



POSITION DESCRIPTION

School of Agriculture and Food
Faculty of Science

Research Fellow (Young people and agriculture)

POSITION NO	0058920
CLASSIFICATION	Level B
SALARY	\$110,236 - \$130,900 p.a. (pro rata for part-time)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part-Time (0.80 FTE)
BASIS OF EMPLOYMENT	Fixed term to 30 November 2025
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 Ruth Nettle Tel 0419569684 Email: ranettle@unimelb.edu.au <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

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

The Research Fellow (Young people and agricultural careers) will provide excellence in research at the University of Melbourne's Faculty of Sciences. The position will contribute research as part of an **ARC Linkage project: *Securing the next generation in farming and food careers.***

The position will conduct social research with young people in Victoria to understand their experiences, constraints and enablers to establishing and thriving in a career in agriculture. The research will develop new theories related to young person's engagement with agriculture and, in working closely with partner organisations, contribute to policy reforms in industry and government. The research fellow will work in collaboration with an interdisciplinary team of Chief investigators and 9 partner organisations. The position reports to the leader of the Rural Innovation Research Group who is also the named Chief Investigator for the project.

As with all University staff, the effective promotion of positive behaviour and 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.

This position will be primarily located at the Parkville campus of the University of Melbourne but will be expected to conduct extensive travel throughout Victoria as part of the research.

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 X academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

Level B: Lecturer, Research Fellow (Grade 2)

A Level B Academic will undertake independent teaching and/or research in their discipline or related area. In research and/or teaching and/or scholarship, a Level B Academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other Academics, as appropriate to the discipline.

A Level B Academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research or engage in professional activities appropriate to their profession or discipline. The Academic will undertake administration primarily relating to their activities within the Faculty and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the University.

At Level B an Academic will have experience in research or scholarly activities, which have resulted in refereed journals or other demonstrated scholarly activities. Research may be carried out independently and/or as part of a team. Level B Academics may supervise postgraduate research students or projects and be involved in research training.

1.1 TEACHING AND LEARNING

- ▶ As a research only position there is no requirement for teaching

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Undertake independent research and ensure findings are disseminated through seminars, conference presentations and maintain a sustained level of publications in peer-reviewed journals acknowledged as influential in expanding the knowledge of the discipline.
- ▶ Attract and retain research funding and conduct research relevant to the discipline, with an emphasis on protein foods.
- ▶ Deliver against research objectives to meet project milestones and reporting schedules, as well as fully immerse in the research culture of the Faculty.
- ▶ Prepare research proposals and funding applications to external bodies as appropriate.
- ▶ Assist in the attraction and supervision and mentoring of research students.
- ▶ Promote and develop strategic partnerships with industry organisations and provide leadership in developing research initiatives within the Faculty.
- ▶ Contribute to the development and implementation of education and research models that can be applied across a broad range of settings.
- ▶ Lead, develop and foster a strong research team and mentor more junior staff to enhance their academic careers.
- ▶ Attend and participate in internal and external oral seminars/lectures on relevant topics.

1.3 LEADERSHIP AND SERVICE

- ▶ Lead by example and ensure the values, standards and expectations for appropriate positive 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.
- ▶ Assist with the provision of leadership in the discipline and foster excellence in teaching and research.
- ▶ Proactively build and develop partnerships and collaborative opportunities with industry, government, commercial sectors and other stakeholders.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Perform administrative tasks and serve on committees as directed and as appropriate for the level of appointment.
- ▶ Engage with students to maximise positive experiences and develop student experience initiatives within the curriculum that contribute to the development of a strong student cohort.
- ▶ Promote student well-being and ensure all students are aware of all University support services, working in collaboration or seeking advice from more senior staff.

- ▶ Actively contribute to events such as Open Day and other activities at the Department and Faculty levels, to promote the faculty.

1.4 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.
 - ▶ Create ethics applications and report to the ethics committees

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 [Essential Selection Criteria](#)

2.1 ESSENTIAL

- ▶ An awarded PhD in social science in agriculture, natural resources management, rural sociology, human geography or a related field relevant to agriculture, demographic change and rural young people.
- ▶ Demonstrated ability to undertake and communicate original and independent research, in a related area, evidenced by a record of contribution in peer reviewed journals, book chapters, conference papers as well as presentations to academic, industry and lay audiences.
- ▶ Demonstrated ability to work as a member of an interdisciplinary research team to deliver high-quality research outcomes.
- ▶ Expertise in engaged research/policy development with industry bodies and stakeholders and ability to foster collaborative partnerships
- ▶ A record in attracting and providing supervision to completion of graduate research students and demonstrated capacity to mentor and guide junior staff in their career pathways and development.
- ▶ Demonstrated high level organisational skills and record keeping capabilities as well as well as demonstrated ability to prioritise a range of tasks, manage time effectively and meet deadlines in a busy environment.

2.2 DESIRABLE

- ▶ Industry, government and/or practical experience working with young people in rural areas.
- ▶ Demonstrated capacity to obtain external funding to support research in a relevant discipline.

2.3 SPECIAL REQUIREMENTS OF THE ROLE

- ▶ Driver's license approved for the State of Victoria and recent driving experience in rural areas.
- ▶ As the Faculty of 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 Advancing Melbourne Strategy 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.

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 SCIENCE

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

Science at Melbourne is a global leader across fundamental and impactful scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

Our strength is our breadth of expertise. We are the second largest faculty in the University comprising seven schools: Agriculture, Food, Forest & Ecosystems Sciences, BioSciences, Chemistry, Geography, Earth & Atmospheric Sciences, Mathematics & Statistics, Physics and Veterinary Science.

This depth of knowledge positions the faculty to better understand, explore and impact our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 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. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees; enrolling more than 11,500 undergraduate and 3,750 graduate students.

We are dedicated to delivering leading transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty's focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across six of the University's seven campuses – Parkville, Dookie, Burnley, Creswick, Shepparton and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

We are highly research focused, performing strongly in the ARC competitive grants schemes, often out-performing the national average. The Faculty of Science is also currently growing its competitiveness and standing in the NHMRC space.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI), the Indigenous Knowledge Institute and home to numerous Centres.

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>