

Indigenous Cadetship 2024



Australian
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About the Cadetship

The ANU's College of Science's Cadetship program has been designed to create and facilitate job readiness, career development and job prospects for Aboriginal and Torres Strait Islander Peoples. Its aim is to provide valuable, creative and motivating projects for participants with the ability to demonstrate individual achievements and skills growth as well as creating pathways for future employment and personal growth.

The Cadetship is for Aboriginal and Torres Strait Islander Peoples who are leaving school and wish to experience what the ANU College of Science has to offer before they decide to attend university or secondary study; it is for people already studying at University so they can broaden their skill set and knowledge within science, and it is also for PhD students.

The Cadetship aims also to provide the opportunity to learn skills that will assist with job readiness, up-skilling and for future work opportunity.

What the Cadetship entails

Key objectives

The key objectives of the cadetship are:

- To facilitate job readiness, career development and job prospects for Aboriginal and Torres Strait Islander Peoples,
- To provide valuable, creative, inspiring projects for participants, with the ability to demonstrate individual achievements and skills growth,
- To improve cultural awareness for supervisors and our workforce, with a commitment to completing cultural awareness training for supervisor, colleague or mentor of a program participant,
- To recognise the importance of Aboriginal and Torres Strait Islander Peoples knowledge, customs and practices, and to understand areas where this can improve CoS practices and engagement with the community.
- To attempt, as much as is reasonably possible, to locate ongoing roles for participants in areas of interest.

The Cadetship will be tailored to the needs, interests, goals and skill levels of the Cadet so that they can get the most out of the program. The aim is for each Cadet to leave the program feeling empowered and with skills that will enable them to be job ready and to have an idea of study and/or work paths they wish to peruse in the future.

Further information

The cadetship is a twelve month program that will consist of a two week induction followed by three rotations that will go for three months each. Throughout each rotation, cadets will lead a project with clear milestones that they will be expected to deliver to their area/School by the end of each rotation. Projects within rotations will provide meaningful work, independence and ownership, and demonstrable achievements for participants.

Participants will have a single supervisor, the Senior Advisor, Diversity and Culture, who will be responsible for ensuring program completion by monitoring training and project milestones. A single program supervisor provides:

- A single point of contact for participants,
- An escalation point where it is not appropriate or participants do not have the confidence to raise issues or concerns with a rotation manager,
- A point of contact for supervisors to receive culturally appropriate advice,
- Timely and consistent consultation with relevant training providers and the First Nations Portfolio reducing the administrative load for supervisors,
- The ability to work with the Cadet to ensure they are getting the most from their rotations, setting up further connections and experiences for them whilst they are at the ANU College of Science, and exploring avenues for the Cadet once they finish the program,
- The assurance that the Cadet is supported throughout the program and has ongoing support once the Cadetship has ended.

Participants will have rotation managers and secondary contacts for on the job support, a mentor and a buddy. Mentors and buddies will be chosen based on the needs and goals of the Cadet.

The College of Science is committed to ensuring this cadetship is a culturally safe, welcoming and inclusive program for all participants.

Participants will be expected to complete projects throughout the program designed to aid:

- Job readiness,
- Transitioning to and understanding the ANU workplace,
- Project management and other transferrable skills to assist project work.

To ensure Cadets are placed in a culturally safe rotation, all staff who will be working with the Cadet will undergo Indigenous Cultural Awareness Training. They will also be informed of cultural instances they need to take into consideration such as caring arrangements, Sorry Business, cultural leave and to allow for flexibility based on the Cadets needs and circumstances.

Projects on offer for rotation

The description of the projects below is merely an indication of what they can be. The cadetship will focus on you, and on what your skills, needs, and aspirations are.

There is no expectation for you to have all the relevant skills already, or to want to learn all of them. You just need to find the project inspiring, and to want to learn some of these skills. Discussions will occur with the Project Supervisor so that everyone is on-board with what duties and expectations are surrounding each rotation. Our aim is to tweak the project to suit you!

Virtual Field Trips

ANU students often have field trips as part of their studies, but some cannot attend for a variety of reasons. The ANU College of Science Teaching and Learning Centre is planning to develop a way to offer them a virtual alternative on an online platform. In this rotation, the Cadet would develop a range of skills in science communication, including interpersonal communication with teachers and academics leading field trips, audio-visual communication (photography and videography in the field, potentially including Virtual Reality videography), and/or website design (including VR experiences). This project has large scope for learning a wide range of digital skills, the potential to work with a variety of technology and with a large range of staff with high skillsets in many different fields.

Story Telling

The Fenner School of Environment & Society is engaged in identifying, understanding and proposing solutions to environmental issues and changes across various temporal and spatial scales, collaborating with diverse communities and landscapes across Country. Under the guidance of both Academic and Professional staff, the school extends an opportunity for cadets to actively explore and engage with research sites across different regions. Supported by a program of specialised training and mentorship, cadets will play a pivotal role in crafting captivating narratives that highlight the school's wide-ranging research initiatives, employing ArcGIS Story Maps as the primary medium. This cadetship presents a dynamic and creative avenue for cadets to immerse themselves in active research projects on Country and build transferable skills in science communication.

Plant Sciences – Native Plants

The ANU Research School of Biology, Division of Plant Sciences, would like to offer Cadets the opportunity to shadow technicians within the lab. This rotation would give a cadet the opportunity to see what lab work is like within Biology, with the opportunity to work hands on with guidance around chemical compounds in plant leaves that enhance heat and drought tolerance, with a focus on Australian native plants. Cadets will be part of a small team with the opportunity to take part in cross lab meetings and collaboration, with the potential to move across projects or labs for a few weeks at a time. This project is flexible and if a cadet is interested in participating, there would be open discussions with the lab team at the start of the Cadetship so we can work out what it would entail for all involved.

Electronics

The ANU Research School of Physics is offering projects for the Cadetship that fit within the Electronics disciplines. This will give Cadets the opportunity to explore and learn processes within electronics disciplines including electronic board design software, circuit manufacturing, mechanical integration software, and programming, that they can then apply within future work settings and if desired, future study. The projects within the rotation could entail shadowing academics and researchers to investigate

project integration requirements and developing project designs to assist Physics in furthering research and academic pursuits.

Science Research - Indirect Costs of Research

The College of Science Research Office would like to offer cadets the opportunity to harvest and analyse data on the indirect costs of research funding. The University provides significant infrastructure for the support of research, including access to the University's libraries, computing systems, laboratory and office space, instrumentations, safety and ethics clearances, etc. Indirect costs describe the infrastructure support by the University. This rotation would give a cadet the opportunity to work with several teams across the University to learn how research funding is costed, where indirect costs are charged, and produce a data set that informs decision making on how research is best supported at the University.

The programs listed were current on 17 October 2023, please double check our website to check that the projects are still available and to see if new projects have been added since then.

How it works

People interested in the Cadetship reach out with an Expression of Interest letter (one to two pages) to the ANU College of Science's Senior Advisor, Diversity and Culture. The letter should outline who the Cadet is, what their interests in the program are and how it would benefit them. The letter should also include a list of three of the listed projects they are interested in doing during their rotation.

If the interested Cadet is unable to write a letter and would prefer to have a meeting to discuss the above in place due to access requirements, this can be arranged.

The Senior Advisor, Diversity and Culture will be the Cadets primary supervisor for the duration of the Cadetship.

For the first two weeks of the Cadetship, the Cadet will spend their time with the Senior Advisor, Diversity and Culture who will onboard them, get the Cadet used to the administrative side of the Cadetship, introduce them to supervisors and key staff, mentors and buddies. During this time, the Cadet will have the opportunity to ask any questions they have about their rotations, inform their Supervisor of any Considerations their rotation advisor will need to be informed of, e.g. Cultural and cares duties. This will also give the Supervisor the opportunity to get to know the cadet and to find further opportunities for them during the Cadetship.

Cadets will select three programs that suit their needs, goals and aspirations from the list of available programs. They will spend three months completing one project and then will move onto the next program of their choice.

If the Cadet would like to gain HR/Administration skills as part of their Cadetship, we will find a way to facilitate this so that it is part of the Cadets Rotation.

Who we are

At the ANU College of Science staff and students come from all over the world to conduct, and to learn about, scientific research at the highest level.

The College comprises: the Research School of Astronomy and Astrophysics, the Research School of Biology, the Research School of Chemistry, the Research School of Earth Science, the Fenner School of Environment and Society, the Mathematical Sciences Institute, the Research School of Physics and the Centre for the Public Awareness of Science.

Here is a small sample of what we do. Find out more at <https://science.anu.edu.au/news-events/news>



Fighting fires from space

"It never crossed my mind that when I started my engineering career, I would end up being part of a satellite mission"

[Read more](#) about Dr Nicolas Younes Cardenas and the ANU InSpace OzFuel program

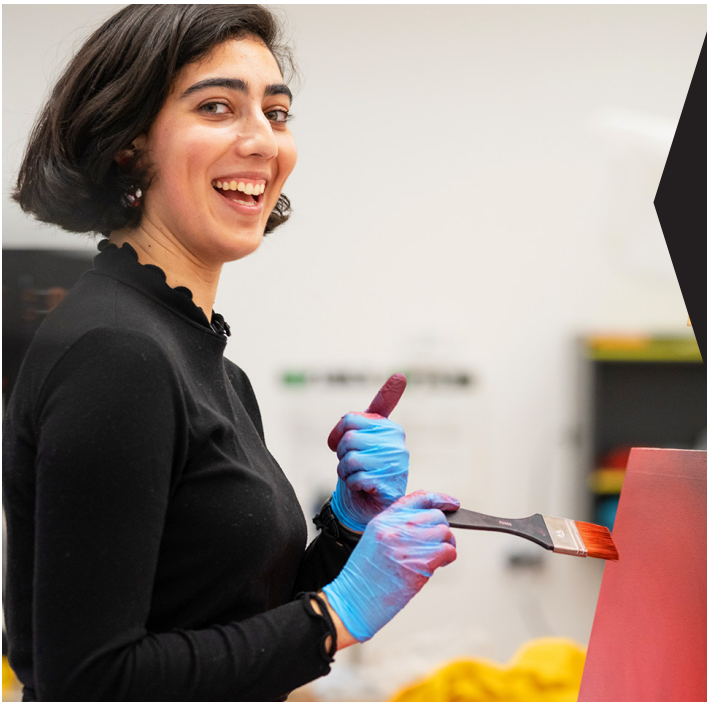


How to grow plants on the moon

"We're looking at how we can adapt crops so that they can be productive in challenging environments"

[Read more](#) about Associate Professor Caitlin Byrt and the Lunaria One mission





Painting the universe red

“I love the creative liberty of choosing how to represent a scientific idea.”

[Read more](#) about Raghda Abdel Khaleq and the connections between art and science



What are you doing?

“It’s funny, but often the things you do just to give them a go, they end up being the things that interest you the most”

[Read more](#) about Jonah Lafferty and his work helping the Arakwal community





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Contacts

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