



## **Group Leaders to the EMBL Australia Partner Laboratory Frequently Asked Questions**

### **Are there any eligibility restrictions (e.g. nationality)?**

There are no nationality restrictions.

### **What qualifications, experience (incl. minimum postdoctoral experience) and other conditions are required of the applicants?**

The candidate needs to hold a PhD or equivalent degree. There is no minimum postdoctoral experience required. Candidates who have been appointed in the past have had between 3 and 7 years of postdoctoral experience but this should be seen more as a guide than as a rule.

### **What are the conditions of employment?**

The successful candidate will be employed by Monash University on the terms and conditions of the Monash University Enterprise Bargaining Agreement (2009 (EBA)). Over and above the conditions of the EBA additional terms, conditions and benefits will also be applied which are in line with EMBL (Europe) terms and conditions.

### **What are the broad areas of research that are of interest for EMBL?**

EMBL Australia will be selecting scientists who will help to progress the Scientific Program that has been developed. The EMBL Australia Scientific Program can be reviewed at [www.emblaustralia.org](http://www.emblaustralia.org)

### **What level of funding support available for a Group Leader and their potential team?**

Funding is provided for the Group Leader and their associated group costs i.e. –

- Salary and allowances for the Group Leader
- One post-doctorate level scientist for 1 year
- A technician or equivalent position for 5 years
- Other lab/research operating expenses for 5 years (see below for details).

### **What support will be provided for operating expenses?**

The operating budget depends on the type of research pursued (e.g. whether equipment or consumable intensive). The sums involved will be discussed in detail during the selection process.

It should also be emphasised that the operating budget is completely available for expenditure by the group on materials, travel and other costs as well as capital expenditure for equipment purchased in the group and Unit. Salary costs are not included in this budget. Salary budgets are allocated in addition to this allowance.

An additional central fund is available for the purchase of items of equipment whose cost exceeds that which can be carried by the Unit. A large variety of expensive technology and equipment is made available via EMBL Australia's agreement with BioPlatforms Australia and the extensive facilities available at ARMI and Monash University.

The initial equipment requirements of each group are different, and thus are dealt with on an individual basis during recruitment. The bottom line is that EMBL Australia will aim to meet your research needs.

### **Are group leaders able to secure external funding?**

The budget for the Group Leader will provide for a group of roughly 2-3 people without requiring additional external funding. There is no expectation that grant funding should be used to offset the EMBL budget. Postdoctoral fellows are encouraged to apply for external funding. The funding is usually sent to Monash University, however, the Group Leader has full discretion as to how the funding is to be spent for their research.

### **What is the approach to the provision of central services?**

Consistent with contemporary trends, EMBL Australia will aim to provide many services centrally. This includes core research facilities at Monash such as the Australian Synchrotron and the Monash Biosciences precinct including microscopy (Monash MicroImaging), FlowCore the new flow cytometry core facility, a new GeneCore (including expression profiling, HTP sequencing), the Gene Recombineering Core Service and FishCore, the new state-of-the-art Zebra Fish Facility. This avoids wastage of resource and frees scientists to pursue their science rather than administer contracts for routine services.

### **What support will be available for relocating a Lab to EMBL Australia Partner Laboratory**

EMBL Australia is very flexible in helping new group leaders and unit coordinators move to the Laboratory (e.g. Sufficient laboratory and desk space is available for the average group. Support to transfer grants that are still extant can be provided as will support for the administration of the grant (where this is permitted by the funding institution).

Support in transferring key group members from the previous Institute to the EMBL Australia Partner Laboratory will be provided as well as support for the transfer of equipment from a previous lab where this is scientifically important and makes financial sense as compared to purchasing new equipment.

### **What are the visa requirements for the period at EMBL Australia?**

Successful applicants (and their dependants) who are not already Permanent Residents of Australia will be sponsored for a Permanent Residency visa.

Further information about working in Australia is available from the Australian Department of Immigration and Citizenship: <http://www.immi.gov.au/immigration.htm>

## Is the successful Group Leader allowed to remain in Australia on completion of the contract?

Assuming that the Group Leader has been granted Australian Permanent Residency at the beginning of their appointment there will be no work restrictions on completion of the contract term nor restrictions related to remaining in Australia.

Further information about working in Australia is available from the Australian Department of Immigration and Citizenship: <http://www.immi.gov.au/immigration.htm>

## How does the Australian Healthcare System work?

The Australian health system is widely regarded as being world-class, in terms of both its effectiveness and efficiency. The system is a mixture of public and private sector health service providers and a range of funding and regulatory mechanisms.

Universal health cover is provided by Medicare. If you are a permanent resident or have applied for Permanent Residency you are eligible to access Medicare benefits. The scheme gives you access to free treatment as a public patient in a public hospital and free or subsidized treatment by practitioners such as doctors, including some specialist and participating optometrists. Australian Medicare is funded through taxation and you will make financial contributions to the scheme through your taxes and the Medicare levy (1.5%), which is based on your taxable income.

Private Insurance is also available for residents of Australia at a cost to the individual. If you do not take out private health insurance cover you are likely to also have to pay an additional Medicare Levy Surcharge of 1% of taxable income. Further information for new residents can be found at: <http://www.medicareaustralia.gov.au/public/migrants/new-residents.jsp>

## How does the Australian Superannuation or Pension System work?

Superannuation is the process of accumulating a fund for retirement. The benefits provided by most super funds in Australia are in the form of a Lump Sum Benefit that can subsequently be used to purchase an annuity or pension if required. Superannuation for staff at Monash University is paid to UniSuper which is the fund nominated in the Monash Enterprise Agreement. Full details regarding UniSuper can be found on their website at: <http://www.unisuper.com.au/home>

As a Permanent Resident, if you leave Australia, your superannuation benefits will be “preserved” and, as such, you will not be able to access or transfer your benefit out of Australia until you reach your “preservation age” (between 55 and 60 depending on your birth date). Your benefits must remain in an Australian superannuation fund (of your choice) and will continue to be credited/debited with investment returns.