



## POSITION DESCRIPTION

School of Geography, Earth and Atmospheric Sciences  
Faculty of Science

### Research Fellow (Enabling Climate Change Adaptation)

<b>POSITION NO</b>	0057022
<b>CLASSIFICATION</b>	Research Fellow Level A
<b>SALARY</b>	\$77,171 - \$104,717 p.a. (Level A PhD entry level \$97,558 p.a.)
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full time (1.0 FTE)
<b>BASIS OF EMPLOYMENT</b>	Fixed Term for 3 years from November 2022 to October 2025
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Name Professor Jon Barnett Tel +61 3 8344 0819 Email <a href="mailto:jbarn@unimelb.edu.au">jbarn@unimelb.edu.au</a>  <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:  
[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

## Position Summary

This position is to conduct research seeking to understand the enablers of best practice climate change adaptation in Australia, funded by the National Environmental Science Program Climate Systems Hub. The project seeks to explain what enables 'best practice' adaptation in Australia, by: i. evaluating progress in the implementation of adaptation in Australia, ii. developing a framework to identify and evaluate adaptation best practices, iii. identifying the enablers of adaptation best practices, and iv. partnering with on-ground practitioners to develop and test an approach to enabling best practice adaptation. At its conclusion, this project will publish a guide to approaches for best practice adaptation, including case studies demonstrating how these work in action.

The position involves the design of data collection activities, data collection with a range of partners across Australia, analysis and publication of results, project management and reporting, and supporting other members of the research team. The position will be based in the School of Geography, Earth and Atmospheric Sciences at the University of Melbourne, and provides an excellent opportunity for the further development of a career in academic research.

### 1. Key Responsibilities

The position description should be read alongside [Academic Career Benchmarks and Indicators](#).

A level A academic is acquiring skills and building academic achievements (oriented towards the benchmarks).

- ▶ Contribute independently and as a team member in conducting original research, including literature reviews, research design, data collection, data analysis and to meet the objectives of the enabling best practice adaptation project.
- ▶ Work collaboratively with a range of stakeholders and research partners, and with members of the research team.
- ▶ Maintain a strong focus on communicating research findings by publishing in highly ranked journals, presenting to peers at relevant conferences and developing plain English summaries and case studies.
- ▶ Organise meetings with project partners and stakeholders
- ▶ Conducting primary data collection, and in an ethical manner
- ▶ Assist with supervision and mentoring of research assistants and graduate research students involved in the research project.
- ▶ Organization and coordination of occasional events related to the themes of the project
- ▶ Assist in the preparation of proposals and submissions to external funding bodies.
- ▶ Undertake tasks in relation to project management, reporting, expenditures and ethical approvals.

## ***2. Selection Criteria***

### **2.1 ESSENTIAL**

- ▶ PhD in Human Geography or a related social science; or a Masters level degree in Human Geography or a related social science with experience working in the field of climate change adaptation.
- ▶ Demonstrated knowledge of climate change adaptation
- ▶ Demonstrated ability to conduct high quality research
- ▶ Demonstrated expertise in qualitative research methods.
- ▶ A demonstrated capacity to write for both academic and policy audiences
- ▶ Excellent communication, teamwork and project management skills

### **2.2 DESIRABLE**

- ▶ Experience with research on project evaluation, or on governance processes
- ▶ Experience engaging with stakeholders
- ▶ Experience with the Australian system of government

## ***3. Special Requirements***

- ▶ Availability to travel to conduct research and to work with research partners for extended periods of up to 2 weeks (per trip), for up to 18 weeks per year.

## ***4. 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 Advancing Melbourne 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 Advancing Melbourne.

## **5. 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:

<http://safety.unimelb.edu.au/topics/responsibilities/>

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

## **6. Other Information**

### **6.1 SCHOOL OF GEOGRAPHY, EARTH AND ATMOSPHERIC SCIENCES**

<http://www.sgeas.unimelb.edu.au/>

In 2021 the School of Geography, Earth and Atmospheric Sciences was formed within the Faculty of Science. The School combines discipline strength and expertise in Geography, Earth and Atmospheric Sciences, and its research and teaching spans the social sciences through to the quantitative physical sciences. In addition to our internationally recognised discipline expertise, we have strength in a number of multidisciplinary areas including: climate change; resource futures; space, place and social change; environmental hazards; Indigenous knowledge; and Earth system interactions. Environmental change is an overarching theme of interest in the School, and is analysed with reference to both social and natural sciences. The School is dedicated to achieving a better future for our students, societies and the environment.

### **6.2 FACULTY OF SCIENCE**

<https://science.unimelb.edu.au>

Science at the University of Melbourne is the most highly ranked Faculty of Science in Australia. Science is defined by its research excellence in the physical and life sciences and is at the forefront of research addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

We have over 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research, which empowers our STEM students and graduates to understand and address complexities that impact real world issues and the challenges of tomorrow.

We aspire to engage the broader community with the impact that Science has on our everyday lives. Through the strength of our internships and research project offerings, our students are provided opportunities to engage with industry partners to solve real-world issues.

The Faculty of Science has over 50,000 alumni and is one of the largest faculties in the University comprising six schools: BioSciences, Chemistry, Ecosystem and Forest Sciences, Mathematics and Statistics, Physics and the School of Geography, Earth and Atmospheric Sciences.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, the Indigenous Knowledge Institute, the Melbourne Energy Institute, the Office for Environmental Programs and home to numerous Centres.

Science manages more than \$301 million of income per annum, with a staff base in the order of 250 FTE professional staff, and more than 662 FTE academic staff.

We offer a range of undergraduate, honours, graduate and research degrees; enrolling over 10,800 undergraduate and 2,500 graduate students. The Faculty of Science is the custodial Faculty for the BSc (Bachelor of Science). The Faculty of Science is highly research focused, performing strongly in the Australian Research Council competitive grants schemes. The Faculty of Science is currently growing its competitiveness and standing in the National Health and Medical Research Council and health space.

The Faculty of Science provides community services and industry partnerships based on a solid foundation of research in the pure and applied sciences. The Faculty has an endowment of approximately \$100 million. The annual income from the endowment supports more than 140 prizes, scholarships and research awards, and numerous academic positions.

### 6.3 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>.

### 6.4 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.

## **6.5 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 <http://www.unimelb.edu.au/governance>