



Murdoch
UNIVERSITY

Information Paper

Lecturers in Sustainability/International Development

Summary

The School of Social Sciences and Humanities at Murdoch University is inviting applications for **two** positions in Sustainability/International Development at Lecturer B, **one continuous full-time** and **one fixed-term (2 years) full-time**, to commence in January 2012

The following paper offers information about the School and the Sustainability and International Development Programs, including details on the application procedures for the two positions.

Successful candidates will participate in collaborative research projects with other disciplinary groups in the School, and with the School's internationally-recognised Asia Research Centre and Institute for Sustainability and Technology Policy. They will also teach into, and further develop, a suite of highly regarded and popular courses in the fields of sustainability and international development.

The ideal candidates will possess: a PhD (or equivalent professional experience); demonstrated research capacity and a commitment to collaborative research, including interdisciplinary research; evidence of teaching excellence in sustainability and/or international development; and relevant experience in sustainability and/or international development/community development practice.

All applications will be considered for both positions; applicants are asked to indicate their preferred post in their cover letter.

The closing date for applications is **29 July 2011**.

Applicants are asked to be available for interview (including via phone or Skype) on **30-31 August 2011**.

Sustainability and International Development within Murdoch University

Murdoch University is one of Australia's leading universities with a strong focus on high quality teaching, research and scholarship. It is a young, growing university with a current enrolment of around 18,000 students.

The University has a well-deserved reputation for leadership in teaching and research for Sustainability and International Development. Murdoch has offered Sustainable Development courses since 2000 and has, through its research institutes, made major contributions to research in sustainability and international development. This teaching and research is highly valued within a university that has as its defining values equity and social justice; sustainability; global responsibility; and innovation and entrepreneurship.

The School of Social Sciences and Humanities, one of the University's 14 Schools, is the organisational home for the Sustainability and International Development Programs. Other Programs in the School include Asian Studies, Community Development, English, History, Politics and International Studies, Security, Terrorism and Counterterrorism, Philosophy, Sociology, Theology and Tourism.

The School also has several centres which foster innovative research in international development and sustainability. The Asia Research Centre is celebrating twenty years as an international leader in the study of East and Southeast Asia, undertaking fundamental interdisciplinary and disciplinary research into a wide range of social, political and economic dynamics within the region. The Institute for Sustainability and Technology Policy has, since 1988, fostered influential interdisciplinary and collaborative sustainability research, and became internationally renowned for its research on sustainable urbanization and transport, and new technologies for sustainability. Under the leadership of Professor Glenn Albrecht, the Institute has been conducting competitively funded leading-edge research dedicated to creating and maintaining, at all scales, healthy, resilient and equitable human communities.

Sustainability and International Development: Courses

The Sustainability and International Development Programs within the School of Social Sciences and Humanities comprise the following undergraduate and postgraduate courses.

UNDERGRADUATE

The **Bachelor of Arts (Sustainable Development)** and **Bachelor of Science (Sustainable Development)** have been offered since 2000 and currently have over 120 enrolled students.

The **Bachelor of Arts (International Aid and Development)** is a recently established and increasingly popular course that offers an innovative combination of units from areas including sustainability, politics, community development, and Asian studies.

The **Bachelor of Science (Climate Change Management)** is a more specialised course examining the science, economics, policy and social impacts of climate change, and preparing students for leadership roles in managing climate change solutions.

The **Bachelor of Sustainability** is a new interdisciplinary course combining relevant units from the sciences and social sciences. The course structure gives students an opportunity to acquire knowledge and skills across a particularly wide range of sustainability's dimensions.

POSTGRADUATE

Courses in Sustainability and International Development are also offered at the **Postgraduate Certificate, Postgraduate Diploma** and **Masters by Coursework** levels. These courses attract Sustainability/International Development professionals, as well as graduates of other areas seeking to widen their knowledge and skills bases.

The School also offers a **Master of Philosophy** and **Doctor of Philosophy** degree, which are attained by research thesis.

Sustainability and International Development: Units

The Sustainability and International Development Programs currently offer 17 units, generating total annual student enrolments of about 1,100. These units are integral to the courses described above and are also popular among students taking other courses. Indeed, only half of the total annual enrolments in these units come from students taking the Sustainability and International Development courses. The remainder come from students taking these units for credit towards other courses such as Community Development, Environmental Science, and Business. The units thus play an important role in enhancing sustainability literacy among students taking a diverse range of Murdoch courses oriented to many different careers. This diversity in students' academic backgrounds and career aspirations enriches the units and enables some particularly rewarding ideas exchange.

The Sustainability and International Development units are listed below. 100-level units correspond to first year; 200-level units to second and third year of study; 500- and 600-level units are for postgraduate work. Most units are double-coded (e.g. STP204/604), meaning that they are available to both undergraduate and postgraduate students. A usual full-time student load is 12 credit points per semester.

100-level units

[STP108](#) *Introduction to Sustainable Development – 3 pts*

Introduces the array of economic, environmental, technological, political and moral reforms that are necessary if modern paths of development are to become more sustainable. Topics: issues facing global policy makers such as transport planning, the imperatives of globalisation, the information revolution and renewable energy; local possibilities for more sustainable forms of development from

reconciliation with indigenous communities to more participatory forms of decision-making. Learn forms of analysis and discussion that can help transform the ways in which our society operates.

STP109 *Approaches to Sustainable Development – 3 pts*

This unit examines the evolution of sustainability over the past 40 years from early origins to the Brundtland Report to the Stern Report. In addition, the unit looks at the wide range of approaches to sustainability today including: environmental scepticism; mainstream market based and technocratic approaches; and community based approaches. The unit will also reflect on what are the most effective responses to the sustainability challenge including global intergovernmental responses, the role of business, and more sustainable personal practices.

STP110 *Introduction to Climate Change Studies – 4 pts*

Climate change - the biggest global challenge of the 21st century? This unit introduces students to the science of climate change and its predicted impacts locally and globally. Students are introduced to public discourse about climate change and its policy implications. A range of responses to climate change including mitigation (reducing emissions) and adaptation (reducing negative impacts or capitalising on benefits) are explored. This is an interdisciplinary unit involving sciences, economics and social sciences.

200-level and above units

STP204/604 *Overseas Aid and International Development – 4 pts*

Why is aid and development important? How can we make it more effective? What are the differences between humanitarian emergency responses and long term development? How can we encourage people to take ownership for their own sustainable development? What are the barriers to this for them and us? This course aims to give a historical and philosophical grounding to respond to these questions along with practical skills to work in a development context.

STP205/605 *Economics for Sustainability – 4 pts*

Intensive unit taught by Murdoch staff and guest lecturers from the private sector, non-government organisations and government agencies. Uses the explanatory and policy power of economics while pushing its boundaries, seeking alternative economic tools and developing further our understanding of the role of economics for a more sustainable development. Concepts: economic cycles and innovation for sustainability, full cost accounting, benefit-cost analysis, economic assessment techniques and life-cycle analysis.

STP206/606 *Sustainability Ethics – 4 pts*

This unit explores the philosophical underpinnings of the environmental and sustainable development challenges facing humanity. Sustainability Ethics aims to critically reflect upon our beliefs and practices and the assumptions underlying them. The unit is specifically aimed at exploring the ethical foundations of sustainable living with a particular emphasis given to bringing together theory and practice.

ENV212/512 Global and Regional Sustainability – 4 pts

Rapidly growing population, the spread of cities, the energy crisis, global warming, deforestation, desertification, the loss of species and toxic chemicals are examples of global environmental challenges with a social and economic basis that invite regional solutions. This unit will provide a global and regional perspective on the interconnections between these concerns; their solution in a sustainable development framework; and the role of technology, community values and global and regional sustainability institutions in managing our future.

STP212/612 Sustainability, Ecology and Communities – 4 pts

The purpose of this unit is to develop knowledge of the practical, conceptual and policy aspects of sustainable development. The unit reviews the global mandate for sustainability but focuses on its implementation at a primary local and State level. The unit presents a range of different ways of thinking about sustainability. A number of tools for planning and implementing sustainability are introduced.

STP220/623 Cities and Sustainability – 4 pts

Cities around the world are grappling with problems of automobile dependence, urban sprawl and environmental quality. This unit involves an integrated approach to understanding and changing cities based on a theme of sustainability. Topics: town planning, transport planning, environmental planning, social planning, natural resource management, infrastructure planning and management. The interplay between city technology, professional practice and community values. A case study focus on cities that have used sustainability to reduce automobile dependence and its associated problems.

STP303/603 Sustainability and Social Justice: The Non Profit Sector – 4 pts

Non-profit organisations play an important role in building resilient communities, social justice advocacy and service provision in Australia and internationally. This unit will explore the varied roles this 'Third Sector' plays in delivering sustainability and social justice and will address issues of efficacy, funding, philanthropy, representation, the blurring of the boundaries between government, business and civil society.

STP311/611 Resilient Regions: People and Practice – 4 pts

Gives students direct experience of sustainability via ways of living in regions and their communities. This intensive unit includes a week-long residency in early February with additional work scheduled before and after. During the residency, field trips to specific Western Australian locations provide the theoretical and practical elements of sustainability and resilience. Students acquire understanding of: resilience and complex adaptive systems; bioregionalism; endemic sense of place; eco-technologies; participatory politics; eco-entrepreneurial activities; sustainable agriculture; and regional catchment management.

[STP330/630](#) *Cities and Innovation – 4 pts*

Presents new thinking on how cities are performing in the global economy; examines policies to improve the innovative capacity of regions, cities and companies; explores the impact of intensified economic competition on ordinary citizens. Topics: cities in the global knowledge economy, national and regional systems of innovation; 'place marketing' and competition between cities; social capital and social exclusion; inequalities between and within cities; creativity and culture in city revitalisation; economic development and environmental sustainability; local and community economic development.

[STP332/632/STP3321/6321](#) *Sustainable Development Internship/Project – 4 pts or 8 pts*

This unit provides an invaluable opportunity to acquire skills, knowledge and contacts pertaining to sustainability. Students are encouraged to work with government agencies, industry or civil society groups on projects relevant to sustainable development, while drawing on the support of academic supervisors. While suggestions for projects are provided, the onus is on students to organise projects that match their interests and prepare them for further study or their chosen careers.

[STP333/633](#) *Disasters and Risk Management – 4 pts*

When does an event become a disaster? This unit introduces types of disasters and their impacts, Disaster Risk Reduction (DRR), Emergency Management, and Recovery. A key part of the course is a practical 3-day workshop which is also open to practitioners in the region. The course also looks briefly at psycho-social, project management, and security management issues relating to disasters. Case studies form a key part of this unit.

[STP370/670](#) *Policy, Technology and Democracy – 4 pts*

This unit analyses policy-making processes in policy areas that involve significant elements of science and technology. Policy decisions on issues such as sustainable development, urban transport, technological risk and information technology often involve scientific expertise and/or complex technological systems. The unit first examines the current limits to democratic decision making in these fields, before turning to the more constructive task of how to democratise policy, the practice of science and the management of technology.

[STP380/680](#) *Climate Change Adaptation: Policy and Practice – 4 pts*

The consequences of climate change are increasingly felt at regional, national and local scales, and already adaptation strategies have begun to spell out the changes needed to cope. This unit explores the areas in which adaptation will be required and how strategies are developed. It uses case studies from a variety of sectors and countries to provide a broad understanding of approaches which can assist us to meet the challenges posed by climate change.

[STP6201](#) and [STP650](#) *Master of Arts by Coursework Project or Dissertation – 8 pts or 12 pts*

In the second half of their studies, Master of Arts by Coursework students undertake independent supervised research Projects (12,000 words) or Dissertations (18,000 words)

Murdoch University Sustainability/International Development Staff

The day to day running of the Sustainability and International Development courses and units is overseen by the Program's staff, under the direction of the Program's Academic Chair, who also oversees academic issues and reports to the School Board. There are currently four continuing academic staff members within the Program: Professor Glenn Albrecht, Dr Brad Pettitt (Senior Lecturer), Dr Peter McMahon (Lecturer) and Mr Allan Johnstone (Lecturer and Academic Chair). The two new appointments will join them to form the core teaching and research staff covering this area.

The successful applicants will be welcomed into Programs that have a strong tradition of academic collegiality and a culture of respect. Weekly staff meetings offer mutual support and foster collaboration in teaching and research; weekly seminars which bring together staff, students and practitioners are a valuable forum for exchanging ideas regarding relevant research and practice. The allocation of teaching duties among the Programs' staff is undertaken within this collaborative milieu, taking into account areas of need and each staff member's particular teaching interests and expertise.

Collaboration with staff in other areas of the School and in other Schools is also highly valued, as it enhances opportunities for interdisciplinary perspectives to be introduced into the School's teaching and research. This collaboration has in recent times led to innovative scholarship within the School which addresses complex real world problems such as climate change and international development by integrating knowledge and solutions from a diverse range of disciplinary perspectives. The School's courses in International Aid and Development and in Climate Change Management are outcomes of this collaboration within teaching. The School's recent National Climate Change Adaptation Research Facility (NCCARF) report on regional resilience and water security, and Australian Learning and Teaching Council (ALTC) project on climate change education, reflect this commitment to cross-disciplinary collaborative research.

Future Developments

Teaching

The undergraduate and postgraduate courses within the Sustainability and International Development Programs are popular and well-regarded. There is now a large, well-connected and loyal alumni and these high-achieving graduates also help to enhance the courses' profile and reputation. Opportunities to make a difference in sustainability, international development and related 'green jobs' are growing at a rapid rate, both within Australia and overseas, and this is also leading to increased interest in our courses. We are expecting that student enrolments in our courses will continue to grow and we are also keen to meet the needs of students who wish to study our courses while living in other parts of Australia and the world. For this reason, the School is currently preparing to offer the BA Sustainable Development and BA International Aid and Development through Open Universities

Australia from 2012. Opportunities to offer courses transnationally are also being considered.

Research

The Institute for Sustainability and Technology Policy (ISTP) at Murdoch University was established in 1988 to foster critical understanding of the roles and effects of science and technology for the benefit of all sectors of society. The ISTP has always been dedicated to interdisciplinary and collaborative research to develop innovative solutions to a range of global, national and local sustainability challenges. An international research reputation was built mainly around the topics of sustainability, urbanization and cities.

After restructuring in 2008, the ISTP sat as a separate research unit within the School of Sustainability until January 2011, when it, and the former School, were moved into the School of Social Sciences and Humanities. Since the appointment of the current Director, Professor Glenn Albrecht in early 2009, the ISTP has focused its research profile around key themes in resilience, ethics, politics, futures and policy that are aimed at creating a genuinely sustainable society. With powerful waves of interconnected economic, ecosystem, climatic and political change now running through a globalised human society, the challenge of sustainability has never been greater. The ISTP is now conducting competitively funded leading-edge research that will help create and maintain, at all scales, healthy, resilient and equitable human communities.

In 2011, the ISTP will change its focus to more accurately reflect the 'social' orientation of the research it undertakes within the School of Social Science and Humanities. The first step in the re-focusing will be to rename the ISTP to become the ISS (Institute for Social Sustainability). The 'social' has always been one of the 'three pillars' of sustainability (society, economy, ecology), but one neglected in scholarship and research as 'social sustainability'. In addition, the Federal Government now has a ministerial position, the Minister for Sustainability, Environment, Water, Population and Communities. Moreover, sustainability is a national research priority containing a major emphasis on a "better understanding of human and environmental systems and the use of new technologies". The ISS will be well positioned to conduct research that fits within State and National political and policy priorities.

Globally, in the early C21, there are important shifts occurring in sustainability theory and praxis where the focus is moving towards a greater understanding of the social and cultural context of science, technology and policy. This shift is most clearly observed in an area such as climate change where after many decades of attempting to address climate change and lower greenhouse gas emissions with more science, more economics and more technology, it is now widely recognised that social, cultural and psychological factors are major drivers of the initial acceptance of the need for transition and are vital reasons for acceptance or denial of science/information.

The ISS will primarily be a research institute with the mission of increasing the research output on the social aspects of sustainability. Recent and current research initiatives include an Australian Research Council Discovery Project on Climate Change and Community

Attitudes (G. Albrecht, CI), ARC DP work on the ethics of the thoroughbred horse industry (G. Albrecht, CI), NCCARF funded research on water security and resilience in the outback towns of Broken Hill and Kalgoorlie (G. Albrecht CI). Future research projects revolve around the relationship between climate change, ecosystem health and human mental health. In addition, current research includes the project, WA 2020, which is an examination of the past, present and future sustainability of Perth and the State of Western Australia. The ISS will also continue to be partners in an Australian Learning and Teaching Council (ALTC) project "demonstrating distributed leadership through cross-disciplinary peer networks: responding to climate change complexity", a two year multi-institution project that commenced in 2011.

Selection Criteria for the Two Advertised Positions

All applications should address the listed selection criteria.

ESSENTIAL

A PhD in relevant disciplinary area, or equivalent professional experience.

A high level of written and oral communication skills and demonstrated interpersonal skills.

Demonstrated excellence in teaching in sustainability and/or international development.

Demonstrated capacity to undertake independent research, including a record of publication appropriate to level of opportunity.

HIGHLY DESIRABLE

Evidence of:

Relevant experience in the practice of sustainability and/or international development and/or community development.

Commitment to supervise honours and postgraduate students.

Commitment to collaborative research, including interdisciplinary research.

Capacity to generate research funding, appropriate to level of opportunity.

Administrative skills relevant to teaching, research and the supervision of students and staff.

Professional and community activities relevant to the discipline area.

Creative curriculum design and delivery, including ability to develop and teach units that cross disciplinary areas outside the applicant's specialty.

Employment Conditions

Murdoch Level B Salary Range: \$78,090 to \$92,734 per annum (full-time equivalent)

Conditions of employment include superannuation, long service leave, academic studies program (sabbatical), payment of fares to Perth for the appointee and dependent family, removal and settling-in allowance.

It is hoped that the successful applicant would commence employment from **January 2012**.

Method of Application

Applications must include:

- A cover letter, quoting the position title and reference number **EN XXXXXXX**, citing the names and contact details of three referees, and advising whether you will be seeking recognition of service from another university (failure to advise upfront will void any future claims).
- A separate statement addressing the selection criteria.
- A curriculum vitae, including full name and address, country of birth, citizenship and residency status, details of tertiary qualifications and employment history, research and teaching achievements.
- A proposed program of research (800 words).
- A writing sample (chapter of book or thesis, journal article or conference paper).

Applications sent via email should be addressed to recruitment@murdoch.edu.au Please state the reference number, the title of the position and your surname in the subject field of your message. We request that applications by email include attachments in Word or Acrobat PDF format. A confirmation email message will be sent to you within 2 days of receipt of the application.

Applications sent by post, or, hand delivered should be addressed as shown below. Please send one copy of the application (unbound) to:

The Recruitment Officer
Murdoch University
South Street
MURDOCH Western Australia 6150

Please check the closing date for applications to ensure your application will be received within the time specified. All applications will be considered for both positions; applicants are asked to indicate their preferred post in their cover letter.

Applicants are asked to be available for interview (including via phone or Skype) on **30-31 August 2011**. The decision of the selection panel will be final.

Murdoch People – Valuing a Culture of Learning

Please refer to the following statement about Murdoch People, which describes the generic competencies and attributes the University is seeking in its staff. You are not required to address this statement specifically in your application. At an interview, however, the selection panel will be seeking both a good “job-fit” and ‘organisational-fit” in its selection of a suitable candidate.

Generic Competencies and Attributes of our Employees

WORK VALUES:

- Demonstrated capacity to work independently and/or in a team.
- Demonstrates the use of initiative and innovation in developing or improving processes and services to influence positive organisational outcomes; maintains a work ethic consistent with professional standards and practices.

INTERPERSONAL EFFECTIVENESS:

- Builds positive relationships with the external and internal university community.
- Demonstrated capacity to work, interact, empathize and respond to others.

LEARNING:

- Seeks opportunities to develop personal abilities, improves individual performance and strives to reach full potential.
- Encourages, promotes and develops learning in others.

FLEXIBILITY & ADAPTABILITY:

- Anticipates and identifies what clients need and value; changes services to meet changing needs.
- Adapts to changing roles to achieve the best outcomes for the work area and the University; has the ability to manage competing demands.

Supervisor’s Attributes – Commitment to the University Vision

- Influences and guides others towards identifying and achieving vision and goals; provides purpose and direction; motivates and enthuses others.
- Develops the ability of others to perform and contribute to the growth of the University. Contributes towards setting directions for the University.

Murdoch University is proud to promote diversity in its employment practices and equal opportunity principles.

Further Information

Prospective applicants may seek further information from the Academic Chair of Sustainability, Allan Johnstone: 61-8-9360 6278 or A.Johnstone@murdoch.edu.au