School of Agriculture and Food
Faculty of Veterinary and Agricultural Sciences

Senior Research Fellow/Principal Research Fellow and Associate Director, Drought Resilience and Climate Studies

POSITION NO 0054553

CLASSIFICATION Level C
Level D

SALARY Level C – $131,739 - $151,900 p.a.
Level D – $158,624 - $174,754 p.a.

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Full-time (1.00 FTE)

BASIS OF EMPLOYMENT Continuing

OTHER BENEFITS https://about.unimelb.edu.au/careers/staff-benefits

HOW TO APPLY Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number.

CONTACT FOR ENQUIRIES ONLY Professor Tim Reeves
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Please do not send your application to this contact

For information about working for the University of Melbourne, visit our website: about.unimelb.edu.au/careers
Position Summary

Victoria Drought Resilience Adoption and Innovation Hub

The Victoria Drought Resilience Adoption and Innovation Hub is a University of Melbourne led consortium of regionally based partners comprising the University of Melbourne, Deakin University, Federation University, La Trobe University, Agriculture Victoria, Riverine Plains Inc., Birchip Cropping Group, Southern Farming Systems, Food and Fibre Gippsland, and the Mallee Regional Innovation Centre. The work of the Hub addresses drought and its impact on household incomes, and industry and community dislocation, by focussing on drought resilience, risk, preparedness and response at the farm, environment and community levels. The Victoria Hub represents a comprehensive approach to enhancing economic, environmental and social resilience to drought in order to create innovative and profitable sectors, sustainable and functioning landscapes, and resourceful and adaptable communities.

The Associate Director, Drought Resilience and Climate Studies will be responsible for leading the Victoria Drought Resilience Adoption and Innovation Hub’s research, adoption and innovation collaborations, identifying the scientific, economic and social inputs and expertise that will be needed to deliver on the key objectives of the Hub around drought and climate. The Associate Director will collaborate with researchers and other specialists in the discipline and coordinate research, adoption and innovation activities. Reporting to the Director, the position will contribute to developing research, development and extension programs within the Hub to maximise benefits to Victorian agriculture and regional communities related to the purpose of the goals and objectives of the Hub.

The Associate Director will be responsible for assisting the Director in engaging with key stakeholders including farming and industry organisations, liaising with the Federal Government, State Government and Local Government as well as other Hubs and Hub participants, and providing scientific strategic and innovative guidance for RD&A related to drought agriculture.

As Senior Lecturer/Associate Professor, the Associate Director will take a leading role in the establishment of a research program in their discipline which enhances the interdisciplinary research within the School and complements the established research strengths in sustainable agri-food systems, soil science, animal and plant production, plant and animal biotechnology, food science and sustainable crop and animal production, agricultural economics and rural innovation.

As a representative of the University, this position will participate in leadership and service both within and outside the University and broader community and will be an effective member of committees at the School, Faculty and University level as appropriate to the level of appointment.

As with all University staff, the effective promotion of positive engagement in learning and career development of self and others, and actively promoting equity, diversity and cultural awareness consistent with University values is an expectation of this role.

The Associate Director will be primarily based at the University of Melbourne’s Dookie Campus and will be required to travel to other campuses and sites, including Hub participant sites as part of engagement activities.
1. **Key Responsibilities**

The University of Melbourne sets ‘Minimum Standards for Academic Levels’ (MSALs) which are expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

Below is the MSALs for Level C and Level D academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

**Occupational Equivalent: Senior Lecturer, Senior Research Fellow**

A Level C Academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching the Academic will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.

A Level C Academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. The Academic may undertake research. The Academic will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the University.

The research work of a Level C Academic will be acknowledged at a national level as being influential in expanding the knowledge of their discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A Level C Academic will normally provide leadership in research, including research training and supervision.

**Occupational Equivalent: Associate Professor, Principal Lecturer, Principal Research Fellow**

A Level D Academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A Level D Academic will make an outstanding contribution to the governance and collegial life inside and outside of the University and will have attained recognition at a national or international level in their discipline. The Academic will make original and innovative contributions to the advancement of scholarship, research and/or teaching in their discipline, and may undertake research.

The research work of a Level D Academic will make a major original and innovative contribution to their field of study or research, and be recognised as outstanding nationally or internationally.

A Level D Academic will play an outstanding role within the University, discipline and/or profession in fostering the research activities of others and in research training.

### 1.1 ASSOCIATE DIRECTOR, DROUGHT RESILIENCE AND CLIMATE STUDIES
Support the Director in leading the Hub, engaging effectively with academic colleagues, partners, other National Drought Hub leaders, farming and rural communities.

Lead the development of strategic research and innovation priorities and develop scientific/economic/social disciplinary leadership, coaching and mentoring for research and innovation teams.

Identify the scientific, economic and social inputs and expertise that will be needed to deliver the key objectives of the Hub and ensure that the appropriate resources are allocated.

Work in partnership with researchers and other specialists in the discipline and allocate activities based on their expertise.

Build and maintain effective relationships with the Future Drought Fund and the Department of Agriculture, Water and Environment.

Ensure that the grant objectives and reporting schedules are met with the appropriate resources to support these activities.

Develop and implement programs within the Hub to maximise benefits to Victorian agriculture and regional communities related to the purpose and goals of the Hub.

Provide strategic and innovative guidance for RD&A related to drought, risk and adaptation in agriculture.

Oversee the ongoing regional consultation process and the development of project ideas for the Hub.

Produce technical publications in accordance with the communications strategy and in consultation with knowledge brokers.

Work closely with the Director and Hub Manager in the delivery of communications and reporting schedule.

Oversee the timely delivery of the MERL plan in accordance with Federal Government requirements.

1.2 TEACHING AND LEARNING

This is an Academic Research position and there is no expectation to teach, however, the position may be required to participate in guest lectures, or related activity from time to time.

1.3 RESEARCH AND RESEARCH TRAINING

Provide leadership and foster excellence in research and research training across the University and within the community, professional, commercial or industry sectors.

Subject to the level of appointment, undertake research and maintain an outstanding track record of original, innovative and independent outputs, ensuring a sustained level of published papers in referred journals, books and articles recognised as outstanding in the discipline at the national and/or international level.

Lead and drive a relevant research program in the discipline and attract high calibre students.

Successfully obtain significant research funding from competitive grant and external bodies i.e. industry and government.

Attract and supervise to completion high calibre Research Higher Degree students and provide academic mentoring to students.
Lead and mentor research staff, encouraging their research publication outputs in journals, books and reports and referred conference proceedings.

Promote collaborations across institutes, internationally and nationally to further research in the discipline.

Develop and implement education and research models that can be applied across a broad range of government and industry settings.

Provide leadership in developing research initiatives.

1.4 LEADERSHIP AND SERVICE

Lead by example and ensure the values, standards and expectations for appropriate behaviour in the workplace and the best interests of a leading University are upheld as well as the University's commitment to a diverse and inclusive workplace and ensure this is reflected in teaching, learning and research activities.

Participate and lead in activities that strengthen the links between the University and the community which help in the dissemination and utilisation of knowledge.

Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.

Ensure all requirements are met for the Performance Development Framework for staff supervised by this position.

Foster professional working relationships with colleagues both within the Faculty and wider University.

Undertake appropriate leadership roles within the Faculty, School and/or University if available.

Foster a harmonious work environment that is conducive to productivity, promotes creativity and rewards and recognises individuals and group achievement.

Champion ethical debate, research, education and industry engagement in the discipline.

Develop strong collaborative interactions and synergies with other departments and faculties, undertaking research of relevance to precision agriculture applications.

Attend and participate in School, Faculty and University events or activities such as research showcases, Open Day and other events that promote the University.

1.5 STAFF SUPERVISION

Manage staff issues in a timely manner in accordance with University policies and procedures.

Create an environment where staff can accelerate personal growth and work towards achievement of career goals including promotion.

Support the University’s Diversity and Inclusion Strategy.

1.6 RESPONSIBILITY AND COMPLIANCE

Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;

Reliably follow communications protocols and/or policies as appropriate.

Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
Behavioural Expectations - All staff are expected to maintain the following behaviours:
- Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
- Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address 

2.1 ESSENTIAL

- An awarded post-graduate qualification in a relevant discipline with extensive experience in a similar position.
- Demonstrated knowledge of agriculture and/or regional development as relevant to the purpose and operations of the Victoria Drought Resilience Adoption and Innovation Hub.
- Proven ability to shape strategic thinking within a complex organisation.
- Demonstrated ability to build and cultivate productive working relationships, particularly with external government, industry, community and funding agencies.
- Proven ability to influence using a range of communication methods with demonstrated ability to tailor information for different audiences.
- Well-developed interpersonal and skills with the ability to build and maintain relationships with staff and clients, external stakeholders and an ability to tailor information to different audiences in a diverse environment.
- A successful record of securing competitive research grants and/or industry funding and directing research programs including the successful delivery of research outputs and milestone reports within budget and in a timely manner.
- Recognition as being influential in a relevant discipline, evidenced by a strong record of original and innovative research contributions in peer reviewed journals, book chapters, conference papers and presentations.
- Demonstrated evidence of the ability to provide a significant degree of leadership in scholarly and/or teaching as well as providing mentoring to staff and students.
- Demonstrated ability to provide high quality supervision to students, with a record of completions on topics in a relevant discipline.
- A successful record of securing competitive research grants and/or industry funding and directing research programs.

In addition to the above criteria, to be appointed to Level D:

- An established international research profile, with a significant record of publication in relevant leading outlets, and evidence of capacity to initiate and lead new programs and research.
- Demonstrated ability to provide high quality supervision to students, with a record of completions on topics in a relevant discipline.
Evidence of high-level leadership and management skills with the ability to lead and work collaboratively in research or teaching teams, including a commitment to diversity and inclusion.

A successful record of securing substantial competitive research grants and an outstanding sustained record of academic publication in peer reviewed journals, book chapters, conference papers and presentations.

Demonstrated ability to lead and develop strong links with the business sector, industry and government, with national and international collaborators as well as interdisciplinary across a large organisational unit.

Demonstrated ability to make outstanding contribution to governance and collegial life inside and outside the University and recognition at the national or international level within the discipline.

2.2 SPECIAL REQUIREMENTS OF THE ROLE

As the Faculty of Veterinary and Agricultural Sciences is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.

This position requires the incumbent to hold a current and valid Working with Children Check.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University’s People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:
https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 FACULTY OF VETERINARY AND AGRICULTURAL SCIENCES

http://fvas.unimelb.edu.au/

The Faculty of Veterinary and Agricultural Sciences is a leader in agricultural, food and veterinary science education and research in Australia.

The faculty comprises the Melbourne Veterinary School and the School of Agriculture and Food. The faculty operates across three campuses: Parkville, Werribee and Dookie. We acknowledge and pay respect to the traditional owners of the lands upon which these campuses are situated, the Wurundjeri and Boon Wurrung peoples and the Yorta Yorta Nation. In addition to education and research, the faculty operates a veterinary hospital at Werribee, a broadacre farm at Dookie, and an equine hospital in Shepparton.

As a faculty within the University of Melbourne, we share the core purpose of benefiting society, and the guiding aspiration to be a world-leading and globally connected Australian university with students at the heart of everything we do. We are dedicated to improving animal health, sustainable agricultural practice and food security through cross-disciplinary and collaborative research. Our focus on quality teaching spanning agricultural, food, and veterinary sciences, aims to equip tomorrow's leaders with the skills and knowledge to solve global issues. The faculty aspires to be the destination of choice in Australia and one of the finest in the world in the fields of agriculture, food, animal health and veterinary sciences for students, teachers, researchers, collaborators and investors.

Our research capabilities and expertise are focused on solving real-world problems and creating healthier and more productive communities and environments, both in Australia and globally. Interdisciplinarity and cooperation between our research disciplines underpin the faculty's One Health approach – recognising the inextricable link between human, animal, plant and environmental health. The faculty has particular research strengths in animal diseases, zoonotic infectious diseases, production animal systems (including dairy and red meat), animal welfare, soil and plant sciences, agricultural innovation and sensory food science. We have strong links with industry, policy makers, other research institutions and the wider community.

The faculty provides the only professional-entry veterinary medicine program in Victoria and offers one of the most comprehensive educational programs in agricultural and food science in Australia. Our programs range from custom-education short courses to masters courses and cover a wide variety of undergraduate and postgraduate subjects across agriculture, food, and veterinary science. Our flagship courses are the Bachelor of Agriculture, the Master of Agricultural Sciences, the Master of Food Science, and the Doctor of Veterinary Medicine.

5.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight...
hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers

5.3 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance