



# **RESEARCH FELLOWSHIPS**

**2012**

**Guidelines**

**Closing Date  
31 May 2012**



## RESEARCH FELLOWSHIP PROGRAM

### GUIDELINES FOR APPLICANTS

#### 1. Background

AINSE Ltd (the Australian Institute of Nuclear Science and Engineering) in conjunction with the Australian Nuclear Science & Technology Organisation (ANSTO) has established a Fellowship Scheme to add impetus to member universities' growing stature in nuclear science and engineering and in related fields. Up to two Fellowships will be awarded in 2012 for a 3-year appointment in the first instance with an extension to five years, where the Fellow demonstrates excellent performance, and where subsequent continuing appointment at the university is foreseen.

AINSE is looking for exceptional researchers in the following research areas

1. neutron scattering;
2. biological problems using radionuclide techniques;
3. high-resolution climate records using nuclear techniques; and
4. multi-scale materials modelling or structural materials for extreme environments

We emphasise that applications will also be considered, as in past years, where the research aligns with the broad spectrum of research foci supported by AINSE and utilises ANSTO facilities. Also, while the four highlighted directions are being promoted in calling for Research Fellowship applications, applicants may wish to propose research programs falling outside these topics which align with the joint research interests of ANSTO and the AINSE member university.

#### 2. Features

AINSE Fellowships are offered in competition with the most prestigious Fellowships currently available in Australia and carry a highly attractive salary and benefits component. The scheme is expected to attract high quality applicants. An opportunity of progressing to a continuing academic position within the attached university at the end of the Research/Teaching Fellowship may be provided pending satisfactory progress as determined by the review panel.

The objectives of the scheme is:

to recruit early career researchers with high scientific and leadership potential to substantially enhance a University's and ANSTO's research performance in the fields of nuclear science and engineering, and related fields.

The AINSE Research Fellow will receive competitive remuneration and a contribution towards the cost of the Fellow's research project. The AINSE Research Fellow will be expected to:

- apply for national competitive grant funding to support her/his own research;
- undertake supervision of bachelor honours and postgraduate research students associated with their research project; and
- publish results in journals and other scholarly media of international standing appropriate to the research discipline.

The AINSE Research Fellow will be appointed as a staff member within the Department or Institute/Centre most relevant to his/her proposed research at the member university. He/she will be expected to take a full part in the life of the 'Department'. The Fellow will be expected to undertake up to 60 hours per year of teaching during the initial 3-year appointment. The AINSE Research Fellow will be provided with office space, computer facilities and other support at ANSTO at the same level as provided to ANSTO employees.

The primary selection criterion will be research excellence. Teaching potential will also be considered (for more details see section 5).

The University will contribute an amount representing 50% of the employment costs for the fellow (salary, superannuation etc).

Applicants will have been awarded a research doctoral degree (equivalent to an Australian PhD degree), normally three and not more than eight years before the closing date for applications. Applicants with fewer than three years post doctoral experience will be evaluated as though they had 3 years post doctoral experience. For the purpose of this application the date to be used for calculating the three and eight year limits will be the date on the letter to the candidate which contains the notification of the award of a PhD. Applicants who are not Australian citizens are encouraged to apply but must satisfy the conditions for access to ANSTO.

On satisfactory completion of the initial 3-year Research Fellowship, AINSE may extend the AINSE Fellowship for up to two years. This will be subject to a University based performance appraisal, using established University procedures, an indication from the university that there is a likelihood that a position will be available by the end of the extension, and a satisfactory appraisal from ANSTO.

On satisfactory completion of the Research Fellowship, it is anticipated that the appointee may be offered a continuing position within the sponsoring Faculty. Progression to a continuing position will be determined by the university.

### **3. Appointment Details and Benefits**

The AINSE Research Fellow will be remunerated initially within the Academic Lecturer level B salary scale with the appointment for the first year being made normally at the first point of the scale with single increments then being awarded subject to satisfactory performance. The AINSE Research Fellow will receive superannuation according to the provisions of the University.

The performance review will be co-ordinated by AINSE and performed by the University in conjunction with AINSE and ANSTO.

Research support of up to \$40,000 will be provided in the first year and support of up to \$40,000, \$20,000, \$20,000 and \$15,000 will be provided in years 2, 3, 4 and 5 respectively. It is expected that the AINSE Fellow's research will move progressively towards self-funding during the initial 3-year appointment period through success in externally funded grant applications. Materials and laboratory necessities, \$5,000 pa, will also be provided. These funds will be transferred to the university and may be spent at the Fellow's discretion.

Relocation expenses up to \$5000 will be met by AINSE for the Fellow and his/her dependant(s).

Addition funding will also be provided as follows:

- travel and accommodation budget for attachment to ANSTO, \$5,000 pa
- travel and accommodation budget for visiting universities in Australasia, \$2,000 pa
- conference attendance budget, \$2,000 pa

Continuation of the AINSE Fellowship after the initial 3-year period will be conditional upon a satisfactory performance review, which will include appraisal of a substantial professional portfolio describing research and teaching achievements. The portfolio will include details of competitive grant success, project progress reports, publications and teaching achievements.

### **4. Application Procedure**

Applicants are required to contact the relevant Head of Department, School or Director of Research Institute/Centre at the University in which they propose to undertake the research to obtain advice on the research priorities for the School or Institute/Centre. The Head and/or Director will then liaise with the Dean of Faculty to ensure that appropriate facilities are available and that the University's support has been obtained. The University's acceptance must be part of the application. The contact should lead to a formal endorsement of the application and its conditions by the University.

Applicants will be expected to pursue research that is relevant to ANSTO's programs or makes major use of ANSTO's facilities. Information on current research and facilities, and contact details for ANSTO staff can be found at: <http://www.ansto.gov.au/>. Applicants are required to contact the relevant Research Institute Head at ANSTO in which they propose to undertake the research to obtain advice on the research priorities for the Institute and to discuss their proposed project.

An application will consist of the following:

- completed application form which, in particular, includes
  - contact details for 3 nominated referees

- certification from the relevant Dean of Faculty and Deputy Vice Chancellor (Research)
- a letter of support from the host Head of School/Department which includes a draft plan for allocation of teaching hours
- a letter of support from the ANSTO Research Institute Head which confirms that the project is compatible with the capability and research priorities of the Institute.

Applicants must also ensure that reports from referees are submitted directly to the Managing Director, AINSE by the closing date.

Referees reports should provide comment on potential of the applicant, and characteristics such as team participation and leadership skills.

It should be noted that referees reports are just as important as performance metrics in the assessment of applicants.

**This is the sole responsibility of the applicant.**

The original application on paper and a pdf copy must be received by **31 May 2012**. Late, incomplete or faxed applications will not be accepted. Applicants will be advised whether they have been short-listed in June and the final selection will be made following interviews in July 2012.

POSTAL ADDRESS	COURIER ADDRESS	EMAIL ADDRESS
AINSE Ltd Locked Bag 2001 Kirrawee DC NSW 2232 Australia	AINSE Ltd Building 5 ANSTO New Illawarra Rd Lucas Heights NSW 2234	dmz@ansto.gov.au

The AINSE Research Fellow will be required to commence appointment before 31 January 2012.

**5. Selection Criteria**

1. PhD in Physics, Chemistry, Materials Science & Engineering, Environmental Science, Life Sciences, or a related discipline.
2. Demonstrated research excellence in terms of internationally competitive achievement in publications and research grant income.
3. Demonstrated research strengths and capability compatible with one or more of ANSTO's major research themes, projects and/or facilities and the research focus areas of the University, Department, School or Faculty.
4. Demonstrated effective interpersonal, oral and written communication skills.
5. Experience in or willingness to undertake undergraduate teaching and Higher Degree by Research supervision.
6. Commitment to Occupational Health and Safety and Equal Employment Opportunity principles and practice.
7. Agreement from your prospective host university for co-funding representing 50% of employment costs (salary, superannuation etc).

**6 Selection Process**

The selection process will be conducted by a Committee that includes representatives from AINSE member universities and ANSTO.

**Statement of Claims against the Selection Criteria**

To assist the selection committee to make a decision on the position, applicants must address each of the criteria in section 5. Applicants **MUST** meet the selection criteria to be eligible for the position. In addition, it is advantageous if most or all of the desirable criteria are met.

Each selection criterion must be addressed separately. Provide evidence of your ability to meet each criterion, using examples of previous experiences wherever possible.

## **The Interview**

An interview will be conducted for short-listed applicants. This will be either in Australia or remotely. The interview will contain questions based on the selection criteria and a personal statement from the applicant as an introduction. Applicants should not assume that Committee Members possess knowledge of an applicant's full suitability, experience and/or skills and abilities.

## **Appeal Procedures**

Our process aims to ensure that the recruitment and selection process is fair and equitable. If you believe that the procedure for you has been unfair, you may wish to appeal. Appeals must be submitted in writing, outlining the reasons for appeal within three working days of receipt of result of application, to the Managing Director, AINSE. Appeals will be considered by a committee comprising the Chief Executive Officer, ANSTO and a member of the AINSE Executive Committee not being on the Fellowship Selection Committee.

## **7 Further Information**

All enquiries should be directed to:

Managing Director  
AINSE Ltd  
Locked Bag 2001 Kirrawee DC NSW 2232  
[dmz@ansto.gov.au](mailto:dmz@ansto.gov.au)