

Position Description – Research Associate in Criminology

Updated 10 November 2025

POSITION DETAILS

College	College of Business, Government and Law
Organisational Unit	Criminology
Supervisor	Matthew Flinders Professor, Criminology
Classification	Research (Academic) Level A
Employment Type	Fixed-term, full-time

POSITION SUMMARY

The Research Associate in Criminology will undertake a program of post-doctoral study for the Australian Research Council funded Industry Laureate grant *'Breaking the Prison-Reoffending Cycle: A Desistance From Crime Approach'* (IL240100059) to help achieve key project outcomes. The overall aim of the Industry Laureate is to further develop, test, refine and embed a strengths-based assisted desistance approach to prisoner/offender rehabilitation in all NSW public prisons. The Research Associate will engage in basic as well as strategic-applied research to successfully oversee successive applications (i.e. multiple waves) and possible modification of the Macquarie Assisted Desistance Inventory (MADI), as well as development of Assisted Desistance Action Plans (ADAPs) for all public prisons. The successful applicant will contribute to the supervision of two PhD students attached to the Industry Laureate. It is envisaged that the incumbent may reside in NSW to maximise proximity to relevant fieldwork—although this is not a requirement. The Research Associate will report directly to the Industry Laureate Chief Investigator and work closely with other members of the Industry Laureate team including the additional Research Associate, the Research Officer, and the four PhD students funded by the Industry Laureate. The Research Associate will also be expected to liaise closely with staff and inmates of Corrective Services New South Wales for the duration of the position.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).

KEY POSITION RESPONSIBILITIES

The Research Associate in Criminology is responsible for:

- Assisting in leading the Industry Laureate Project by collaborating with the key Research Team members to successfully deliver project interim and final project milestones and outcomes.
- Contributing to the planning and execution of the Industry Laureate research program by offering new ideas, reviewing relevant literature and other sources of information, actively participating in the production and analysis of data and attending seminars, meetings and conferences.
- Collaborating closely with the Key Industry Partner (KIP) and other agencies and organisations relevant to successful completion of the Industry Laureate program of work.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as quality publication and report writing as well as public presentations that enhance the Laureate program of work and which align with the College areas of research strength and focus.
- Assisting principal supervisors with supervision of postgraduate students.
- Establishing and maintaining collaborations within the University, and at State, national and international levels in order to improve research outputs and publications.
- Some out of hours work (including weekends) may be required.
- Rural travel in NSW and possibly other jurisdictions will be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD in Criminology or equivalent field or *imminent* completion of a PhD in Criminology or equivalent field.
- Demonstrated emerging research experience in terms of publications and presentations at a national and/or international level in Criminology or equivalent field.
- Demonstrated experience in quantitative research methodology including design, analysis and synthesis of data.
- Demonstrated ability to deliver project targets on time.
- Demonstrated well-developed interpersonal skills and the capacity to collaborate and engage with diverse stakeholders and industry partners with a strong preference for proven experience in liaising with or collaborating with correctional departments/agencies (i.e., staff, prisoners, people serving community correctional orders and like).
- Demonstrated ability to critically review the literature in relevant fields.
- Demonstrated ability to undertake collaborative research and establish and maintain effective relationships with staff and industry.
- Demonstrated excellent oral and written communication skills in an academic environment.