

Position Description

Research Fellow

Position No:	NEW
Business Unit:	School of Agriculture, Biomedicine and Environment
Division:	Centre for Freshwater Ecosystems
Department:	Department of Environment and Genetics
Classification Level:	Level B Research Only
Employment Type:	Fixed term, Full time
Campus Location:	Albury-Wodonga
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

We are looking to appoint a fixed term research only position to contribute to our existing team in the Centre for Freshwater Ecosystems at La Trobe University, based in Albury-Wodonga. While broad training in freshwater sciences is desirable, we are specifically seeking applicants with a background in river and wetland ecology, and skills and experience in one or more of the following areas; field surveys, quantitative statistical modelling, spatial modelling, and remote sensing. Candidates who can demonstrate their ability to integrate different methods (e.g. empirical data collection with remote sensing and/or quantitative models) will be highly competitive.

The successful applicant will join a dedicated team of scientists within the Centre for Freshwater Ecosystems (CFE), which is one of 13 Research Centre's within the School of Agriculture, Biomedicine and Environment. The Centre brings together a broad range of expertise to undertake both basic and applied research and is recognized nationally and internationally for impactful, high-quality research to support the sustainable management of freshwater ecosystems.

Duties at this level will include:

- Conduct and publish, or otherwise disseminate high quality and/or high impact research as a member of a team or independently and produce conference/seminar papers and publications from that research.
- Contribute to writing up research findings for publication and dissemination, including in high quality journals.
- Contribute to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding sources.
- Engage and build relationships with industry and community to help deliver research with impact.
- Co-supervise or, where appropriate supervise Higher Degree by Research (HDR) postgraduate students as required.
- Contribute to the activities of the department and school, as agreed with the supervisor and as consistent with the requirements of any external contracts relating to funding of the position.
- Attend to effective and efficient performance of allocated leadership functions primarily connected with the area of research.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the supervisor, Head of Department or Dean.
- Develop habitat suitability models for riverine fish populations using fisheries survey data and relevant spatial data layers
- Develop meta-population models for priority to species to explore risks to population viability from habitat loss and fragmentation.
- Work with the project team (including industry partners) to conduct and disseminate research findings to end users.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or equivalent qualifications or research experience.
- A record of publications, conference papers and/or reports, or professional or technical contributions which provide evidence of strong research potential.
- Demonstrated ability to supervise, or co-supervise, Honours, Masters and/or PhD students.

- Sound analytical skills with an ability to communicate complex information clearly both orally and in writing.
- High level organisational skills: the ability to set priorities, meet deadlines, initiate and follow-up actions, all with minimal or no supervision.
- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.
- Ability to liaise effectively with a range of collaborators nationally and/or internationally and with industry partners.
- Experience in the preparation of research proposal submissions to external funding bodies and evidence of success in securing research funding.
- Proven experience and success in managing staff performance and development.
- Evidence of the ability to work as a member of a team in a co-operative and collegial manner.
- Demonstrated high level of self-motivation and personal management skills.
- Familiarity in the use of R (or other relevant language) for ecological modelling, including the use of spatial datasets.

Capabilities required to be successful in the position

- Ability to demonstrate self-awareness, see things from another person's perspective and actively seek out and act on feedback to improve knowledge, skills and behaviour.
- Ability to work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
- Ability to think creatively, explore new ideas and respectfully challenge existing practices in order to improve current ways of working.
- Ability to enable a safe, inclusive, high-performing team culture, prioritising staff mental health and wellbeing.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.
- car licence highly recommended
- workplace first aid training

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials:

Date: