POSITION DESCRIPTION

Position Title: Research Fellow
Organisation Unit: Queensland Alliance for Agriculture and Food Innovation
Position Number: 3036205
Type of Employment: Full time, fixed term
Classification: Academic Level B

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 CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

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 52,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 15,400 international students from 135 countries, adding to its proud 250,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $1.75 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

The Queensland Alliance for Agriculture and Food Innovation (QAAFI) is a research institute of the University of Queensland (UQ) which was established in 2010 and comprises of four research centres – the Centre for Crop Science, the Centre for Horticultural Science, the Centre for Animal Science and the Centre for Nutrition and Food Sciences.

QAAFI’s team of 450 researchers, postgraduate students and support staff undertake high impact science for agriculture and food industries. The institute’s strong partnership with the Queensland Government provides our researchers with a direct link to the agriculture industry in Queensland, and world class field research facilities throughout Queensland. Agriculture is one of UQ’s highest ranked research fields nationally and internationally and QAAFI is a global leader in agricultural research in subtropical and tropical production systems.

QAAFI scientists are driven to make a difference to the agriculture and food industries and have over 150 collaborators worldwide.

Details of the research interests of the Institute may be accessed on the Institute’s web site at http://www.qaafi.uq.edu.au

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

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

The Animal Welfare Collaborative (https://theanimalwelfarecollaborative.org/) is an independent animal welfare advisory organisation started by The University of Queensland and partnered with some of Australia’s top universities, including The University of Western Australia, The University of Newcastle and The University of Adelaide. The vision of The Animal Welfare Collaborative is to make Australia a global leader in animal welfare by acting as a conduit for the multiple stakeholders in Australia’s livestock production system (industry bodies, community organisations, animal welfare organisations, research institutes, and the Federal, State and Territory governments) to achieve the following:

- **Collaboration**: Build respectful, collaborative relationships
- **Translation**: Turn the scientific evidence base of animal welfare into useful, field-ready decision tools
• **Adoption**: Increase the adoption of evidence-based ‘best practices’ in animal welfare
• **Progress**: Facilitate incremental, evidence-based improvements to animal welfare
• **Participation**: Enhance public participation in evidence-based decisions around animal welfare

The successful appointee will play a key role in public relations and strategic development for The Animal Welfare Collaborative. Duties will include managing the day-to-day operations of The Animal Welfare Collaborative, including regular communication with key stakeholders, administration, budgeting, financial reporting and forecasting, and project controls for research projects. The successful appointee will also support Professor Alan Tilbrook in establishing new research, innovation and entrepreneurship initiatives in animal welfare. In addition, the successful appointee will be expected to develop a program of fundamental, applied and contract research in the area of public policy and/or decision science and publish scholarly, peer-reviewed papers in high quality international journals. The post-doctoral researcher will be situated in the Centre for Animal Science, Queensland Alliance for Agriculture and Food Innovation in St Lucia, Queensland.

**Duties**

Duties and responsibilities include, but are not limited to:

**Research**

- Manage the day-to-day operations of The Animal Welfare Collaborative, including regular communication with key stakeholders, administration, budgeting, financial reporting and forecasting, and project controls for research projects.
- Develop a program of fundamental, applied and contract research in the area of public policy and/or decision science that is funded by external granting agencies.
- Publish scholarly, peer-reviewed papers in high quality international journals and present research findings at scientific conferences, industry meetings and other relevant forums.
- Develop a research profile of national and international standing that contributes to QAAFI’s strategic research strengths.
- Enhance the research profile of QAAFI through collaborative research, especially interdisciplinary projects, with colleagues and postgraduate students, other organisations and involvement in relevant professional activities.
- Liaise regularly with collaborating researchers at other universities to ensure all research is on track.
- Ensure that Human Ethics and Animal Ethics approvals are in place for planned research activities.
- Contribute to milestone reports and project budget management.
- Conduct research and publish scholarly papers.
- Supervise research students at the honours and postgraduate levels.

**Service and Engagement**

- Perform a range of administrative functions in the Institute as appropriate, safety committees, OGTR compliance etc.
- Foster the Institute’s relations with industry, government departments, professional bodies and the wider community.
• Any other duties as reasonably directed by your supervisors.

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 Professor Alan Tilbrook within the Centre of Animal Science, QAAFI.
SELECTION CRITERIA

Essential

- PhD within one or a combination of the following disciplines: public policy, agricultural policy, cognitive neuroscience, decision science, psychology and environmental science.
- Demonstrated ability to connect and collaborate with colleagues, and to present research findings as evidenced by presentations at conferences or other venues.
- Strong interpersonal and communication skills with a demonstrated ability to work collaboratively fostering strong and productive relationships within the research group and other stakeholders.
- Publication track record in applied social sciences, public policy and/or decision science.
- Demonstrated ability attracting external funding.
- Demonstrated evidence of the effective supervision of Honours and Higher Degree by Research students.
- Strong organisational and project management skills, including the ability to prioritise a range of tasks and meet deadlines.
- Current driver's license.
- Flexibility to travel within Australia to attend meetings and conferences.

Desirable

- Direct experience researching animal welfare.
- Previous experience in public relations with livestock industry stakeholders.

Please refer to the Criteria for Academic Performance policy PPL 5.70.17 when developing the duties and selection criteria for academic roles

Seminar

Applicants invited for interview may be expected to present a seminar in conjunction with the selection interview process.

Qualification Verification

An appointment to this position is subject to the verification of the highest academic

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.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au