

Excellence in Diversity Gender Equity in STEM Fellowship

Faculty of Science - Funding Guidelines



Trust	<i>Albert Shimmins Trust</i>
Funding type	Fellowship
Applicants	Early Career Academics (Level B)
Maximum award (AU\$)	Salary (Level B1-Level B6) and \$15,000 pa project costs
Rounds per year	1 round every 2 years, or equivalent
Funding duration	2 years
Academic Lead	Prof Georgina Such (Associate Dean, Diversity & Inclusion)
Science Research Office Lead	Liam Scott (Award Coordinator)
Scheme Contact Information	Science Research Office
University Trust Record	UTR 7.261

Introduction

To support the need for greater diversity and inclusion within the University of Melbourne, the Faculty of Science has recently developed targeted diversity strategies in the areas of Indigenous Engagement and Gender Equity. This Fellowship has been developed to support the aims of these strategies by attracting, supporting, and retaining outstanding early career researchers with significant potential for research, community impact and contribution to workplace culture. The Gender Equity fellowship is seeking to increase the representation of women in the academic workforce across science disciplines, and therefore strongly encourages applications from female candidates, in line with the special measure provided for under section 12 of the Equal Opportunity Act 2010 (VIC). We also encourage transgender and gender diverse candidates to apply.

The University offers a world-class and robust research environment that is internationally engaged and recognised, community focused, with many outstanding areas of research strength. The University is committed to building a brilliant, diverse, and vibrant University community to better meet its purpose; to benefit society through education and research.

The successful applicant will propose and conduct innovative research (see definition below) on a topic(s) of their choice, leading to the production of research outputs (see definition below), presentations at conferences and to key stakeholders, they will be involved in external research collaborations and demonstrate other measures of research impact. The fellow will be based in one of the Schools within the Faculty of Science and will be encouraged to engage with other academics and contribute more broadly to the core activities of both their host School and the Faculty.

The fellow will be provided with an academic mentor as well as appropriate support programs to aid the development of their independent research program. The Fellowship will be for a paid, full-time or part time (minimum of 0.5FTE) position for a period of two years, the fellow will be further supported by a research grant of \$15,000 per annum which will be made available to support the research program.

NOTE: for the purposes of this position, we define the following terms as:

Research: we define “research” as undertaking any form of project that aims to build an understanding and development of a particular topic, recognising the broad diversity of ways that knowledge is investigated and produced across cultures and traditions.

Outputs: academic publications, the development of written resources or booklets, curriculum development, audio-visual material, and other forms of work that communicate and share the work being done to relevant stakeholders.

Applicant Eligibility

To be eligible, applicants must

- Have well established academic skills and strong academic performance (consistent with a level B academic at the University of Melbourne).
- Internal and external applications welcome.
- Have the right to work in Australia.
- Must identify as a woman (transgender and gender diverse candidates included)

Funding

- The Fellowship will be awarded for up to 2 years full-time or part time (minimum of 0.5FTE, up to 4 years) and includes salary and oncosts for Level B (depending on appropriate band) and \$15,000 of allowable project costs per annum (pro-rata for part time).
- Contracts requiring an extension for parental leave, caring responsibilities, or serious illness will need to be reviewed on an individual basis. Any extension of a contract will be assessed in line with the individual's overall period of employment at the University. As such, extensions are not automatic and will be informed by individual circumstances, University policy and employment parameters at the time of review. Further guidance will be provided on a case-by-case basis where required.
- For staff engaged on CRC contracts severance costs are currently borne by the supervisor of the project.

Eligible project costs include:

- Travel and fieldwork
- Equipment
- Consumables
- Research personnel

Application Process

The guidelines and application form can be found on SmartyGrants.

Evaluation and Assessment

The basis of the appointment will be the merit of the candidate, as well as the potential of the research program to either enhance the existing research or explore novel areas of enquiry in the Faculty of Science. The applicants will be considered with a performance relative to opportunity framework.

A committee chaired by the Faculty of Science Associate Dean, Diversity and Inclusion will rank applications against the following assessment criteria:

- Ability to work within and contribute to the performance and culture of one or more of the seven schools in the Faculty of Science (Biosciences; Chemistry; Agriculture, Food and Ecosystem Sciences; Geography, Earth, and Atmospheric Sciences; Mathematics and Statistics; Physics; Melbourne Veterinary School).
- A demonstrated track record of independent research excellence (relative to opportunity) as evidenced by research outputs in leading journals for the discipline and other measures of academic peer recognition and/or research impact external to the academy.
- Excellent written and verbal communication skills, as evidenced by primary roles on publications, invitations to present at conferences and or engagement with external stakeholders (e.g., media or industry).
- Demonstrated ability to develop, administer and see through to completion appropriately designed research projects with limited supervision.
- Experience in assisting with supervision of graduate students and/or Honours or Masters students.

- Demonstrated ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- The ability to attract external funding through grant applications and/or support in funded joint projects with others internal or external to the university.
- Strategic alignment with the school research strategy, the Faculty of Science research strategy (See the [Faculty of Science Research Strategy 2023-2030](#) and Melbourne's [Advancing Melbourne 2030](#) strategy).

Reporting Requirements

A written report on the outcomes of the project is due six weeks after the project end date. This report must address the objectives stated in the original proposal and include a summary of key activities, including any variations. Where outputs (joint publications, funding applications, etc.) will take time to achieve, the report should indicate when they are expected. Any scholarly outputs (e.g. publications) arising from supported projects should acknowledge support from the Faculty of Science Excellence in Diversity Gender Equity in STEM Fellowship.

Timeline

Process	Date
Scheme open	1 September 2026
Deadline	30 October 2026
Outcomes	November 2026
Commencement	1 January 2027, or sooner by arrangement
Report	Due 6 weeks after project completion