A WORLD OF OPPORTUNITY IS WAITING FOR YOU AT MONASH

Your chance to transform lives through IT
When I joined Monash as Dean of the Faculty of IT, I was looking for a place where I could explore big ideas – and implement them quickly. As the largest university in Australia, you can do things at Monash that you simply can’t do anywhere else. We have the size, resources and global profile to solve the toughest challenges of today.

Embedding an interdisciplinary ethos in all we do, we’re already having a positive social impact on the world.

Right now, we’re looking for experts in Data Science, Artificial Intelligence, Human-Centred Computing, Software Systems and Cybersecurity. But more importantly, we’re seeking people who are passionate about our mission: IT for Social Good.

That’s why we’re more committed than ever to attracting the world’s top IT researchers – and investing in them over the long term.

As part of this commitment, we wholeheartedly embrace a diverse and inclusive culture, and continually celebrate women in IT. Monash IT is a place where people of all genders and ethnicities can thrive.

We also observe our field with open minds and critical eyes. It’s how we’re able to identify hidden equity issues – and drive change where it’s needed most.

Now with more than 150 IT academics, Monash is home to one of the largest and fastest-growing computer science research groups in the world.

This is a unique and exciting time to join Monash IT. So if you’re ready to participate in a pioneering community of passionate IT researchers, we want to hear from you.

Jon Whittle
Dean, Faculty of IT
Monash University
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IT isn’t a side interest to us. It’s fundamental to everything we do. With the only dedicated IT faculty in the prestigious Group of Eight universities – and one of only a handful in the world – Monash embeds IT in every strategic research initiative across the university.

We’re also committed to investing in the world’s best researchers to ensure this continues to happen. Staying true to our mission ‘IT for Social Good’, we look for every opportunity to combine the greatest minds in our field with advanced, innovative technology. It’s how we’re transforming IT into a powerful vehicle that drives positive change – now and into the future.

At Monash, we understand that IT sits at the core of daily life. It’s ingrained in every industry. And it shapes how we learn, work and interact.

**A WORLD-LEADING, DEDICATED IT FACULTY**

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**TOP 100**
Monash is ranked in the top 100 in the world for Computer Science and Information Systems.
QS World University Rankings by Subject 2019

**RANKED #1**
For four consecutive years, Monash has ranked #1 in Australia for Engineering & technology.
Times Higher Education World University Subject Rankings 2016-2019

**WELL ABOVE WORLD STANDARD**
Monash is ranked ‘well above world standard’ in Artificial Intelligence and Image Processing. We’re also the only Australian university rated as ‘above world standard’ across every category in the field of Information and Computing Sciences.

**GLOBAL**
As a global faculty, our researchers collaborate with professionals across more than 60 countries, including the UK, US, China and Europe.

**SOCIAL GOOD**
Monash is leading over 200 current and future projects that aim to create a safer, fairer and healthier world – and a more sustainable, ethical future.

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I was interested in moving into the area of human-robot interaction – with a focus on technology that relates to human emotions. So when I heard that the Faculty of IT at Monash was seeking to recruit staff in this area, I began to entertain the idea of advancing my career as an affective computing researcher. It became even more appealing when Monash IT also offered my partner Frits de Nijs, who was finishing his PhD in the field of AI, the opportunity to come on board.

As part of their commitment to my research project, Monash acquired Pepper. The first social humanoid robot able to recognise faces and basic human emotion, Pepper helps me ensure that AI is safe, regulated – and beneficial to society. My work is therefore well aligned with the Faculty’s mission, IT for Social Good.

Monash has supported me in transitioning from PhD student to independent researcher. Since my role also includes project management, I am strengthening my leadership skills too.

By building my track record as a researcher at Monash, I can make an impact in affective computing and become a role model for young women in tech.

‘Monash has supported me in transitioning from PhD student to independent researcher’

‘I’ve always been a huge sci-fi fan – I’m fascinated by the future. It all began when I came across an affective computing book in high school. This became the catalyst to my career in AI and robotics.’

LEIMIN TIAN
Research Fellow, Human-Centred Computing

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HOW MONASH IT IS CHANGING THE WORLD

Driven by our mission ‘IT for Social Good’, Monash IT researchers enjoy a collaborative, cross-disciplinary environment where they can explore technology to positively disrupt our world.

Our research tackles social, economic and environmental issues – from the simple and everyday to the intricate and complex. With many projects always on the go, we’re currently developing IT to:

- Enhance law enforcement
- Change the way we use energy
- Reduce carbon emissions
- Predict epileptic seizures
- Map the world’s vegetation from space
- Detect driver distraction
- Map ancient cities

RESEARCH STRENGTHS

Our breadth and depth of expertise is unsurpassed across all major areas of IT.

We have the leading researchers in software engineering, cryptocurrency and blockchain, AI, optimisation and human-centred computing. We also have the largest group of data scientists of any research institution in the southern hemisphere.

Our faculty is organised into the following areas of research expertise:

Human-Centred Computing

We are Australia’s leading data visualisation and interaction design research group – and pioneers in immersive analytics. Through our research in this area, we ensure that humans remain at the heart of emerging technologies.

By exploring a range of areas, including computer creativity, visualisation, data analytics, AR and VR, we’re creating immersive systems to enhance capabilities, knowledge and experiences.

Software Systems and Cybersecurity

Our expertise here spans blockchain, biometric security, cryptocurrency technology, big data security and other critical areas of cybersecurity and software systems.

Supported by three leading research groups in Australia, we’re always looking for ways to organise and protect valuable information in a rapidly-changing online data ecosphere.

Data Science and Artificial Intelligence

Working with some of the world’s leading data scientists, we’re using data to better understand the past, manage the present and prepare for the future.

With unrivalled expertise in AI, machine learning, modelling, optimisation and visualisation, we’re solving real-world problems to advance industry, commerce, governance and research.

DIGITAL HEALTH

Digital Health is a research growth area that involves collaboration between different faculties across our university.

Here, Monash IT researchers engage in a broad range of socio-technical projects to address health issues of all kinds and complexities.

ENERGY

Our researchers are embedded in the Monash Energy Institute – the energy research front of our university.

Collaborating with industry partners, the Institute develops solutions to drive the sustainable generation, storage, distribution, visualisation and end-use of energy.

APPLIED AI

To unlock the power of AI, we work with a broad league of partners across medicine, finance, agriculture and law.

In doing so, we’re expanding our understanding, transforming communication – and helping companies enhance their customers’ experiences.
Emerging Technologies Research Lab
Emerging Technologies Research Lab sits across the Faculty of IT and the Faculty of Art, Design & Architecture. The Lab investigates an emerging technological environment where automation, AI and data bring questions of ethics, responsibility, user experience and engagement. Important core themes include energy futures, future mobilities, public space, e-waste and design for wellbeing.

Inclusive Technologies Lab
Led by an interdisciplinary team of researchers, the Inclusive Technologies Lab is known for its innovative, community-driven research. The Lab explores how emerging technologies can be used to improve the lives of people living with disability – while empowering their families and educators.

Action Lab
Focusing on innovation in human-centred computing, Action Lab conducts real-world research with communities, NGOs and government bodies. Configured for impact, the Lab strives to use digital technologies to transform the roles citizens play in the design and delivery of health and wellbeing, education and media initiatives.

Immersive Analytics Lab (IALab)
The IALab is internationally renowned for its research into informational visualisation, accessibility and responsive document layout. Strongly connected with industry on a local and international level, IALab’s technology is used by some of the world’s biggest brands such as Apple and Microsoft.

Cybersecurity Lab
The Cybersecurity Lab focuses on developing solutions to the security, privacy, reliability, trust and performance issues in different system environments. The Lab has strong collaboration among academia, industries and governments – locally and internationally.

Artificial Intelligence for Law Enforcement and Community Safety (AiLECS) Lab
A partnership between Monash and the Australian Federal Police, the AiLECS Lab investigates how AI can make our communities safer. The Lab builds on previous research projects focused on reducing trauma among officers by using machines to classify distressing child exploitation materials.

Laboratory for Dialogue Research (LDR)
The LDR engages in research to design, build and evaluate cutting-edge dialogue systems underpinned by machine learning, natural language processing and other AI technologies. The Lab partners closely with other centres in the Faculty of IT, the Faculty of Engineering, government, industry and universities around the world.

STATE-OF-THE-ART FACILITIES
With our world-leading facilities, you will have the tools, support and confidence you need to explore your ideas – and make a real difference.

CAVE2
This pioneering 2D and 3D VR environment allows for the display and interactive exploration of rich, large datasets in unparalleled clarity. Featuring an 84-million-pixel stereoscopic curved display cylinder, CAVE2 also provides a visual and aural environment for exploring the integration of art and science. This includes rendering and interacting with generative systems, multidimensional fractals and synthetic landscapes.

Future Control Room (FCR)
Designed as a proxy to future energy system control rooms, the FCR captures and displays heterogeneous real-time (streaming) datasets on a 37-megapixel wall. This technology facilitates research into improved monitoring and control systems, reaching into advanced data integration, mining and ultimately, the autonomous operation of smart energy systems.

INSTITUTES, CENTRES AND LABS
At Monash IT, we believe that knowledge is power – especially when it’s diverse. That’s why as part of our team, you’ll be able to draw upon the projects, insights and expertise of our world-leading researchers via our institutes, centres and labs.

Monash Data Futures Institute
Monash Data Futures believes that AI and data science can change the world for the better. The Institute creates transformative, lasting change in governance and policy, health sciences and sustainable development.

Blockchain Technology Centre (BTC)
The BTC is responsible for the blockchain research lab, education and training. The Centre’s key capabilities span consensus, security, efficiency and privacy. Its work can also be applied in a range of areas, including digital health and smart energy.

Monash Energy Institute
The Monash Energy Institute is a collaboration between the Faculty of IT, Faculty of Engineering and Monash Business School. The Institute undertakes research and development that will create innovative products and services in the energy sector across the globe.

SensLab
SensLab is a joint venture between the Faculty of IT and Faculty of Art, Design & Architecture. Driven by a diverse team, the lab explores the creative possibilities of technology – including how it can change us and ways we can harness its power. Our researchers approach every inquiry with curiosity and openness, guided by their instincts in the search for new applications and undiscovered capabilities.

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My interest is in decision-making under uncertainty in a multi-agent system. I’m particularly passionate about applying this methodology to energy issues. For example, coordinating charging batteries to match fluctuations in renewable power generation and satisfy grid capacity constraints.

At Monash, I get to solve real-world issues – like the reliable integration of renewable technologies into a broader energy network. It’s vital we work with other disciplines to share knowledge and validate our research. The Monash Energy Institute brings together multiple disciplines and reinforces this validation. It also allows us to engage effectively with industry. I’ve participated in an industry grant scheme which encouraged companies to work with Monash so we could use research expertise to address industry problems.

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IT'S OUR WAY OF LIFE

Inclusive, open-minded and aware. This isn’t a mindset we hope to create. It’s ingrained in the very fibre of our faculty.

We envisage a world where gender and social equity are not goals to achieve – but a way of life we celebrate. To fulfil this vision, we address the imbalances affecting women, people of different ethnicities, First Nations peoples and members of our community living with disability.

WHERE THERE IS DIVERSITY THERE IS STRENGTH

At Monash IT, we embrace our differences and the power that lies within them. We believe that together we can achieve true equality – and be the benchmark that inspires other teams, organisations and industries.
INSPIRING THE CHANGEMAKERS OF TOMORROW

Through the following initiatives, we’re encouraging more women to study and work in IT – while nurturing their capacity for leadership.

Women in STEM Entrepreneurship (WISE) Program
WISE helps up to 500 girls in Years 9 and 10 develop an entrepreneurial mindset. Students are widely exposed to design thinking principles, big social themes and the Internet of Things (IoT). They also enjoy immersive activities, ‘big sister’ mentorships and hands-on projects – which culminate in a trip to Silicon Valley, USA.

Conquering Code workshops
At these workshops, we give our students the opportunity to learn from incredible women role models in IT. We also create a supportive environment and provide the tools and knowledge they need to expand their coding capabilities.

Women in IT scholarships
Every year, we offer 50 scholarships to support high-achieving young women in Year 12 who are eager to pursue an undergraduate IT degree.
DRIVING DIVERSITY

FOSTERING A CONNECTED AND INCLUSIVE ENVIRONMENT
We go to great lengths to ensure you feel connected, safe and included while you work and study with us. The following initiatives are just some of the ways we deliver on this promise.

DiverseIT
A student-led club, DiverseIT strives to support underrepresented students who feel marginalised in IT by connecting them with industry, faculty and each other.

Reasonable workplace adjustments procedure
Monash makes appropriate and reasonable adjustments to its workplace to ensure equal opportunities for staff with disabilities – and help them meet the requirements of their role.

Disability Support Services: Peer Mentoring Program
Our Peer Mentoring Program helps students learn through the experiences of others, while expanding and developing their social network at Monash. Students registered with Disability Support Services can apply and find a student who’s suitable and eager to be their mentor.

Indigenous Engagement
Monash was the first university in Australia to establish a dedicated Indigenous centre: the Monash Centre for Research into Aboriginal Affairs. Monash’s Yulendj Indigenous Engagement Unit also helps Indigenous students and staff achieve their aspirations – and our policies and procedures respect their cultures and histories.

Aligned with the University’s broader commitment, Monash IT is dedicated to increasing the participation and success of Indigenous students and staff. We embed Indigenous perspectives and content into the curriculum and continually undertake projects with Indigenous researchers and communities to make meaningful contributions.

Allied Network
Allies of the LGBTIQ community at Monash, members of the Allied Network take a proactive stance against discrimination based on sexual orientation, gender identity and intersex status. They also undergo training and participate in various events throughout the year.

Diverse Genders, Sexes and Sexualities (DGSS) Advisory Group
A subcommittee of the Diversity and Inclusion Committee, the DGSS Advisory Group provides a forum for discussion. It also advises on issues related to LGBTIQ students and staff across the University.

Monash Queer Leaders scholarship
This scholarship recognises Monash students who help us create an inclusive, safe culture. It also celebrates those who raise awareness of and enhance understanding in issues affecting people of diverse genders and sexualities.

Queer 101 training for students
Delivered on demand, this training helps students develop a greater understanding of different genders and sexualities. It also empowers them to make positive changes in support of the LGBTIQ community.

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AWARDS AND ACCREDITATIONS

CULTIVATING FUTURE LEADERS

We offer many programs and events to help our staff and students advance their careers and become inspirational leaders.

Future Women Leaders Conference

Founded by Monash, this event helps early career researchers and leading academics network, learn and advance their careers. Featuring ‘Future Women Leaders Awards’, the 2019 conference will be hosted in partnership with several other Australian universities.

Women’s Mentoring

This program is designed to support the career progression of our women staff and academics. Through mentorships, participants can build their leadership and professional skills – and learn how to navigate the workplace more effectively.

Inclusive Leadership Training

These workshops aim to create a strong knowledge base around the key principles of diversity and inclusion. They also strive to provide practical strategies for developing strong leadership skills, as well as raise awareness of and combat unconscious bias in decision-making.

Three women are smiling and posing for a photo.

Advancing Women’s Research Success Grant

This grant aims to help early to mid-career women academics with primary carer responsibilities to progress in their professional journeys. Through funding, this initiative aims to reduce the impact of career breaks and caring responsibilities on research productivity.

Superstars of STEM

This program celebrates women with outstanding careers – and amplifies the voice of professional STEM women in the media. In 2019, our very own Dr Kirsten Ellis was crowned one of the Superstars of STEM.

Hopper Down Under

First held in Brisbane in 2019, the Hopper Down Under conference celebrates diversity in technology in the Asia-Pacific. The event is modeled on the AnitaB.org Grace Hopper Celebration, the world’s largest conference for women technologists.

As a proud sponsor and supporter of this event, Monash IT funds academics and students to attend.

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Italian ICT Women Network (Vic ICT for Women)

Vic ICT for Women encourages more women to join ICT – and empowers them to exist, explore and expand their potential. Monash IT sponsors, presents and attends these events. It allows us to extend our influence and educate the professional ICT community through thought-leadership.

Women in Technology Alumni Mentoring program

The Women in Technology Alumni Mentoring program gives women and non-binary IT students the opportunity to form networks, build confidence and focus on career planning with a mentor.

Senior Women’s Shadowing

This program provides high-potential women with access to Monash’s senior executives – and unique opportunities to develop their leadership capabilities.

ST Emm Women Academic Network

Attracting over 200 women in STEMM at Monash, this network helps to amplify the voices of its members and connect them with colleagues across the university. It also focuses on increasing mentorship opportunities and offering strong professional support.

Athena SWAN

In 2018, Monash was awarded the Athena SWAN Bronze accreditation. Originating in the UK in 2005, Athena SWAN is an accreditation framework for supporting the recruitment, retention and progression of women in Science, Technology, Engineering, Mathematics and Medicine (ST Emm).

WGEA EDGE

Monash is the only Group of Eight University to hold the prestigious Employer of Choice for Gender Equality (EOC G) citation from the Workplace Gender Equality Authority (WGEA).

LGBTIQ

Monash was awarded AWEI Silver status in 2019 – placing us in the top 25% of all employers that participated in the Australian Workplace Equality Index (AWEI).

Monash logo with text "Monash is the only Group of Eight University to hold the prestigious Employer of Choice for Gender Equality (EOCG) citation from the Workplace Gender Equality Authority (WGEA)."

Women are holding are signs up.

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Protecting our children
In 2017, the Australian Federal Police received 5,741 referrals of child exploitation material. Last year, this number almost doubled (17,905).
Monash IT is partnering with the government to automate distressing material classification, characterise dark web behaviour and prioritise file search.
We’re also addressing the significant psychological distress on police officers and investigators caused by depictions of child exploitation, murder and terrorism.
Due to their illegal and disturbing nature, we’ve helped develop ‘data airlock’ server architecture. This technology controls access so tightly that researchers can train algorithms without being exposed to raw data.
The airlock will be used around the world, especially by law enforcement and investigators caused by depictions of child exploitation, terrorism and murder.

Preserving Indigenous culture
Aboriginal and Torres Strait Islanders are the Traditional Custodians of our land. Prior to colonisation, hundreds of Indigenous languages were spoken, imparting millennia-old knowledges relating to connection to land and water, kinship and creation.
Today, many of these languages are now endangered. In response, Monash IT has partnered with Indigenous communities across Australia to create an interactive, engaging tool that preserves and celebrates their languages and cultures: the Monash Country Lines Archive (MCLA).
Monash is committed to upholding traditional knowledge and respecting Indigenous students, staff and communities. Led by Indigenous Elders and community language speakers, Monash helped develop cutting-edge 3D animations voiced by a person from the depicted nation in their language. These animations have elevated knowledge and respecting Indigenous students, staff and communities. Monash is committed to upholding traditional knowledge and respecting Indigenous students, staff and communities. Led by Indigenous Elders and community language speakers, Monash helped develop cutting-edge 3D animations voiced by a person from the depicted nation in their language. These animations have elevated knowledge and respecting Indigenous students, staff and communities. Monash is committed to upholding traditional knowledge and respecting Indigenous students, staff and communities.

Understanding dementia
Over 400,000 Australians are currently living with dementia in Australia – and this number is expected to rise.
Partnering with Dementia Australia, SensiLab (our purpose-built facility at the Monash Caulfield campus) has designed an interactive app that illustrates the brain and its functions.
The app lets people explore the different regions of the brain, highlighting which areas are affected by dementia. It also communicates the common symptoms and how the disease can impact everyday life.
By forming a deeper understanding of dementia, this research initiative is supporting affected people and their carers.
Dementia Australia is already using the app in education and counselling – and giving health professionals access via its online learning hub.

Supporting kids through sign language
Communication is fundamental to healthy relationships. That’s why it is critical for deaf children to be able to communicate with their parents or guardians. For these kids however, sign language is their first step to building literacy.
The Interactive Auslan Coach (MIAC) is a system that helps people learn Australian Sign Language (Auslan) through mainstream gaming technology. MIAC shows users the correct way to make a sign from several viewpoints. It then uses a Microsoft Kinect sensor to track a learner’s movements and compares this with the right model of the sign.
The system can also give feedback, helping people fix incorrect parts of their signs.
This project is supported by Dr Kirsten Ellis, who has developed educational resources for platforms such as the Nintendo DS lite, iPad and Microsoft Kinect. Dr Ellis contributes to a more inclusive society by teaching people with deaf and autistic children sign language.

Removing bias in social code
Software influences almost all aspects of modern society. Despite its ubiquity, however, it’s often not embraced.
This isn’t due to a lack of functionality. It’s due to a software’s inability to integrate human values such as privacy, equality and social justice.
Engineering software with processes and practices that ignore human values results in systems that create undesirable financial consequences – and negative social impact.
The Operationalising Values in Software (OVIS) project and lab are led by the Dean of the Faculty of IT Professor Jon Whittle, and a team of world-leading researchers.
These initiatives aim to develop software methodologies, tools and guidelines that allow software engineers and innovators to embed human values into technology.
Addressing food insecurities

Although the UK is a high-income country and one of the world’s most food secure places, the nation is experiencing an increase in food poverty. This has been identified through the growth in humanitarian aid participation and food banks.

Monash IT is looking at developing a crowd-sourced map of the food insecurity system in the UK.

This will help capture the shared vision of the ‘crowd’ in relation to household food insecurity. It will also paint a richer, more holistic picture of the country’s situation.

By identifying contributing factors and how these collectively push households into food insecurity, we can design effective methods to tackle the issue – such as enhancing food distribution systems and nutrition.

Enhancing disaster prediction and response

Our annual cycle of bushfires, cyclones and floods places Australia in the global top 10 for economic damage caused by natural disasters.

Overall, it costs our country AUD$37 billion (US$27 billion).

Monash IT aims to develop time series technologies to draw maximum value from Earth Observation programs and data. This will be achieved by analysing a series of satellite images to produce accurate temporal land-cover maps.

The outcomes are expected to benefit many important sectors in Australia, including agriculture, tourism, petroleum, mining, water, property and insurance.

Better recordkeeping for vulnerable children in care

Past children in foster and out-of-home care (Forgotten Australians) need quality recordkeeping systems to provide evidence of abuse, locate their families – and establish their identities.

Unfortunately, many records are either lost or incomplete.

Improving recordkeeping and archival systems for children in care is a priority for the Royal Commission. It aims to help prevent, detect, report, investigate and take action against child abuse.

Dr Joanne Evans and her team are researching and developing the independent Living Archive of the Child. The database will be populated by the children themselves, as well as caregivers, social workers, teachers and health professionals.

This research project will help a number of communities, including displaced refugees, and become a driver of historical justice and reconciliation.

Improving access for the vision impaired

Diagrams, maps and charts are widespread in written communication – and the ability to comprehend, use and create these graphics is often taken for granted.

But for the vision impaired who have trouble accessing this information, their opportunities are severely restricted. Opportunities such as furthering their careers, participating in the workplace and enjoying the media.

Our purpose-built facility SensiLab has worked closely with the vision impairment community to explore areas of greatest need.

The lab has also looked at a combination of 3D printing and low-cost technology to create interactive, accessible objects. These objects include ‘intelligent’ 3D maps embedded with electronics and learning aids that help students move from concrete to abstract representations.

Significant outcomes resulting from this research includes greater engagement in education, interactive tactile maps for Vision Australia and accessible versions of best-loved items from the Bendigo Art Gallery’s permanent collection.
Even though I don’t have a traditional IT background, I had been contributing to emerging technologies research as a sociologist for many years.

But I wanted to go somewhere I could make a real impact. That’s why I joined Monash IT and its new multidisciplinary Emerging Technologies Research Lab. A partnership between the Faculty of Art, Design & Architecture and Monash IT, the lab allows me to research the ethical and environmental implications of smart and digital technologies in everyday life.

And when I was invited to join our faculty’s Equity and Diversity Committee, I jumped at the opportunity. I’m now better able to help address the important equity and diversity challenges in the IT sector.

During my time here, I’ve found the culture to be incredibly dynamic and welcoming. Every person I talk to about my research is supportive and excited about it. My manager is also flexible to my personal needs and work-life balance.

IT is changing the world – and I’m excited to be where the action is.

YOLANDE STRENGERS
Associate Professor, Emerging Technologies Research Lab

‘Endless opportunities to form new partnerships – and shape the future of IT’

‘Monash invests deeply in our faculty’s mission, IT for Social Good. Thanks to this strong commitment across the University, I have endless opportunities to form new partnerships – and shape the future of IT.’
A workplace to embrace

A plethora of wellness programs, ongoing professional development, relocation services and more. We believe in creating a workplace that supports you from all angles.

A family-friendly workplace

Whether you’re expecting a little one or a new parent, our policies and programs are here to make your transition as smooth as possible. After all, a healthy ‘work-life balance’ is more than a platitude for us. It’s one of our key drivers – and a recognised necessity for gender equality in the workplace.

- Generous parental leave for new fathers and mothers
- On-campus childcare (with the option to deduct payments from pre-tax salary)
- Flexible working arrangements
- Breastfeeding facilities
- Dual hire (spousal) support
- Returning from parental leave assistance
- Workshops and sessions for parents and carers

Career and professional development

At Monash, we’re not just dedicated to finding the right people. We’re dedicated to investing in them too. That’s why we encourage you to grow personally and professionally through a range of formal and informal initiatives.

- In-house and external staff development opportunities
- Workload relief (assistance with teaching) to attend development and industry events
- Support with meeting caring responsibilities to attend industry events
- Outside Studies Program (sabbatical)
- Individual career and development planning
- Staff undergraduate and postgraduate scholarships
- Informal and formal mentoring
SALARY PACKAGING, BENEFITS AND REWARDS
As a Monash employee, you’ll have a range of financial and non-financial rewards.

• Novated (car) leases
• Discounts for rental cars
• Airline membership (Qantas and Virgin)
• Laptops and smart devices
• On-campus parking for eligible staff
• Superannuation (up to 17%) with an on-campus consultant available
• Recognition of Prior Service with another Australian university or Commonwealth authority
• Relocation assistance for eligible staff members

HEALTH AND WELLBEING
In 2016, Monash was crowned the healthiest workplace in the world. That’s because we have a range of programs, policies and procedures that support the wellbeing of our people – every single day.

• On-campus staff counselling service
• Independent and confidential Employee Assistance Program
• Fitness Centre (with group classes)
• Free flu vaccinations
• Staff Wellbeing and Activity Program
• Dedicated team to support staff with work, health and safety matters
• Staff Volunteer Policy (two paid days leave a year for community volunteering)
• Behaviours in the Workplace policy
• Zero tolerance of violence against women – in and out of the workplace

RELOCATION SERVICES (FOR ELIGIBLE STAFF)
If you’re moving to Melbourne to join Monash, we have a dedicated in-house team to help with all your immigration needs.

In certain cases we also offer a selection of relocation services and subsidies, some of which are below.

• Visa sponsorship
• Economy airfares to Melbourne for you and your immediate family
• Shipping your personal belongings
• Temporary accommodation on arrival
• Home and school searches
• Settling-in services

CAMPUS SERVICES AND FACILITIES
You will be spending a lot of time on campus. So it’s good to know you have all the necessities at hand – as well as a range of other convenient services and amenities in easy reach.

• Cafes, restaurants, banks and ATMs
• Pharmacies, a newsagency and a post office
• Five university libraries
• Car share services
• Electronic car charging parking spaces
• On-campus GPs
• Campus Bicycle Fleet (with a network of walking and bike paths)
• Easy, accessible public transport
• A microgrid to help reduce our carbon footprint
• Highly sought-after entertainment precincts
• Beautifully-maintained gardens
ABOUT MONASH UNIVERSITY

Monash ranks in the top 1% of universities worldwide. Times Higher Education World University Rankings (2018-2019)

Australia’s most innovative university. Reuters Top 75: Asia’s Most Innovative Universities

Monash had 5,083 higher degree by research students in 2018. Enrolment figures are based on full year data as reported to the DoET.

Females represent 57% of our academic and professional workforce. Represents full-time equivalent (FTE) and includes DoET non-reportable staff employed in independent operations in 2018. Also excludes offshore staff in Malaysia and South Africa.

We generated $413.8M in total research income in 2018.

In the 50+ years since our founding, Monash has built a reputation for high-impact research, quality teaching and an inspiring, inclusive culture.

Everyone who studies and works here is driven by a sense of purpose, a global outlook, and the skills and confidence to make a positive change – to their own lives and the lives of others.

With four campuses in Australia, and a presence in Malaysia, China, India and Italy, our people are also part of a thriving, global community.

At Monash, we’re redefining what it means to be a university. We transcend disciplines and boundaries, going beyond education and research to resolve the world’s most complex challenges. And we know that our deep, robust partnerships with industry, government and the community are key to achieving our ambitious goals.

At Monash, every research project we undertake is underpinned by one key driver: our desire to make a difference. We believe that great research, when applied properly, can create a lasting, positive change in the world.

Monash University is Australia’s largest university – and a member of the prestigious Group of Eight. We are also consistently ranked in the world’s top 100 universities.

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Australia’s most innovative university. Reuters Top 75: Asia’s Most Innovative Universities

5,083

57%

$413.8M

TOP 1%

MOST INNOVATIVE

5,083

57%

$413.8M
ABOUT MONASH UNIVERSITY

RESEARCH ACROSS FACILITIES

Every faculty across the university is committed to producing ground-breaking research that has the potential to transform lives. Embedding a collaborative, interdisciplinary approach in all we do, so much more is possible at Monash University.

Art, Design & Architecture
Our Art, Design & Architecture faculty provides a lively environment for innovative and collaborative research projects – from improving health outcomes with better design to creating more livable, sustainable cities.

Arts
Research within the Arts faculty addresses important local and global issues to advance our understanding of the world. Its research team aims for excellence in innovative, creative and scholarly research.

Business and Economics
The Monash Business School has the expertise, influence and enterprise mindset to address the most complex issues in global business, health and sustainability – and positively impact our changing world.

Education
The Education faculty engages in research that is original, rigorous and impartial. The team’s vision is for research to inform professional practice, public debate, policy and community action.

Engineering
Our pioneering engineering researchers are developing strategies and technologies to overcome key challenges today – so we can all enjoy a more sustainable and prosperous tomorrow.

Law
Monash Law produces research which seeks to influence law reform, engage with the world and improve lives. Its research attracts grants and funding from a variety of sources.

Medicine, Nursing and Health Sciences
As our largest research faculty, Monash Medicine, Nursing and Health Sciences goes beyond basic science. With a focus on translational research, the Faculty aims to convert frontier scientific discoveries into measurable human health benefits.

Pharmacy and Pharmaceutical Sciences
Fostering excellence in translational drug discovery, development and delivery, research within this faculty aims to help prevent, treat and cure disease.

Science
The Faculty of Science seeks to achieve a deeper understanding of our world. From the development of new materials and technologies to measuring gravitational waves – our science researchers are tackling issues of global significance.
‘We have the resources and power to dream large’

‘At Monash, the discipline of IT has its own faculty – the only one of its kind in Australia. This may seem a gimmick, but it’s crucial.’

MARIA GARCIA DE LA BANDA
Professor, Data Science and AI

We’re not fragmented across disciplines. Instead of one part claiming to be ‘the real thing’, we’re all collaborating. We learn from and respect each other.

As a dedicated faculty, we have the resources and power to dream large and make our own decisions. We can fund whatever we believe is useful. And if something doesn’t go as planned, it’s no big deal. We expect hurdles.

Our faculty is also highly diverse and family-friendly. I’ve had no issue whatsoever as a woman. During my pregnancy and after maternity leave, I had all the support and resources I needed – including childcare and flexible hours. I was never treated second best.

I’ve always had strong women role models. So as Monash’s Head of School of IT and Deputy Dean of the Faculty of IT, I was delighted to be a role model to other aspiring women in our field.
WELCOME TO LIFE DOWNUNDER

Australia is thriving and beautiful – with many urban and cosmopolitan cities. Our landscapes range from pristine sandy beaches to perfect snowy mountains.
Melbourne’s sporting life is second to none.

We host many international events – including the Australian Open (tennis), Formula 1 Australian Grand Prix (car racing), Boxing Day Test (cricket) and Spring Racing Carnival (horse racing).

Winter is Australian Football League season. So get ready to join thousands of passionate Melburnians as they flock to their much-loved ‘footy’ games!

Melbourne is a foodie’s paradise!

From internationally renowned restaurants to tiny eateries in city laneways, dining out in Melbourne is a true adventure. You’ll enjoy an endless variety of cuisines all year round. But whatever you do, don’t miss the International Food and Wine Festival every March – a formal celebration of Melbourne’s culinary culture.

Getting around Melbourne is easy – with its wide range of public transport options. Explore the city on one of Melbourne’s iconic trams, or venture further with our metro and regional trains. It’s all safe, simple and efficient. You can also join the thousands of active, sustainable residents who commute by bike.

Melbourne enjoys a true seasonal climate with sunny summers, mild autumns, crisp winters and warm springs. We enjoy average temperatures of 14–25.3°C in our warmer months and 6.5–14.2°C on our coolest days.

The city comes to life from October to April, as daylight savings kicks in. You’ll find Melburnians unwinding at bars, beaches and restaurants until late in the evening.

Melbourne is praised for its first-class schools and education institutions. In fact, Melbourne received a perfect score for education from the Economist Intelligence Unit’s Global Liveability Survey 2018.

For schooling, we have private and public options to suit your needs. From childcare to high school to tertiary education, our offerings are also diverse, extensive and of the highest quality.

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Home to more than four million people, Melbourne is the bustling capital of Victoria. Amazingly, 45% of Melburnians were either born overseas or have a parent who was born overseas.

Walking the streets, you’ll hear more than 150 languages. This diversity has brought many ethnic cuisines and festivals – and a culture of equality, respect and freedom.

Melbourne is known for its wide-open spaces, clean environment, vibrant parklands, temperate climate and casual lifestyle. Our city also offers an abundance of theatres, events, galleries, exhibitions and performances.

Our city really does have something for everyone.

Melbourne is the cultural hub of Australia – with events and festivals galore!

The International Arts Festival and International Comedy Festival are among the city’s favourites.

Sitting in the heart of Melbourne, Federation Square frequently hosts free events that celebrate the multicultural nature of our city.

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Our city really does have something for everyone.
Our team shares a vision: to prepare for the future and change the world. As lead of the Cybersecurity team and Director of the Blockchain Research Lab at Monash, my role is to help move the tech world closer to securing privacy, data integrity and security in the blockchain.

I received my PhD in Hong Kong in 2004. And before joining Monash in 2015, I worked as a research scientist in Singapore for seven years. Now, I feel proud to be at the home of big ideas in IT in Australia.

Working with a team of more than 100 academics across specialisations such as Software Engineering, AI and Data Science is extremely rewarding. While we collaborate within our faculty, we also work across departments to provide IT knowledge to other sectors.

I’m incredibly thankful to Monash for encouraging me to continue pushing boundaries and flourish as a leader in my discipline.

A career highlight so far has been my close involvement with the Blockchain Research Lab. This is a joint venture with CollinStar Capital and Hong Kong Polytechnic University to develop a new cryptocurrency. It’s a fine example of how Monash provides strong connections with industry that go beyond education and research.

JOSEPH LIU
Associate Professor, Cybersecurity and Blockchain Research

‘I’m incredibly thankful to Monash for encouraging me to continue pushing boundaries’
AN INCLUSIVE APPROACH TO RECRUITMENT

When you apply to join Monash IT, you can expect an inclusive and transparent selection and appointment process.

HOW TO APPLY
To get started, head to monash.edu/jobs to view available positions. If you find a role that’s right for you, click ‘Apply’, complete the online form and attach the following as separate files:
- Your resume
- Cover letter
- A response addressing the position selection criteria

If you need the criteria for your chosen role, contact the person listed in the advertisement’s enquiries section.

THE SELECTION PROCESS
Our dedicated faculty recruitment team will keep you informed throughout the selection and appointment process.

If your written application is successful, we will contact you to organise a video conference with our diverse selection panel. This is your opportunity to share the specific strengths and capabilities you’ll bring to the position – and our faculty.

The next step in the recruitment process will be a face-to-face meeting at Monash. To help you get the most out of this experience, you will attend meetings and events that will give you a deeper understanding of our faculty, campus, work and research groups. Your itinerary will also likely include:
- An interview with the selection committee
- A seminar with our academic cohort
- One-on-one meetings with specialists in your field

From there, Monash IT may present you with an offer of employment for your consideration.

NEGOTIATING YOUR OFFER
At Monash IT, we know that everyone is different – and we embrace it. That’s why we invite you to shape your offer to suit your needs.

To begin, reflect on what’s most important to you. You can also speak to people in your network or mentors to identify what is common in your field. You might wish to discuss:
- Dual career hiring and other family support
- Your salary
- Start-up funding packages
- Research teams
- Professional development and discretionary funding
- Relocation expenses