MORE THAN A WORKPLACE
Welcome to ECU

At ECU we are guided by the values of integrity, respect, rational inquiry and personal excellence. Our focus on teaching and research is inspired by engagement and partnerships, and we take every opportunity to link with those in the many communities we were established to serve.

Following the example of our namesake, the late Edith Dircksey Cowan, Australia’s first female parliamentarian, we are committed to excellence and to equality for all. Our many benefits and working conditions are evidence of this commitment to supporting our staff, and helping them to reach their potential.

ECU is a workplace where new ideas are encouraged, within a supportive and inclusive environment, with respect for individual differences as we work together towards a common goal – to further develop valued citizens for the benefit of Western Australia and beyond.

I encourage you to consider ECU as your next employer.

Professor Kerry O. Cox
Vice-Chancellor

ABOUT ECU

Edith Cowan University (ECU) is a large multi-campus institution serving communities in Western Australia and a significant cohort of international students. Awarded university status in 1991, ECU has since developed innovative and practical courses across a wide range of disciplines, established a vibrant research culture and attracted a growing range of quality research partners and researchers, many working at the cutting edge of their fields.

This year, 2011, is a particularly special year at ECU. It is the year we mark the 150th anniversary of Edith’s birth, the 90th anniversary of her election to parliament and the 20th anniversary of the establishment of Edith Cowan University, named in her honour.

Engagement with the community is one of the university’s strategic goals, and much effort is invested in ensuring productive and mutually beneficial partnerships are created with a variety of groups.

An emphasis on conducting research with industry partners in areas such as e-commerce, micro-electronics engineering, police studies, education, ecosystem management, palliative care, social justice and human services has seen ECU develop a lively applied research culture. The Edith Cowan University Health and Wellness Institute, for instance, brings together 60 scientists from different disciplines to create WA’s largest powerhouse of preventative health research.

Various areas across ECU are often seeking enthusiastic people to join their team. We look for staff to work in areas such as research, education, finance, IT, human resources, library services, public relations and more. Our jobs@ecu website lists current vacancies. Come and visit, you might find your next career opportunity!
THREE CAMPUSES

The university has two metropolitan campuses in Joondalup and Mount Lawley. It also serves Western Australia’s South West region from a campus in Bunbury, 200km south of Perth.

Joondalup Campus
The Joondalup Campus is situated close to public transport and one of Perth’s major freeways. The campus boasts state-of-the-art facilities including the Health and Wellness Building, a multi-million dollar sport and fitness centre, a new award winning library and an outdoor cinema during the summer months.

Mount Lawley Campus
Only minutes from Perth’s CBD and conveniently serviced by public transport, our Mount Lawley Campus is equipped with extensive teaching resources, first-rate IT and performing arts facilities, and a sport and fitness centre. The Campus is home to one of Australia’s most successful and well known arts training institutions, the Western Australian Academy of Performing Arts (WAAPA).

South West Campus (Bunbury)
Located two hours drive south of Perth and in Western Australia’s largest regional centre, the South West Campus (Bunbury) is the largest University campus outside the metropolitan area. It is part of an educational precinct comprising South West Regional College of TAFE and the Bunbury Health Campus.

As of 2012, all ECU campuses will become smoke-free.

PERTH – a great place to live

Perth is the capital city of Western Australia with beautiful beaches and great weather. It is a clean, safe place to live. The city centre is located on the banks of the Swan River offering a mix of business and leisure with water sports, shopping and entertainment operating in and around the CBD. Restaurants, cafes and bars present many options for dining and socialising. The coastline boasts pristine water and beaches easily accessible north and south of the Swan River.

The northern corridor of Perth, where ECU is primarily based, is a high growth area supported by a modern rail and public transport system. It is also home to some of the State’s best beaches and new residential developments. An extensive range of amenities such as public and private schools and shopping centres are available.
WHAT MAKES ECU A GREAT PLACE TO WORK?

School Holiday Program for Children

Working parents can get their children involved in the ECU Kids Holiday Program run by ECU Sports. Get your kids involved in lots of great activities to keep them active and interested. Fees can be salary packaged too!

Academic Promotions

In addition to the more traditional promotional opportunities at ECU we recognise that there are different pathways for academic careers and achieving academic excellence. In response to this ECU has enhanced its academic promotions policy to assist those with non-traditional academic careers.

Security on campus

The ECU Security Service is staffed by qualified, professional and committed security officers 24 hours a day, seven days a week.

Career Stages

We are a university for the real world and look to engage closely with the communities we serve.

We recognise there are many successful people in our communities that have acquired extensive expertise throughout their careers and may now wish to share their experiences with others.

We provide opportunities for continued contributions from those at the mature stage of their career, and who are:
- a respected practitioner able to share a wealth of professional insight and experience;
- thinking of retiring but still have a lot more to give;
- looking for a flexible work arrangement that provides work-life quality or to ‘top up’ superannuation.

RAZ ISLAM

Media Producer,
School of Communication and Arts

“I was still a student when I was first asked to work for ECU. It was awesome! I was so glad to quit my job in a fish factory and be able to help students with digital media and other things I really love to do.

I mostly value the depth and range of digital media and technologies available at ECU. I have gained an advanced knowledge on a wide range of software and often teach it to others. ECU is really at the cutting edge.

The School of Communications and Arts is a very creative environment. I work with creative experts from every possible creative field. Every day there’s something interesting for me to do – such as designing art festival flyers, teaching visual effects, helping on film sets, photographing award winning students and so much more!

Highlights of my career at ECU include mentoring students in special effects and filmmaking skills. Judging the Film and Video 4 x 4 festival. It’s a truly interesting experience to be a judge for a competition that you were once a student entrant.”

Work / Life Balance

ECU offers working arrangements that help you balance your work with your life! Such as: purchasing extra annual leave, part-time work, working from home, flexible working arrangements, study leave and more. We encourage all staff to explore these mutually beneficial opportunities in discussion with their supervisor.

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SHAYNE MOORE
Indigenous Administrative Trainee,
Faculty of Computing, Health and Science

“...the first hand skills and knowledge acquired in the traineeship has presented me with great experiences and once completed I will leave with formal qualifications and a greater understanding of business practices. The staff are all really supportive here and I know that whatever I decide to pursue in my career, ECU provided opportunities for me.”

A safe and positive working environment
At ECU, we take pride in providing all our staff and students with a safe working environment. Staff survey responses indicate that the majority of staff agree that ECU provides a safe physical working environment. (Source: ECU Staff Satisfaction Survey 2008)

We are eager to benchmark ourselves against similar organisations and continually compare our safety results among the very best in our sector.

ECU also accepts that integral to a productive workplace is a positive work environment and this can be a key factor in staff reaching their potential and staying with the university. This is monitored through staff surveys and other less formal channels of staff feedback.

Our Code of Conduct defines the standard by which staff are expected to conduct themselves and perform their duties.

2 weeks leave over Christmas period
Giving you access to more leave over Christmas and New Year, ECU observes an Essential Student Services Period where a large number of eligible staff are able to take advantage of a longer break.

Remuneration
Competitive salaries are offered for all Academic and General staff roles. More details are outlined in the relevant Awards online.

You can also take advantage of packaging your salary to make it work better for you.

Academic Development
ECU offers a variety of development and consulting services to meet the needs of academic staff including:

- Expert advice for the teaching and learning community
- Working with some of Australia’s best researchers
- Leadership development and management skills training
- Learning technologies including technology trials for new learning and teaching modes
- Advice on best practice and research training
- Blackboard support, administration and development
- Support in preparing applications for teaching excellence projects and awards
- Support in preparing research grant applications

www.ecu.edu.au

BRENDAN CHEREDNICHENKO
Pro-Vice-Chancellor and Executive Dean

Brenda commenced work at ECU in 2007. She has a PhD and has been a School Teacher, Teacher Educator, a Lecturer, Program Director, Head of School and Research Centre Director. The main focus of her work has been in education, teacher education, equity and indigenous education especially through the development of collaborative partnerships between communities and universities.

“While I loved my previous work and workplace colleagues deeply, I have always thought that if I were to move universities ECU would have been top of the list. The opportunity arose!

The most important part of ECU is the people. Our colleagues are generous, committed, hard working and above all share a common vision and value set which is indeed evident in their collegial relationships with each other, and in their partnerships with colleagues external to the university. I am truly privileged to work with them and to be part of the ECU community.”
Family Friendly ECU

ECU is a family friendly university, and as such makes a number of options available to help staff members balance their family and working lives.

ECU’s campuses are well equipped with parenting rooms, crèches, and a Kids Holiday Program all available at ECU’s metropolitan campuses via ECU Sports.

For those expecting a baby, there are a range of paid and unpaid leave options available for the birth mother or their partner. ECU also offers generous paid maternity leave provisions (24 weeks at full pay or 48 weeks at half pay, subject to eligibility). ECU’s maternity leave exceeds Australia’s minimum standards, and is offered in addition to any Federal Government benefits.

Those with caring responsibilities can apply for a range of flexible work arrangements, including part-time hours, purchased leave, flexible start and finish times and remote access to networks (subject to operational requirements).

Salary packaging

Making your salary work for you (using pre-tax payments) includes being able to salary package annual parking fees, gym membership, your child’s participation in the Kids Holiday program, corporate wear, bookshop items, cars via novated lease arrangements and laptops.

Superannuation

Eligible ongoing and fixed-term employees receive 17% employer contributions. UniSuper (the Higher Education Superannuation Organisation) membership gives you the options and features to help build and manage your superannuation throughout your working life and thereafter into retirement.

Aboriginal and Torres Strait Islander people

We offer Aboriginal and Torres Strait Islander people dedicated support services in exploring and securing employment and career opportunities with ECU.

Our Indigenous Employment Co-ordinator is committed to working with you to match your career aspirations with what we have on offer. The Co-ordinator works to develop ECU’s networks and relationships with the Indigenous communities we serve.

In addition to our mainstream employment opportunities, ECU offers a range of alternative pathways:

- Aboriginal school based traineeships for high school students;
- Non-school based traineeships, full-time or part-time;
- Cadetships, enabling higher education study or work at ECU;
- Tutoring for students via the Indigenous Tutorial Assistance Scheme as part of our Kurongkurl Katitjin, ECU’s Centre for Indigenous Australian Education and Research; and
- Ongoing mentorship opportunities.

Environment

ECU is committed to reducing its environmental footprint and encourages the achievement of a sustainable community and learning environment.

We acknowledge that as a large organisation we are a significant contributor to greenhouse gas emissions. Because of this, we strive to reduce or offset our total emissions, and support staff, students and the broader community to do likewise.

Our goal is to minimise the waste of resources, prevent pollution and demonstrate environmentally sensitive development, innovation and continuous improvement.

ECU is also conscious of balancing the development of human spaces with the natural environment.

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Health & Wellness

We offer a wide range of exciting activities as part of the staff Health and Wellness program ‘Live Life Longer’. This includes: lunch time yoga, Weight Watchers @ Work, cooking demonstrations for healthy BBQs and how to boost your energy levels, bi-annual healthy heart checks, regular meditation, singing groups and much more. Most activities are free or heavily subsidised, with new initiatives added each year. A highlight of the year is our free Wellness Expo held on each campus. Attendees can enjoy healthy snacks, massages, giveaways, information and listen to inspirational speakers.

LynnE CohEn
Associate Dean Teaching and Learning, Faculty Computing, Health and Science

Lynne started her ECU journey in 1992. Prior to that she was based in schools teaching and was head of the Biology and Mathematics departments. After returning to study and achieving a Masters and then PhD in Psychology, Lynne has been employed as a lecturer in the School of Psychology and Social Science. In 2010 Lynne was recognised as a Teaching Fellow by the Australian Learning and Teaching Council. This prestigious Fellowship recognises outstanding leaders who are constantly working to improve academic standards and the student experience.

“ECU offers staff the opportunity to work in a world class institution where each and every person is a valued member. Everyone is encouraged to work in a collaborative manner that focuses on the inclusion of both academic and support staff in scholarly approaches to improvement in the student experience and to achieve their research goals to enhance the reputation of ECU as a quality university.”

Art Collection

The Edith Cowan University Art Collection is a dynamic, evolving reflection of the best in Australian and Western Australian art. It is built on a strong philosophical commitment to integrating art into the everyday experience of students, staff and the wider community and fostering and promoting local art practice.

Diversity

ECU works to create a flexible and inclusive environment that values and utilises the contribution of people from different backgrounds, experiences, perspectives and abilities. ECU has made public commitments to equity and diversity in both the staff and student profiles and monitors the staff mix across all areas. It is currently developing programmes to improve access to study and work opportunities for people with disabilities and provides support to ensure these relationships can succeed.

Career and Professional Development

Our Centre for Learning and Development can help you further develop your skills and knowledge. New courses are regularly advertised with face-to-face or online courses both available. Career development discussions are a focus of annual performance reviews.
Every effort has been made to ensure that the information contained in this brochure is correct at the time of printing. The information is subject to change from time to time and the University reserves the right to add, vary or discontinue benefits contained within this brochure. The publication constitutes an expression of intent and is not to be taken as a firm offer or understanding.

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GREENING ECU: Edith Cowan University is committed to reducing the environmental impact associated with its operations by conducting its activities in a socially and environmentally responsible manner. This includes implementing strategies and technologies that minimise waste of resources and demonstrate environmentally sensitive development, innovation and continuous improvement.

Contact ECU by phone on 134 ECU (134 328)

For calls outside Australia phone (61 8) 6304 0000

Email us at enquiries@ecu.edu.au

www.ecu.edu.au/staffplus
www.ecu.edu.au/jobs