AND LEARNING / EDUCATIONAL DEVELOPMENT

1. Contribute to teaching as required in the host faculty/institute, at a level appropriate to the skills and experience of the Fellow, at minimum undergraduate and graduate diploma level. The four-year fellowship requires a maximum 25% teaching load of total time, averaged across the

Fellowship period.

2. Complete at least the Foundation Subjects of the Graduate Certificate in Higher Education Teaching and Learning (GradCertHEd) during the Fellowship term

UTS CAPABILITIES FOR THIS ROLE

Demonstrate leadership capabilities expected for Level B Academic (Research and Teaching) roles at UTS.

Pipeline				
Category	Self Awareness	Relating to Others	Thinking Style	Performance
Capabilities	Builds trust	Collaborates	Inspires innovation	Achieves results
	Displays courage	Communicates with impact	Focuses on client	Demonstrates accountability

ELIGIBILITY

The role is an identified role for Aboriginal and Torres Strait Islander people. Under the provisions of section 126 of the Anti-Discrimination Act 1977 (NSW), an exemption is given from sections 8, 25 and 51 of the Anti-Discrimination Act 1977 (NSW) to University of Technology Sydney to advertise, designate and recruit targeted roles for Aboriginal and Torres Strait Islander persons only as part of the strategic target of reaching 3% Aboriginal and Torres Strait Islander staff by 2023.

Applicants must:

- be of Australian Aboriginal and/or Torres Strait Islander descent
- Identify as an Australian Aboriginal and/or Torres Strait Islander person
- be accepted as such by the community in which they live and or have lived.

Applicants must also adhere to the other eligibility requirements pointed out in [Section 3](#) of the CIRF25 Guidelines and information for Candidates available on the [CIRF website](#).

KEY SELECTION CRITERIA

ACADEMIC STAFF

UTS: HUMAN RESOURCES

POSITION: Chancellor's Indigenous Research Fellow (2025 Round)

FACULTY/SCHOOL/DEPARTMENT/UNIT: To be advised

a. Candidate – Research capacity and capability

- Relative to opportunity, is the Candidate's track record in quality research outputs commensurate with expectations for nationally competitive early career fellowships, i.e. books, book chapters, journal articles, non-traditional research outputs and/or conference papers (published or in press or pre-print)?
- Applicable to Candidates two or more years' post-PhD: Has the Candidate demonstrated a substantial, independent track record, relative to opportunity?
- Applicable to Candidates who received their PhD from UTS, are currently employed at UTS, or were employed at UTS within the last 12 months: To what extent has the Candidate demonstrated independence outside of UTS since PhD conferral?
- Is the Candidate well-positioned to participate in supervision panels for honours and/or HDR students, within the relevant faculty/institute, school or discipline area?
- Has the Candidate demonstrated engagement with the Indigenous community? What outcomes have been achieved?

b. Candidate – Teaching and Learning capacity and capability

- What is the potential for the Candidate, within the relevant faculty/institute, school or discipline area, to contribute to existing and emerging teaching and learning areas relevant to UTS?
- What is the Candidate's ability and capacity, within the relevant faculty/institute, school or discipline area, to independently engage in subject development?
- What is the potential for the Candidate, within the relevant faculty/institute, school or discipline area, to demonstrate ability and capacity in incorporating teaching and learning scholarship into teaching practice, so as to facilitate research-inspired learning in UTS students?
- Does the candidate have experience in mentoring Indigenous students and how have they demonstrated commitment to mentoring Indigenous students?

c. Project Significance and Innovation

- Does the proposed research project address an important problem within the discipline?
- Will the anticipated outcomes advance the knowledge base within the discipline?
- Are the project aims and concepts significant and innovative?
- Will new methodologies or technologies be developed?
- What is the anticipated impact of the proposed research project?



d. Approach and Resources

- Are the conceptual framework, design, methods and analysis adequately developed, well integrated and appropriate to the aims of the project?
- Is the project timetable realistic and achievable?
- Are there sufficient and appropriate resources (infrastructure and/or financial) available for the project?
- Has the Candidate made clear why UTS is the appropriate place to conduct this project?

e. Fellowship Sponsor

- Does the Sponsor possess the appropriate capability and capacity to provide intellectual leadership and mentoring to the Candidate in the subject area of the proposed project and relevant discipline area?
- Does the Sponsor demonstrate previous mentoring experience, including but not limited to current and past Chancellor's Research Fellows?

f. Research Environment

- Is the intellectual environment appropriate to foster a successful outcome for the project and to provide active career mentoring to the Candidate?
- Are the relevant resources readily available to the Candidate? Would the team working with the Sponsor provide adequate support for the Candidate?
- To what extent does the Fellowship contribute to the UTS 2027 Strategy and/or (if relevant) a faculty/institute-nominated research priority area? How would the outcomes further enhance research capacity within these area(s)?

g. Benefit to UTS and beyond

- To what extent would UTS and the proposed host faculty/institute benefit by hosting the Candidate and their project in terms of alignment with the UTS 2027 Strategy and/or (if relevant) faculty/institute-nominated areas of importance?
- Beyond contributions to academia, to what extent would the project create wider impact to maximise economic, commercial, environmental and/or social benefit?

APPENDIX 2

FACULTY/INSTITUTE CONTACT LIST

Candidates who need assistance in identifying a prospective Fellowship Sponsor and/or who need specific information about research priorities in UTS faculties/institutes should contact the relevant persons listed below at least two weeks before the deadline for the EOIs. If you have not heard back within a week, please resend your enquiry to both named representatives of the faculty/institute of interest. Please include your CV (maximum two pages) and a brief abstract (maximum two pages) of your proposed CIRF project in your email.

Faculty/Institute	Associate Dean (Research) or equivalent	Faculty/Institute Contact	Contact Details
UTS Business School	Prof Kathy Walsh	Ms Bronwyn Edds	BusinessResearchOffice@uts.edu.au
Faculty of Design, Architecture and Building	Prof Anna Cristina Pertierra	Ms Eva Garcia & Catherine McGrath	DAB.researchsupport@uts.edu.au
Faculty of Arts and Social Sciences	Prof Noel Castree	Ms Claire Moore	Fass.fro@uts.edu.au
Faculty of Engineering and IT	Prof Michael Blumenstein	Ms Lisa Merry	feitresearch@uts.edu.au
Faculty of Law	Dist Prof Shaunnagh Dorsett	Ms Nikki Lengkeek	Law.research@uts.edu.au
Faculty of Health	Prof Angela Dawson	Ms Karen Gomez Mr Eddy Dharmadji	Health.research.office@uts.edu.au
Faculty of Science	Prof Alaina Ammit	Ms Lauren Norton	Science.research@uts.edu.au
Transdisciplinary School	A/Prof Fanny Salignac	Ms Rachel Brooks	Tdschool.ro@uts.edu.au
Institute for Sustainable Futures	Prof Damien Giurco	Mrs Helena Loader	Helena.loader@uts.edu.au
Jumbunna Institute for Indigenous Education and Research	Prof Jason De Santolo	Ms Missi Mel Pesa	Melissa.Pesa@uts.edu.au
Institute for Public Policy and Governance	Ms Carol Mills	Mr Parth Parikh	Parth.parikh@uts.edu.au
Connected Intelligence Centre	Ms Gabrielle Gardiner	Ms Gabrielle Gardiner	Gabrielle.gardiner@uts.edu.au