Research Fellow in Farming Systems Research (Animal and Pasture Science)

POSITION NO 0061893

CLASSIFICATION Level A

SALARY $80,258 - $108,906 p.a. (*PhD entry level $101,460 p.a.)

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Full-Time (1.0 FTE)

BASIS OF EMPLOYMENT Fixed-Term for 3 years

FLEXIBLE EMPLOYMENT

The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.

OTHER BENEFITS http://about.unimelb.edu.au/careers/working/benefits

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

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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 Research Fellow will undertake cutting edge research within an Australian Government-funded long-term farming systems experiment established in 2024 at the University of Melbourne’s research farm at the Dookie Campus in regional Victoria. The research focuses on climate and drought resilience aspects of cropping, mixed farming and pasture systems. The field experiments at the University of Melbourne research farm are the centrepiece of a collaborative effort in conjunction with the University of Tasmania, Federation University, and the farming systems groups Birchip Cropping Group, Southern Farming Systems and Riverine Plains. Working with the scientific leadership team, Professors James Hunt and Michael Tausz, and the research farm staff, the incumbent will have the opportunity to implement scientifically robust field experiments, undertake a wide variety of field measurements and laboratory analyses, evaluate complex data and publish results in the context of a large collaborative research program.

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. 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).

1.1 RESEARCH
You will be expected to significantly contribute towards the research effort of the team and to develop research expertise in animal and pasture science and farming systems research with an increasing degree of autonomy.

You will have key role in implementing and conducting research experiments, including undertaking field sampling campaigns, laboratory analyses, data collection and data evaluation and other relevant activities necessary to conduct scientifically robust experiments.

Under the guidance and support of Senior Academic staff you will be expected to conduct internationally competitive research, resulting in publications in high impact journals. You will contribute to and publish academic papers and other scholarly outputs to a high academic standard.

Active participate in research seminars and conferences to disseminate research findings as opportunities arise.

You will undertake administrative functions and obligations primarily connected with the staff member’s duties and area of research.

Contribute to and assist in the co-supervision and training of research students primarily at undergraduate level.

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

1.2 EDUCATION AND LEARNING

The appointee may have the opportunity to contribute to teaching, training, scientific mentoring and supervision of students.

1.3 LEADERSHIP AND SERVICE

The appointee will be expected to

- actively participate at School meetings and with guidance, contribute to planning activities or committee work to support capacity building in the School/discipline.
- actively participate in activities within the School and Faculty to support Diversity and Inclusion.
- contribute to, or present research to the public to elevate public awareness of educational and scientific developments and promote critical enquiry and public debate within the community where appropriate.
- effectively demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
- actively contribute to School activities such as Open day to promote student engagement.

1.4 OTHER DUTIES

The appointee will be expected to:

- Perform other tasks as requested by the supervisor or the Head of School
- Actively participate in the University Professional Development Framework
- Ensure an up-to-date record of University compliance courses, such as, but not limited to, Appropriate Workplace Behaviour, PDF for Staff and Supervisors, OH &S training courses.
Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

2.1 ESSENTIAL
- Completion of a PhD in animal science, pasture science, agricultural science or a related discipline
- Demonstrated experience in field-based research on animal production systems with a focus on grazing.
- A demonstrated aptitude for research, with a publication record in well regarded scientific journals and demonstrated ability to prepare manuscripts and reports.
- Demonstrated ability to engage with relevant professional and industry bodies and stakeholders relevant to agriculture to foster collaborative partnerships.
- Excellent interpersonal and both written and oral communication skills in English.
- Demonstrated ability to develop, administer and see through to completion appropriately designed research projects with limited supervision.

2.2 DESIRABLE
- Experience in sheep handling

2.3 OTHER JOB-RELATED INFORMATION
- This position requires the appointee to work in regional Victoria (University of Melbourne Dookie Campus) with no public transport connection
- Occasional work out of ordinary hours will be required according to project needs
- Driving licence valid in Victoria is required

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 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.

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:

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.

5. **Other Information**

5.1 **SCHOOL OF AGRICULTURE, FOOD AND ECOSYSTEM SCIENCES**

https://safes.unimelb.edu.au/

The School of Agriculture, Food and Ecosystem Sciences has a vision of science for flourishing environments and communities. The School brings together diverse discipline strengths to lead the development of new interdisciplinary thinking and high-impact solutions for global challenges relating to climate change, food security, healthy food systems, biodiversity conservation, sustainable forest management, invasive species, and environmentally and economically sustainable agricultural practices. Our expertise spans biophysical, social and technical sciences, and we support a large cohort of PhD students across these domains.

The School teaches a range of undergraduate and postgraduate programs, including the Bachelor of Agriculture, several majors of the Bachelor of Science and, and six Master coursework programs: Master of Agricultural Sciences, Master of Ecosystem Management and Conservation, Master of Food and Packaging Innovation, Master of Food Science, Master of Urban Horticulture and Master of Environment.

The School is situated across four University campuses, with dedicated agriculture, forest and fire, and urban horticulture facilities that enable exceptional and tailored research capacities as well as unique hands-on learning experience. The School is actively engaged in partnerships with industry, government, alumni, and the community to share knowledge and co-develop solutions to real-world problems. Join a vibrant community committed to benefiting people and nature through education and research.

5.2 **FACULTY OF SCIENCE**

http://www.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 five of the University’s campuses – Parkville, Dookie, Burnley, Creswick 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.

5.3 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.

5.4 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.

5.5 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