

# Information for prospective candidates

RESEARCH  
SCHOOL OF  
PSYCHOLOGY  
MULTIPLE  
ACADEMIC  
POSITIONS  
CLOSING DATE  
15 JULY 2022



Australian  
National  
University

ANU COLLEGE  
OF HEALTH AND  
MEDICINE

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# Message from the Director

Psychology at The Australian National University (ANU) is in a period of growth and investment, developing momentum to tackle the complex problems of contemporary society.



Thank you for considering new opportunities at the ANU. We are seeking outstanding, innovative, and committed researchers, educators, and leaders to join the Research School of Psychology (RSP) in one of the world's top ranked universities. The four positions on offer include:

- two Level B academic staff members, whose area of research specialisation is open, but should complement, or operate at the cross sections of, our core research areas in social psychology, cognitive/perceptual psychology, clinical psychology, developmental psychology, research methods, and/or human neuroscience
- a Level C/D academic staff member and Registered Clinical Psychologist to convene our award-winning Clinical Psychology Program
- a Level B/C academic staff member and Registered Psychologist to join our newly established Master of Professional Psychology Program.

This booklet is intended to orient you to these opportunities, the RSP, the ANU and the city of Canberra (where the ANU is located). We value and celebrate diverse backgrounds and experiences, and especially encourage applications from individuals that have been underrepresented in institutes of higher learning. If you have any questions or would appreciate a confidential conversation, please don't hesitate to contact me. We look forward to getting to know you better and welcoming you to our school.

**Professor Bruce Christensen**

Director, Research School of Psychology  
Australian National University

# The University

**The Australian National University (ANU) is one of the world's foremost research universities.**



Distinguished by its relentless pursuit of excellence, the University attracts leading academics and outstanding students from Australia and around the world.

Further information about ANU can be found at: <http://www.anu.edu.au/about>.

## **History**

The University was established by the Australian Parliament in 1946 specifically to lead the development of the intellectual capacity of the nation through research and research training in line with the best international standards. It is the only Australian university established by an Australian Act of Parliament. In 1960, the University accepted responsibility for undergraduate education along with an expectation that the highest standards of education would be achieved.

## **Scale and reputation**

The University has approximately 4,000 staff and 22,000 students. It is focused on being of a size that can facilitate a connected learning community between staff and students and a vibrant on-campus experience. Its annual revenue exceeds \$1.0 billion and consolidated assets are worth \$2.5 billion. The QS World University Rankings places the ANU as the number one university in Australia and 27th worldwide. The ANU also holds the distinction for employing the most Nobel Laureates of any institution in Australia.

Information for prospective candidates



## Partnerships

The ANU has strong links with leading research institutions in Australia and overseas. It is a founding member of the International Alliance of Research Universities, a cooperative network of 10 eminent international research-intensive universities which includes:

- University of Cambridge
- University of Oxford
- University of California, Berkeley
- Yale University
- Peking University
- National University of Singapore
- University of Tokyo
- University of Copenhagen



## Strategic vision and values

Led by Chancellor, the Hon Julie Bishop, and Vice Chancellor and President, Nobel Laureate Brian Schmidt, the ANU has set ambitious targets for the next five years. Driven by a culture of excellence, the University seeks to conduct research that transforms society and deliver a student experience equal to world's best. In doing this work, it also aims to fulfill our national mission and serve as a standard-bearer for equity and inclusion, with programs to increase access and enhance experience for indigenous, rural and lower-SES backgrounds and ongoing initiatives to enhance equity and diversity in our campus community.

Further information about the ANU 2025 strategic plan can be found at <https://www.anu.edu.au/about/strategic-planning/anu-strategic-plan-2021-2025>.



## Research-intensive education

As the specially chartered national university, the ANU conducts research at the highest levels in all of its colleges, and offers a unique research-led education to students and trainees.

The ANU advances the national intellectual and creative capacity in three principal ways:

1. Through broad-based research and research-intensive education in the disciplines fundamental to all knowledge: the humanities, the sciences and the social sciences.
2. By supporting research and research-intensive education in a spectrum of professional disciplines.
3. By studying Australia in its various contexts especially the Indo-Pacific region.



## Location

The ANU campus has over 200 buildings and occupies 145 hectares of mature, landscaped grounds adjacent to the city centre, Lake Burley Griffin, Black Mountain and ample bushland. The University also has a number of smaller campuses, including:

- Mount Stromlo Observatory (west of Canberra)
- Siding Spring Observatory (near Coonabarabran)
- North Australia Research Unit (Darwin)
- Kioloa (coastal campus near Bawley Point, NSW)
- Canberra Hospital campus
- Calvary Hospital campus
- Seventh Day Adventist Hospital campus (Sydney)

# The Research School of Psychology

**The RSP is currently one of four schools constituting the ANU College of Health and Medicine (CHM). The other schools include:**

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**John Curtin School of Medical Research**

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**National Centre for Epidemiology and Population Health**

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**ANU Medical School**



The RSP is scheduled to partner with the ANU Medical School to form the School of Medicine and Psychology. This promises to create many unique opportunities for research at the interface of physical and mental health, and foster our growing understanding of the behavioural, social, and cognitive determinants of health and wellbeing. It also strengthens opportunities for interprofessional learning and interdisciplinary policy development.

In the context of these opportunities, however, there remains a strong commitment by the College and the University to maintain a robust and diverse psychological science presence and identity on campus – including all traditional and emerging areas of basic and applied psychology – in keeping with the discipline’s venerable history and far-reaching impact.

The RSP is known for its excellence in research, strong teaching, and research programs. The School has developed a reputation on campus for teaching excellence and it boasts one of the most subscribed undergraduate and honours programs, and many staff who have won both university and National teaching awards. It has a newly developed Master of Professional Psychology program, and an award-winning clinical psychology training program.

The School maintains strong partnerships with organisations in health, government and industry and is dedicated to achieving far-reaching impact. It is regarded as one of the very best psychology programs worldwide, ranking 38th in the 2021 QS World University (program) Rankings.

Research within the School is conducted across five broad areas which are highly collaborative, creating a vibrant and dynamic research environment.





### Clinical psychology area

The Clinical Psychology Group focuses on a range of issues related to understanding and treating psychological disorders and distress, models of psychological adjustment, and the interface between health and psychology, and models of mental health service delivery. It runs its own training clinic that provides a living laboratory and training facility on campus.

### Cognitive and perceptual psychology area

The Cognition and Perception Group conducts research in the areas of visual cognition and attention, face processing, decision making and human memory. Together this group advances our understanding of attention in everyday environments, how we process faces and anticipate others' emotions and how to address misinformation and mistakes in human decision making more broadly.

### Developmental psychology area

The Developmental Psychology Group (Child, Youth, Aging) spans many sub-disciplines of psychology from language development in the early years, psychopathology across childhood and adolescence, youth resilience and wellbeing, and how the social climate of schools affects student outcomes.

### Human neuroscience area

The Human Neuroscience Group investigates the biological mechanisms underlying inner speech, attention, addiction, and several mental disorders. They utilise a variety of methods including neuropsychological assessment, EEG, and TMS.

### Social psychology area

The Social Psychology Group advances basic research, as well national conversation and leadership, on important issues including the psychology of leadership and influence, trust and helping, justice, prejudice, and social cohesion, and by providing the science that underpins behavioural strategies to promote positive social change, as well as community health and wellbeing.

### Research methods area

The school also has significant expertise in quantitative and qualitative Research Methods, publishing original contributions in quantitative research methods as well as undergraduate textbooks and advanced researcher handbooks.

# Examples of RSP research excellence



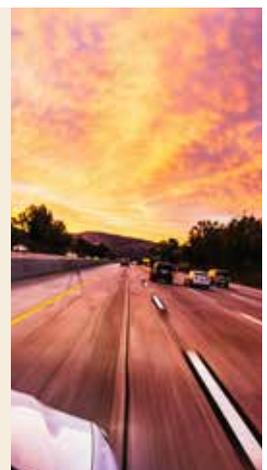
## A national approach to improve the lives of Australians with eating disorders

The RSP, led by Elizabeth Rieger, is a key partner behind the Australian Government Department of Health's 13-million-dollar investment to establish the Australian Eating Disorders Research and Translation Centre. Within this project, A/Prof Rieger is the co-lead of the National Research and Translation Network, which will establish a broad-reaching network linking researchers, clinicians, lived experience experts, and policy makers. This network will drive the creation of new research teams that can offer innovative and integrated approaches to understanding eating disorders and translate this research to inform much-needed breakthroughs in the treatment of eating disorders.



## The causes and consequences of attentional resizing flexibility

RSP cognitive psychologists are propelling our understanding how mental operations impact daily life and limit community function. For example, Stephanie Goodhew's Australian Research Council Future Fellowship investigates the mechanisms of dynamic rescaling of visual attentional. In many real-world visual tasks, the spatial extent of one's focus of attention is important. For example, when driving a car, reading the speedometer requires a narrow focus of attention, whereas monitoring for other traffic requires a broad focus. It is therefore important to be able to quickly rescale attention. This work has provided new knowledge about attentional rescaling and insights on how to improve it, which will inform the design of training programs to improve rescaling efficiency in safety-critical contexts, such as driving.



## Unlocking the social cure

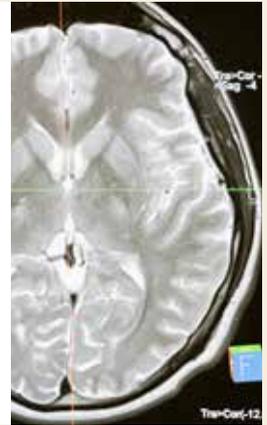
At the ANU, we are busy advancing social psychological theory to solve pressing health problems, especially related to mental ill-health. In her Emerging Leadership Fellowship funded by the National Health and Medical Research Council, Associate Professor Tegan Cruwys and the researchers from the Health and Identity Lab are investigating the mechanisms through which our social identities shape mental and physical health. "Social factors, like loneliness and poverty, are robustly related to health. What is still unclear is why these relationships exist and what can be done about them," says Cruwys. Her research, at the intersection of social, clinical, and health psychology, focuses on vulnerable populations such as at-risk youth, using laboratory experiments, clinical trials, and field studies in context.





### **Deciphering inner speech with advanced brain signal analyses**

As you read this text, you can probably hear your inner voice narrating the words. Inner speech is one of the most pervasive and ubiquitous activities that humans engage in: it's linked to a wide range of psychological processes, and it's thought that we spend up to half of our lives talking to ourselves. Despite this, relatively little is known about it. In this research, which is supported by the Australian Research Council, Dr Bradley Jack and his team aims to understand the biological mechanisms underlying inner speech by combining novel methodologies and advanced brain signal analyses. This knowledge might shed new, important light on the underlying causes of auditory-verbal hallucinations, as well as contribute to the development of brain-computer interface technologies aimed at deciphering inner speech.



### **The importance of social cohesion to quality of life**

Strengthening social cohesion in communities will improve quality of life, especially in the face of increasing diversity and more frequent crises and social change. In 2019, the ANU awarded RSP Professor Kate Reynolds and her colleagues the Social Cohesion Grand Challenge. The inter-disciplinary team across 4 ANU Colleges and 7 Disciplines is focused on the development of robust measures, policy and law audits, and case studies to assess current 'best-practice' in strengthening social cohesion and the co-development of community-academic interventions. New areas of activity have emerged, including COVID-19 and loneliness as well as crisis preparedness, response, and recovery. It has become clear that social cohesion is a 'glue' that needs to be nurtured in times of stability as it plays a vital protective function when the going gets tough. This team is leading innovations in this area through new knowledge, measurement and demographic tools, and partnerships with policy and community experts.



### **Building community resilience to promote mental health in bushfire-affected communities**

This multidisciplinary project is led by researchers in the RSP (Iain Walker, Bruce Christensen, Tegan Cruwys, Lisa-Marie Greenwood, Emily McLeod, Julia Reynolds) and funded by the Medical Research Future Fund. It examines the effects of the 2019–2020 bushfires on mental health, wellbeing, and social cohesion, focusing on identifying key risk factors that will better enable resilience for future disasters. The project engages with Indigenous communities to better understand community impacts and needs. It also aims to improve the capacity of health professionals to deliver mental health support following disasters. The project brings together experts from the Research School of Psychology, the Research School of Population Health, and the ANU School of Medicine.



# About the positions

**The Research School of Psychology is seeking to hire four vibrant and committed researchers, educators, and leaders to make substantive contributions to the School's strategic vision, engagement/ impact goals, day-to-day operations, and collegial and supportive culture. The role statements and selection criterion for each position is described in more detail below.**

## Position descriptions

Across all the positions, the successful candidates will be expected to make outstanding contributions to the research, teaching, and administration activities of the RSP. They will conduct innovative and impactful scholarship, research, and teaching. Academic staff in these positions will be expected to demonstrate and highlight the positive impact of their research for academic and/or non-academic local, national and international stakeholders. They will also be expected to work collegially and lead by example to develop and maintain effective, productive and supportive workplace relationships with all academic and professional staff, students and honorary appointees, as well as with community stakeholders. These positions will also have mentoring and supervisory responsibility for students and should include collegial and productive interdisciplinary collaborations with local, national and, where possible, international colleagues. Individuals may be appointed as continuing (tenured), Tenure Track (minimum of 7 years with the option of renewal or conversion to a continuing permanent appointment) or a 5 year fixed term depending on seniority and academic potential / track record.

## Role statements (all positions)

- Undertake high impact, independent research with a view to publishing original and innovative results in high impact, international, peer-refereed journals; present research at academic seminars and at prestigious national and international conferences; actively seek and secure external funding including the preparation and leadership of major multi-party collaborative research proposals; and collaborate with other researchers at an international level.
- Supervise students working on individual or group research projects at the undergraduate, honours, and postgraduate levels. Develop and maintain supportive and constructive relationships with supervisees.
- Teach at the undergraduate and postgraduate levels. This includes, but is not limited to, the preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations with students, acting as a subject coordinator, contribute to APAC accreditation application process, the initiation and development course/subject material, and actively contribute to the leadership of course curriculum development in the School.
- Teach, where required, classes within our partnership undergraduate program with Southwest University in Chongqing, China.
- Lead and initiate community outreach activities including to prospective students, research institutes, industry, government, media and the general public.



- Maintain and actively promote high academic performance and integrity. Effectively liaise with external partners and stakeholders to ensure the RSP, its programs, and its graduates meet their needs.
- Proactively contribute to all aspects of the operation of the School, College and University. This may include taking on broader leadership and supervisory roles.
- Uphold professional and ethical standards in all education, research and administration endeavours undertaken by the School, the College and the University (<https://www.anu.edu.au/students/program-administration/program-management/ethics-and-integrity>)
- Take responsibility for their own workplace health and safety and not wilfully place at-risk the health and safety of another person in the workplace.
- Pursue a strong commitment to the application of equity, diversity and inclusion in a university context.
- Other duties as required that are consistent with the classification of the position.

## Role statements (additional)

### Level B/C Lecturer/Senior Lecturer (Assistant Professor) Academic (Professional Psychology)

- Teach into the Master of Professional Psychology and/or Clinical Psychology Program; provide the necessary theoretical and empirical knowledge base and skill development to prepare students for general registration as a psychologist.

### Level C/D Senior Lecturer/Associate Professor (Associate Professor) Academic (Clinical Psychology)

- Provide academic, professional/clinical and administrative leadership to the Clinical Psychology Program, the academic and professional staff delivering this program, and students enrolled in the program.
- Teach into the Master of Professional Psychology and/or Clinical Psychology Program; provide the necessary theoretical and empirical knowledge base and clinical skill development to prepare students for registration and specialist endorsement as a Clinical Psychologist.
- Take responsibility for managing the accreditation process for the Clinical Psychology Program.
- Lead, supervise and develop less senior academic and professional staff in the Clinical Psychology Program, in particular, and the School more generally.

# About the candidates



## All candidates will hold or demonstrate:

- A PhD in Psychology or a closely related area, with an excellent record, commensurate with career opportunity, of independent research in the area as evidenced by highly cited publications in leading peer-reviewed journals and conferences and by other measures such as awards, invited presentations, and/or membership in professional organisations and institutes.
- A track record commensurate with career opportunity of articulating and prosecuting innovative research, and a compelling vision for the activities they will undertake at the ANU.
- A record, commensurate with career opportunity, of developing and maintaining collaborations with local and international colleagues.
- A track record (or emerging evidence for Level B) of contributing to, leading and winning bids for competitive external funding to support individual and collaborative research activities.
- Evidence (or emerging evidence for Level B) of effective teaching at all levels and of the ability to contribute significantly to setting the education agenda of the School.
- A strong track record (or emerging record for Level B) of successfully supervising and graduating high quality research students.
- A demonstrated high-level understanding and practice of equal opportunity principles and a commitment to the application of these policies in a university context.
- Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.





**Candidates applying for the Level B/C (Professional Psychology) position must also hold/demonstrate:**

- Registration, or eligibility for registration, as a general psychologist, or board endorsed specialist psychologist in any specialty area, with the Psychology Board of Australia.

**Candidates applying for the Level C/D (Clinical Psychology) position must also hold/demonstrate:**

- Registration, or eligibility for registration, as a general psychologist and a board endorsed Clinical Psychologist, with the Psychology Board of Australia.
- A strong track record of providing academic leadership and an ability to mentor and develop colleagues to achieve goals.

# Why choose Canberra?



## About Canberra

The Australian National University is located in the nation's capital, and the city of Canberra. Canberra is a city that has the power to surprise, with its abundance of food, wine, art, culture, ideas and innovation. As an evolving city, this element of surprise continues even once you've made Canberra your home, with new developments, events and opportunities constantly emerging to keep life interesting.

Canberra is also a planned city – designed to maximise opportunities for work and play. As our Nation's Capital, big ideas emerge, circulate and grow here, thanks to unique links between leading thinkers in business, government, education and research. Our dynamic economy, highly educated workforce and an innovative business culture provide career and business opportunities unique to Canberra.

Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility, heading up to the Snowy Mountains for a day on the slopes or out to the Central Coast for a day at the beach and some hiking.

We are also home to most of Australia's major national cultural institutions (including the National Library, National Art Gallery, and National Film and Sound Archives), with whom the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

## A city designed for community

Canberra is designed to maximise the quality of life, built on a blueprint that connects people with community and nature, Canberra provides you the opportunity to create a unique work/ life balance, wherever you choose to live.

The architects who designed Canberra, Walter and Marion Burley Griffin, had a master plan to create a series of 'satellite cities' separated by nature reserves and connected with major roads.

Today their vision lives on, with Canberra divided into seven distinct regions of residential suburbs, each serviced by a central business district.

The resulting benefits are that commuting times are short, employment hubs are virtually on your doorstep and recreational facilities are within walking distance, regardless of where you live.

Find information on the Canberra lifestyle please visit Canberra Your Future at: <http://www.canberrayourfuture.com.au/>.

# How to apply

## APPLICATIONS CLOSE 15 JULY 2022

Applicants should provide a confidential email address and suitable daytime and evening telephone contact details (including mobile) as well as details of availability during this period. Short-listed applicants should be willing to meet with members of staff and students in informal and formal settings, and to present their research program and teaching philosophy/approach, including a sample in-class lecture.

Please submit your application online via the University's online recruitment portal at <https://www.anu.edu.au/jobs>.

For applications to be accepted they must contain:

- a full and current curriculum vitae
- a one-page research statement
- a one-page teaching statement
- a written response to the selection criteria
- referee contact details
- availability.

### Curriculum vitae

Your curriculum vitae should include:

- details of education, professional training and qualifications
- a full list of publications
- positions held, including relevant dates, titles
- responsibilities and key achievements
- any other relevant information such as contributions to professional associations and learned societies and community activities.



### Statements and written response to selection criteria

Applicants should supply **two (separate), one-page statements** outlining their:

- research program, including its theoretical motivation, impact, future directions, and potential integration with current RSP research
- teaching philosophy and approach, including evidence of teaching excellence.

Applicants are also required to give **a written response to each of the selection criteria outlined on pages 8–9** of this booklet, considering their experience, past roles and expertise.

### Referees

- Applicants must provide full contact details for three referees who have agreed to supply confidential references if requested by the University.
- Applicants should state their relationship to the referees and why they have been nominated to speak on the candidate's behalf.
- Referees will only be contacted after consultation with the candidate.
- The University reserves the right to seek reports on the suitability of candidates from experts in the field, other than those nominated by the candidate.
- Should a candidate not wish a specific person or persons to be contacted, please advise at the time of application.

### Availability

- Applicants are asked to provide an indication of the earliest date on which they would be available to commence duties at the University.
- The University reserves the right to invite applications and/or to not make an appointment.

### Contact

For a confidential discussion, please contact:

Professor Bruce Christensen  
Director, Research School of Psychology  
E: [Bruce.Christensen@anu.edu.au](mailto:Bruce.Christensen@anu.edu.au)

# Contact

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