School of BioSciences
Faculty of Science

J.N. Peters Fellow

POSITION NO 0049878

CLASSIFICATION Research Fellow, Level A

SALARY $80,258 - $108,906 per annum (pro rata for part-time)
PhD entry rate is $101,460 per annum

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Full-time (1.0 FTE)

BASIS OF EMPLOYMENT Fixed term for 2 years (or part-time equivalent)

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
Associate Professor Therésa Jones
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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
Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff, and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

The J.N. Peters Bequest provides funds for an early career researcher to hold the position of J.N. Peters Fellow in the School of BioSciences in the Faculty of Science. The successful candidate must be working in the field of Genetics or Human Biology or otherwise in promoting the study of those subjects, with special reference to heritable traits in humans or model systems as proxies for humans. Eligible candidates must have an agreement with an academic supervisor within the School of BioSciences to host their proposed research within their lab space.

You will conduct independent research on your nominated research project topic that should lead to the publication of research outcomes in journals, presentations at conferences and other measures of peer recognition (including but not restricted to awards, research grants, fellowships). You will also contribute 20% of your time to teaching in subjects related to genetics and human biology. A required element of this Fellowship is engagement in an educational context with the topic of Eugenics, its history and negative impacts on society and minority peoples in Australia and globally in a suitable undergraduate. Applicants will be asked to propose how they would like to this with options ranging from a public seminar to teaching a module on this topic in an appropriate undergraduate subject.

The School of BioSciences, Faculty of Science and the University of Melbourne’s strategy for Diversity and Inclusion aims to increase the representation of women, Aboriginal and Torres Strait Islander people, and other under-represented groups in our academic workforce. Pursuant to a special measure under Section 12 (1) of the Equal Opportunity Act 2010 (Vic), the School of BioSciences, therefore, strongly encourages applications from suitably qualified candidates from these areas. Additionally, we welcome applications from individuals seeking flexible work arrangements.

We encourage applicants from under-represented groups, including Aboriginal and Torres Strait Islander people. To allow us to consider performance relative to opportunity, we also invite applicants to provide a brief statement (up to 1 page) that describes circumstances that may have affected their career development or progression, including career interruptions or delays, periods of part time work, or forms of bias they have experienced.
1. **Objectives of the J.N. Peters Fellowship**

- Support early career academics who demonstrate clear evidence of high research potential to progress their academic careers in the field of genetics and human biology;
- Help encourage the establishment of an early career academic’s research program at the University of Melbourne;
- Provide early career researchers with experience in preparing external grant applications and help enhance their competitiveness in this area;
- Assist with enhancing the teaching profile of the early career academic preparing them for future academic positions;
- Increase awareness among students of genetics and human biology of the harmful role that eugenics has played in science and society;
- The successful candidate is also expected to provide appropriate acknowledgement of the support of the J.N. Peters Bequest when communicating research outcomes.

2. **Research supported**

The J.N. Peters Bequest supports excellence in pure and applied research projects in genetics or human biology or otherwise in promoting the study of those subjects, with special reference to heritable traits in humans of model systems for the purpose of understanding human biology. (Pure research is experimental or theoretical work undertaken to acquire new knowledge without looking for long-term benefits other than the advancement of knowledge. Applied research is original work undertaken primarily to acquire new knowledge with a specific application in view.)

3. **Period of award**

The position is available for 2 years and must commence before 30 Dec 2023. A research budget of up to $20,000 per annum will be provided to the successful applicant and must be expended during this period. The successful candidate will be required to provide a written report on the outcomes of the project by 31 January 2026. This must be endorsed by the relevant academic host and Head of School.

4. **Key Responsibilities**

As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.

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).

4.1 **RESEARCH**

The appointee will be expected to:

- Independently plan and carry out research in your nominated research project topic and work towards completion of the aims of the project;
- Initiate and conduct high quality research and contribute to knowledge through scholarship, publications in leading journals and presentations at international conferences;
- Develop effective timelines and complete milestones based on goals of the research programme;
- Work towards building an independent research project.
4.2 RESEARCH TRAINING
The appointee will be expected to:
▶ Contribute to training, scientific mentoring and supervision of students and junior research staff in the appointee’s area of expertise.

4.3 TEACHING
The appointee will be expected to:
▶ Contribute to teaching activities within the School of BioSciences (20% teaching allocation)

4.4 SERVICE AND LEADERSHIP
The appointee will be expected to:
▶ Assist other researchers in order to work as a team and further the School’s research output;
▶ Attend and actively participate in School and Faculty seminars, meetings and/or committee memberships;
▶ Undertake Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.

5. Selection criteria
The position is open to suitably qualified persons, irrespective of nationality or residence at the time of application. Appointment of a Fellow from overseas is subject to the Fellow’s successful application for an appropriate visa. The School of BioSciences will sponsor the successful applicant’s visa if needed. The basis of the appointment will be the merit of the candidate and the proposed research project which should build on research activities or interests in genetics and human biology that complement the research strengths of School of BioSciences and Faculty of Science.

5.1 ESSENTIAL
▶ Completed a PhD, with less than 2 years (full-time equivalent) postdoctoral experience;
▶ Agreement from an existing member of the School of BioSciences that they will host you in their physical laboratory if your application is successful;
▶ Ability to collaborate with staff in School of BioSciences and Faculty of Science;
▶ A track record of research capability (relative to opportunity) as evidenced by research outputs in leading publications for the discipline and other measures of peer recognition;
▶ Excellent written and verbal communication skills, as evidenced by primary roles on publications, invitations to present at conferences and/or articles in the media;
▶ Demonstrated relevance of the research project to the study of genetics and human biology.

Applicants are required to submit (in addition to responses to the relevant selection criteria above):
▶ a one-page (maximum) research statement outlining key research questions of interest, general resources required to deliver on these, and potential funding sources;
▶ a one-page (maximum) teaching philosophy statement that includes your values, goals and beliefs regarding both teaching and learning, and a description of how you teach (or plan to teach) in an educational context (at undergraduate level) the topic of Eugenics, its history and negative impacts on society and minority peoples in Australia and globally;
▶ a two-page CV.
5.2 DESIRABLE

- Experience in supervision of graduate students and/or Honours or master’s students;
- Experience in the submission of grant applications.

6. 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 addresses 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.

7. 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/people/community/responsibilities-of-personnel

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

8. Other Information

8.1 SCHOOL OF BIOSCIENCES

http://biosciences.unimelb.edu.au

This position presents an opportunity to join The University of Melbourne’s School of BioSciences. BioSciences houses 60 continuing academic staff, and more than 150 academic staff overall (including postdocs, and other research contingent staff) all working on the world’s top biological challenges – from climate change, biosecurity and pollution to reproductive health and food production. Collectively members of our School lead more than 240 research projects in the general areas of ecology, evolution, zoology, marine biology, genetics, plant science, genomics, biosecurity, biological pollution, reproductive biology and data science.

The School of BioSciences was formed in 2015 through the amalgamation of the School of Botany and the Departments of Genetics and Zoology thus bringing together a critical mass of 160 Academic staff and 240 Research Higher Degree students undertaking world class teaching and research in the biological sciences. Academics within the School are aligned to 2 research
domains - Ecology & Evolutionary Biology and Molecular and Systems Biology. Through cross-disciplinary collaborations within the School and with external partners the School is a major recipient of grant and contract funding.

The School is a major contributor to the Bachelor of Science, Bachelor of Biomedical Science and the Environmental Science programs, its teaching program reflecting the research interests within the School.

8.2 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 & Ecosystem 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.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, Melbourne Energy Institute, Melbourne Biodiversity Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI) and the Indigenous Knowledge Institute and home to numerous Centres.
8.3 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.

8.4 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.

8.5 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