Position Description

School of Agriculture and Food  
Faculty of Veterinary and Agricultural Sciences

Research Fellow (Soil Science and Agronomy)

<table>
<thead>
<tr>
<th>POSITION NO</th>
<th>0056709</th>
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<tbody>
<tr>
<td>CLASSIFICATION</td>
<td>Level A</td>
</tr>
<tr>
<td>SALARY</td>
<td>$77,171 - $104,717 p.a. (pro rata for part-time)</td>
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<tr>
<td>SUPERANNUATION</td>
<td>Employer contribution of 17%</td>
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<tr>
<td>WORKING HOURS</td>
<td>Full-time (1.00 FTE)</td>
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<tr>
<td>BASIS OF EMPLOYMENT</td>
<td>Fixed-term position available up to 30 June 2024</td>
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<tr>
<td>OTHER BENEFITS</td>
<td><a href="https://about.unimelb.edu.au/careers/staff-benefits">https://about.unimelb.edu.au/careers/staff-benefits</a></td>
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<tr>
<td>HOW TO APPLY</td>
<td>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 Opportunities' or 'Jobs available to current staff'), then find the position by title or number.</td>
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CONTACT FOR ENQUIRIES ONLY  
Associate Professor Helen Suter  
Tel +61 8344 0179  
Email helencs@unimelb.edu.au

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**

The Research Fellow (Soil Science) will be responsible for contributing to research at the University of Melbourne’s Faculty of Veterinary and Agricultural Sciences, School of Agriculture and Food. This position will work under limited supervision to assist and participate in research within the project team to deliver project objectives and milestones which will include writing milestone reports and peer reviewed papers, liaising with stakeholder groups including farmers, regional CMAs and land management groups, and the research team, managing the project activities, supervising casual staff, and presenting at project meetings and other events as directed.

The project this position will contribute to will investigate the potential for mixed species pasture swards to increase the resilience of grazing based dairy systems under a changing climate. This project is a Future Drought Fund Project *Scaling out of successful multi-species pasture management in rainfed dairy systems of southern Australia to increase drought resilience at landscape and catchment levels*. The focus of the project is on pasture productivity and quality, and soil health (soil moisture, nitrogen and carbon dynamics, and soil microbiology).

The Research Fellow will be responsible for investigating pasture productivity and quality and soil health at selected commercial farm sites across Victoria (Gippsland, Western District and NE Victoria) under multi-species and perennial ryegrass dominant systems.

Reporting to the project lead and working closely within the project team, this position will contribute to research primarily in the field environment, with collection of soil cores and pasture biomass samples. The Research Fellow will collect, process, and organise analysis of samples, interpret the data collected and provide appropriate summaries and draw conclusions on the data that is suitable for reporting, publication and presentation. The position will undertake laboratory processing and organise analysis of samples and will be required to liaise with farmers to conduct these activities and gain an understanding of the individual farm systems.

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 inclusion consistent with University values is an expectation of this position.

This position will be primarily based at the Parkville campus of the University of Melbourne but will be expected to attend meetings and perform duties from other campuses or locations from time to time. Travel to rural locations on a regular basis for multiple days in each trip is a requirement of this position.

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

*Level A – Tutor, Research Assistant (Grade 2), Research Fellow (Grade 1)*

A level A academic will work with the support and guidance from more senior academic staff and will work under the supervision of academic staff at level B and above.
A level A academic is expected to develop their expertise in teaching, scholarship and/or research with an increasing degree of autonomy and may work with limited supervision and/or as part of a team.

A level A academic will contribute to teaching at the institution (at a level appropriate to the skills and experience of the staff member) and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline.

They will undertake administration primarily relating to their activities at the institution. The contribution to teaching and supervision of students of level A academics will be primarily at undergraduate and graduate diploma level.

The results of research conducted may be published as sole author or in collaboration.

1.1 TEACHING AND LEARNING

- This is an Academic Research position and there is no expectation to teach.

1.2 RESEARCH AND RESEARCH TRAINING

- Undertake research under limited supervision and deliver against research objectives to meet project milestones and reporting schedule as well as fully immerse in the research culture of the Faculty.

- Contribute to research leading to publications arising from research in peer-reviewed journals, articles and oral and written presentations to industry and lay audiences, including presentations at industry and science conferences.

- Collect, process, and organise analysis of samples, interpret the data collected and provide appropriate summaries and draw conclusions on the data that is suitable for reporting, publication and presentation.

- Undertake laboratory processing and organise or conduct analysis of samples in consultation with farmers and gain an understanding of the individual farm systems.

- Work collaboratively and effectively with key stakeholders within the Faculty to contribute to research objectives.

- Attend and participate in research showcase events and give internal and external seminars/lectures on topic areas relevant to the role.

- Prepare written reports of the progress of research work ensuring that the research data within these reports are presented in a publication quality format.

- Within the scope of the level of appointment, co-supervise honours, postgraduate coursework and research higher degree students as directed.

- Build and sustain research activities in related areas under the supervision of senior staff, with a focus on interdisciplinary activities here appropriate.

- Assist in attracting and retaining research funding from competitive research grants and other funding sources.

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.

- Participate in activities and events that enable translation and extension of project findings to broader audiences, including, but not limited to, attending industry events,
conferences, field days, writing for non-specialist audiences, participating in workshops and supporting sector and public engagement.

- Undertake administration primarily relating to the activities of the role.
- Attend relevant conferences and incorporate learning’s into practice, as funding permits.
- Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- Foster a harmonious workplace environment that is conducive to productivity, promotes creativity and rewards and recognises individuals and group achievement.
- Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others.
- 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.

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.

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

- A PhD awarded in agriculture, soil science, agronomy or related discipline.
- Demonstrated experience and ability to undertake independent research in a related discipline, delivering against research objectives evidenced by peer-reviewed publications as well as oral and written presentations to industry and lay audiences.
- Interdisciplinary ability in soil science, agronomy, environmental science.
- Proven ability to work autonomously and effectively as part of a team to deliver milestones and objectives.
Proven ability to work independently in the field to organize field work, collect samples, liaise with farmers, and effectively store and transport samples from the field to the lab to ensure sample integrity.

Demonstrated time management and organisational skills with the ability to prioritise and meet project deadlines.

Well-developed interpersonal, communication and negotiation skills with the ability to build and maintain relationships with internal and external stakeholders including industry bodies within a diverse work environment.

Proven ability to engage and foster professional working relationships with key stakeholders and industry bodies.

Excellent written and oral communication skills, appropriate for scientific audiences, technicians and other stakeholders and collaborators.

A valid driver’s licence for the state of Victoria.

2.2 DESIRABLE

Knowledge of pasture and soil sampling methodologies relevant to assessment of soil health and pasture quality.

Demonstrated experience working at commercial livestock farms.

Demonstrated experience in effective supervision of staff.

2.3 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.

The incumbent is expected to be able to travel to rural locations on a regular basis for multiple days in each trip.

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 Advancing Melbourne 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 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