

Appendix A - Westpac Research Fellow Attributes

We are looking for Westpac Research Fellows who possess the following attributes. This is a comprehensive list, and successful candidates may not have all of these. Applicants will be assessed on the demonstration of these attributes throughout the selection process.

| Attribute | Definition |
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| Collaborative Team Builder | <ul style="list-style-type: none">• Works collegially with others, is inclusive, and builds effective teams and partnerships.• Shares knowledge to bring academia and broader society together.• Seeks to mentor and share skills and information with others.• Identifies opportunities to work with others and leverages different skills for common goals. |
| Comfortable with Complexity | <ul style="list-style-type: none">• Can identify issues quickly and has the ability to draw linkages to root causes and introduce new ways of looking at problems.• In determining the way forward, thinks laterally and considers different perspectives in developing the approach and the solution and tolerates a degree of risk. |
| Connected Communicator | <ul style="list-style-type: none">• Patient, attentive listener who seeks to understand and relate to others.• Can clearly communicate their ideas to diverse groups of people.• Adapts own style to better connect with others.• Can translate complex ideas into simple concepts.• Influences others through robust storytelling. |
| Driven to Succeed | <ul style="list-style-type: none">• Sets high standards, strives for excellence, pushes for positive results.• Inspired to seek out challenges, identify gaps and seize opportunities to progress thinking and change.• Can make things happen and achieves results in a manner that doesn't have negative impacts on their team or stakeholders. |
| Emotionally Intelligent | <ul style="list-style-type: none">• Understands their own strengths and weaknesses.• Is aware of their impact on others and ensure their behaviour creates a positive culture and environment.• Insightful and reflective.• Willing to take on feedback and suggestions from others, including advice on development and growth. |
| Exercises Good Judgment | <ul style="list-style-type: none">• Has ability to determine and focus on what is most important and impactful.• Analytical, thorough, and detailed.• Takes in information from all perspectives before drawing conclusions.• Thinks outside of own discipline, maintains a vision of the big picture. |
| Enables Diversity & Openness | <ul style="list-style-type: none">• Fundamentally believes in the strategic advantage of diversity and enables a culture of open expression of diverse ideas and opinions.• Interested in and respectful of people with different backgrounds and ideas to their own.• Has empathy and concern for the wellbeing and welfare of others and fosters such culture. |
| Innovative Thought Leader | <ul style="list-style-type: none">• Adopts an entrepreneurial approach to own field of study.• Future focused, has clarity of purpose to work towards long term goals.• Shows vision and imagination and enables creative thinking in others.• Leads debates and inspires intrigue.• Uses knowledge, insights to shape long term advancement in their field. |
| Resilient | <ul style="list-style-type: none">• When faced with obstacles and setbacks, perseveres, remains optimistic, committed, and focused.• Courageous and confident to take on challenges.• Willing to go outside of their comfort zone, they remain calm and lead with clarity and empathy. |