POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow

Organisation Unit:
Sustainable Minerals Institute, Centre for Social Responsibility in Mining and Centre for Mined Land Rehabilitation

Position Number: 3038727

Type of Employment: Fixed term, full time

Classification: Research Academic Level A

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built...
scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

One of the UQ's eight research institutes, the Sustainable Minerals Institute (SMI) consists of some 240 staff and postgraduate students covering the areas of mining and geology, mineral processing, environment and rehabilitation, social responsibility, safety and risk, water and unconventional gas. SMI is industry-focused and consequently works with many leading global resources companies and many small-medium enterprises and suppliers. SMI interacts strongly with governments and community. A priority for SMI is the development of talent and providing an environment for successful and rewarding careers.

SMI was founded in 2001 and since its inception has established a reputation as a unique institution for integrated sustainable development research in the resource sector. SMI is a truly global institute with staff and students from around the world. SMI's people are also diverse in their discipline backgrounds, which range across disciplines including anthropology, geology, soil science, sociology, hydrology, environmental science, engineering and mine management.

The Institute recognises and values equity and diversity, and encourages applications from any individual who meets the requirements of this position irrespective of gender, sexuality, race, ethnicity, religion, disability, age or other protected attributes. SMI strives to provide an inclusive working environment, and along with the University is committed to supporting staff with family and caring responsibilities by providing policies, programs and initiatives to help balance work and family responsibilities.


SMI comprises six major research Centres which are organised into pairs:
  - SMI's Production Centres are the:
    - WH Bryan Mining and Geology Research Centre
    - Julius Kruttschnitt Mineral Research Centre
  - SMI's People Centres are the:
    - Centre for Social Responsibility in Mining
    - Minerals Industry Safety and Health Centre
  - SMI's Environment Centres are the:
    - Centre for Mined Land Rehabilitation
    - Centre for Water in the Minerals Industry

Complex Ore Bodies program

Information about the program may be accessed on the Institute's web site at https://smi.uq.edu.au/programs#003
Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - [http://www.uq.edu.au/current-staff/working-at-uq](http://www.uq.edu.au/current-staff/working-at-uq)

DUTY STATEMENT

Primary Purpose of Position

To engage, as a Postdoctoral Research Fellow, in research and teaching that furthers the development of the Institute’s Complex Ore Bodies program, as well as performing research, administrative and other activities associated with the Centre for Social Responsibility in Mining (CSRM) and the Centre for Mined Land Rehabilitation (CMLR).

The successful appointee will have an important role in the conduct of funded research projects being undertaken by a dynamic multidisciplinary team. The first aim of the fellowship will be to contribute to building the Complex Ore Bodies database. The database will layer social and environmental complexities into an analysis of ore bodies, by drawing on research from sociology, political science and industrial ecology. The project may include field testing at Australian and international sites in order to gain insight into improving classification fields and criteria. The appointee will also have a role to play in other multi-disciplinary projects associated with social and environmental complexity in mining e.g. the social-water GIS mapping framework being jointly developed by CSRM and CWIMI. The appointee will draft project reports and working papers and author or co-author academic publications as well as take on some responsibility for project management.

Duties

Duties and responsibilities will involve aspects of, but are not limited to:

**Research**

- Conducting research to build the Complex Ore Bodies database
- Researching and documenting the constraints to responsible and sustainable approaches to mine development
- Developing a contextual understanding of the critical social, environmental and regulatory aspects for complex ore bodies
- Developing social, economic and ecological sustainability metrics to understand complexity factors in mining
- Providing policy recommendations for using innovative approaches to managing social and environmental complexity in developing new mines
- Contributing to the academic and professional profile of the Institute by publishing research papers and presenting at academic and industry conferences
- Preparing research reports, drafting journal articles, and presenting results and research findings to a range of difference audiences – research organisations, industry, government and civil society
- Support and generate other funded projects within CSRM and CMLR

**Student supervision**

- Assist in day-to-day guidance of PhD students
Service and Engagement

- Report writing when required
- Contributing to the work of the Institute through active participation in decision making and committee service
- Performing other administrative duties as required

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- the University's Code of Conduct
- requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School
- the adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

Organisational Relationships

The position reports to the Director of CSRM, Professor Deanna Kemp, with a dotted reporting line to the Acting Director of CMLR, A/Prof Glen Gorder.
SELECTION CRITERIA

**Essential**
- PhD in the area of sustainable development, industrial ecology, or social science
- Demonstrated knowledge in the social and environmental aspects of mining and sustainable development
- An ability to establish relationships and to represent and promote academic discipline at a university and wider community level, including industry, government and professional bodies
- Evidence of a contribution to research, including working on successful external grant applications
- Ability to work collaboratively with colleagues

**Desirable**
- Developed industry liaisons and professional contacts
- Experience in liaising and collaborating with external agencies to develop co-operative research initiatives.

Qualification Verification
An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to the contact person listed in the job advertisement.