Your chance to build tomorrow.
As technology starts to shape human life in more profound ways, we must recognise the importance of working together to ensure that our School of tomorrow benefits everyone.

Now is the time to join our School of Computing and Information Systems (CIS), and be empowered to be your best. As we open the gates to a new cohort of inspiring academics, we invite you to help us shape the future of our School.

If you’re looking for a place that values curiosity, passion and your desire to learn, and are seeking a place that fosters collaboration and big thinkers eager to take on fresh challenges, then CIS is the right place for you.

Are you ready to shape the future?

YOUR CHANCE TO BUILD TOMORROW.
OUR COMMITMENT TO DIVERSITY & INCLUSION

BUILDING A CULTURE OF EQUALITY

MSE is working to:

• Represent people with diverse attributes, experiences and background.

• Promote an inclusive culture in which staff feel valued, respected and comfortable being themselves in the workplace, and a culture in which staff are encouraged to make meaningful and effective contributions at work.

• Implement a zero-tolerance of behaviour, attitudes and practices that run counter to this diversity and inclusion.

Celebrating Difference.

At the Melbourne School of Engineering (MSE) we recognise that our staff and students are individual and unique, and we celebrate the richness that comes with differences in age, race, gender, nationality, sexual orientation, physical ability and background. We are committed to creating an environment that values, supports and respects your views, knowledge and individual experience.

We strongly believe that the future workforce is an equal one. That’s why we’re working hard to raise awareness and lift the representation of women academics from 22% in 2018 to at least 30% over the next five years pursuant to a Special Measure under Section 12(1) of the Equal Opportunity Act 2010 (Vic).

We know that for the women involved first hand, these big figures aren’t so important. It is the smaller commitments we are making to ensure that the workplace is fully accommodating and supportive of any professional, personal or lifestyle needs to be successful.

Diversity recognises that we are each individual and unique, and whilst hiring outstanding female academics won’t drastically change our overall percentages, hopefully it will add momentum towards equality, ensuring our female students have the appropriate role models to ensure they can thrive. We apply the same criteria as any open recruitment process.

For more information on our values please visit: [http://diversity.eng.unimelb.edu.au](http://diversity.eng.unimelb.edu.au)
Implementing strategies to increase the percentage of female academic and professional staff at higher levels, with a focus on recruitment, promotion and retention. This is a strategic move to drive change.

Working with Engineers Australia WIE networks to organise a program of joint activities to increase women’s employment to include: special research programs complementing work areas of leading women engineers; part-time lecturers and more.

Ensuring we are developing role models and a diverse team that reflects the diverse student body, our diverse work and community.

One of our goals here is to be more successful at recruiting female talent and building more female-friendly workplaces in order to help ensure our outstanding female talent has the support and frameworks to reach their own success.

This is why we have set targets coupled with strategies to raise female representation in leadership and academia, with a focus on achieving equality and equity for female staff. Increasing the ratio of females to males in STEM is important, be it from graduation to professoriate and leadership levels.

What MSE is doing

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HOW WE’RE SUPPORTING WOMEN IN ACADEMIA.

Building an accommodating workplace for all.

Our employees are more engaged and motivated when they have access to flexible working arrangements that contribute to increased efficiency, productivity, innovation, creativity and engagement.

We have made significant progress towards gender equality in recent decades, especially in education and female workforce participation. This requires proactivity and the employment of specific practices centred around diversity, fairness and flexibility.

Our initiatives include;

**Flexibility**

We understand for some women, flexibility at work plays an important part in their career.

We encourage you to see work as just one part of your active, balanced lifestyle, with multiple flexible working arrangements and leave options to help you juggle your work and personal circumstances. It can be used by those with other caring commitments, health reasons, career and personal development interests, people looking for an alternative to retirement and those pursuing side projects.

Our programs support women to allow them to adjust how, when and where they work, to deliver better outcomes for themselves and CIS.

We want to leverage your unique contributions and ensure you feel valued, respected and empowered to deliver your best every day.

We encourage women to feel comfortable raising this in our recruitment process, and encourage candidates to ask how CIS supports flexibility during this process, as flexibility can mean different things to different people.

**Building Your Networks**

In CIS, we are committed to collaboration and the passion of working together. Here, the collaboration is encouraged and organic.

To keep developing you need to have a good plan in place. Before you commence with us, we connect you with the right people to help develop this plan and provide you the access to the experiences and expertise which will help you achieve this.

We provide events throughout the year to further your development. These include women only events to help get you to the next level in your career and connect you with other women across the University. It’s a great place to meet like minded professionals and grow alongside our world class academics. There are always opportunities to work and collaborate on groundbreaking and exciting work.

**Professional Development**

We know that women in the workplace are eager to learn and advance. Through on-the-job learning, training courses and coaching, we’re continually improving our skills and services so that we can ensure we are exceeding expectations. We offer Leadership Programs as well as facilitating mentoring and coaching programs. There are so many opportunities to develop your own direction and agenda, and your own subjects.

**Gender Neutral Leave Policies**

The University offers paid parental leave for primary carers. We understand the importance of gender neutral parental leave policies and its effect on the way we as a community speak about parenthood.
MEET SOME OF OUR CIS WOMEN.

Simply put, it’s a great institution in a great city with great people. It’s a fantastic environment to grow and learn as CIS is growing. There are so many opportunities here and I feel so fortunate to have such great colleagues, supervisors and mentors with access to training to support early research and training for women. I really enjoy the shared aspect of supporting our students and collaboration. We have some of the world’s best academics here all in the same field, but looking at the same problems from different angles. It really is an exciting time to be working at CIS.

Dr Renata Borovica-Gajic
Lecturer in Data Analytics

Working within CIS, you will find a friendly and supportive team, with a vibrant culture. People are involved in many different areas of research and it’s so valuable to have the opportunities to collaborate across those areas. Your work can move in new directions because of this. It’s an exciting time to join CIS. Our teaching program is expanding into new areas and I am very happy to be part of this growth. As more women join our community it’s truly beneficial for everyone.

Dr Jenny Waycott
Senior Lecturer and ARC Future Fellow

Being a part of CIS gives me opportunities to collaborate and work on large research projects in a multi-disciplinary context. Through my research I have been able to positively impact on society and in turn expose myself to better career progression within the School. Through my teaching and research I have been able to share my passion, knowledge and experiences with hundreds of students every year, thus creating awareness, value and a positive learning experience for them.

Dr Antonette Mendoza
Senior Lecturer

Melbourne School of Engineering women are exceptional in their own professional and academic spheres, but what I admire most is that they strive to build new pathways and opportunities for others, especially for other women. CIS is an amazing place to work, where everyone is supported to reach their full potential. We want a workforce that represents the diversity of our community, and that means more women in roles here. We’re committed to achieving our targets for gender diversity and to do this, we continually engage with leaders and female talent across the School to build an even better, flexible and inclusive work environment where everyone has equal access to career opportunities.

Chloe Field
MSE Talent Acquisition Lead
EXPLORE CURRENT OPPORTUNITIES:

You can find our current open roles here: http://www.eng.unimelb.edu.au/about/join-mse/current-opportunities

Learn more about MSE

• Melbourne School of Engineering Careers
  http://www.eng.unimelb.edu.au/about/join-mse

• How we hire
  http://www.eng.unimelb.edu.au/about/join-mse/how-we-hire#how-we-hire

• University of Melbourne
  https://www.unimelb.edu.au/

• University of Melbourne Careers
  https://about.unimelb.edu.au/careers

Helpful information on living in Melbourne

• A guide for joining the school

Have a question? Contact Human Resources at: mse-hr@unimelb.edu.au