



POSITION DESCRIPTION

Faculty of Science
School of Agriculture, Food and Ecosystem Sciences

Research Fellow (Aquaculture)

POSITION NO	0058510
CLASSIFICATION	Level B
SALARY	\$114,645- \$136,136 p.a (pro rata for part-time)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Fixed-term position available up to 3 years
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	Giovanni Turchini Tel +61 3 8344 3571 Email giovanni.turchini@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 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 (Aquaculture) is responsible for making independent contributions to research at the University of Melbourne's Faculty of Science, School of Agriculture, Food and Ecosystem Sciences. Working within the project team, this position will independently conduct research to deliver project objectives and milestones.

Reporting to the project lead, the Research Fellow will make independent contributions to and conduct research relating to seafood related sciences, aquaculture sustainability, resource utilisation, aquafeed and aquaculture product quality.

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 the University values is an expectation of this role.

This position will be primarily based at the University's Parkville campus and may be required to attend and work from other sites and campuses from time to time.

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ This is an Academic Research position and there is no expectation to teach, however, the position may contribute to teaching activities from time to time.

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ In collaboration with senior academic staff, conduct internationally competitive research, resulting in publications in high impact journals.

- ▶ Contribute to and publish academic papers and other scholarly outputs to a high academic standard in accordance with the research expectations of the University of Melbourne.
- ▶ Actively participate in research seminars and conferences to disseminate research findings in area of expertise, as opportunities arise.
- ▶ Contribute to the preparation, or where appropriate, individual preparation of research proposal submissions to internal or external funding bodies as relevant.
- ▶ Undertake administrative functions and obligations primarily connected with the position.
- ▶ Contribute to and assist in the co-supervision and training of research students at the graduate and undergraduate level.

1.3 LEADERSHIP AND SERVICE

- ▶ Lead by example and ensure the values, standards and expectations for appropriate 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.
- ▶ Attract, supervise and mentor junior researchers and RHD students in related areas as appropriate to experience.
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Expand the knowledge of the discipline which impacts the field.
- ▶ 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 the University values including diversity and inclusion and high standards of ethics and integrity.
- ▶ Contribute to and participate in committees, events such as Discovery Day and other activities at the Faculty or University level as appropriate.
- ▶ Promote student wellbeing and ensure students are aware of University support services, working in collaboration or seeking advice from more senior staff.

1.4 RESPONSIBILITY AND COMPLIANCE

- ▶ Actively participate in the University's Performance Development Framework (PDF).
- ▶ 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 as relevant to the position.

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 relevant postdoctoral degree awarded in aquaculture or a relevant discipline.
- ▶ Demonstrated experience in aquaculture, with a focus on either sustainability, product quality or aquafeed, and well developed skills in preparing manuscripts for publication.
- ▶ Well developed ability and demonstrated experience in either quantitative and modelling applications (using R or other statistical software) or laboratory based analytical applications (such chemical, biochemical and sensorial analysis) related to seafood and aquaculture products.
- ▶ Demonstrated ability to undertake independent research, with a sound publication record in relevant areas, and a strong evidence of ability and desire to build an academic research career trajectory.
- ▶ 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.
- ▶ Well-developed interpersonal, communication and negotiation skills with the ability to build and maintain relationships with internal and external stakeholders including industry partners and collaborators, in a diverse environment.

2.2 DESIRABLE

- ▶ The ability to attract external funding through grant applications and/or support in funded joint projects with others internal or external to the university.
- ▶ Experience in assisting with supervision of students undertaking undergraduate or higher degree research projects.

2.3 SPECIAL REQUIREMENTS OF THE ROLE

- ▶ As the Faculty of Science 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 University's Advancing Melbourne Strategy and 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.

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

<http://www.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 seven schools: BioSciences, Chemistry, Geography, Earth and Atmospheric Sciences, Mathematics and Statistics, Physics, Agriculture, Food and Ecosystem Sciences and Melbourne Veterinary School.

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.

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