

## POSITION DESCRIPTION

<b>Position Title:</b>	Postdoctoral Research Fellow
<b>Organisation Unit:</b>	School of Agriculture and Food Sciences
<b>Position Number:</b>	3076121
<b>Type of Employment:</b>	Fixed-Term, Full-Time
<b>Classification:</b>	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 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 45<sup>th</sup> 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 School of Agriculture and Food Sciences is one of the largest Schools of this type in Australia, comprising research and teaching experts in agribusiness and the science disciplines of animals and wildlife, plants and soil sciences, food and nutrition science. With nearly 350 staff, 300 higher degree research students and over \$33 million in operating and research income, the School has helped UQ to become recognised as one of the top 50 universities in the world for Life and Agriculture Sciences, and the leading agriculture university in Australia.

Located at St Lucia and Gatton, the School is a large and dynamic multidisciplinary hub focused on applied research and teaching within the Faculty of Science committed to finding innovative and technology focussed solutions to global challenges. The School offers a range of undergraduate postgraduate coursework and research degrees encompassing agriculture and related disciplines ranging from Bachelor Degree to Doctorate. With a diverse group of internationally regarded scientists, the School hosts six research concentrations, of which three are aligned with the Queensland Alliance for Agriculture and Food Innovation – a joint initiative between The University of Queensland and the Queensland State Government. Quality laboratories and facilities and strong partnerships with industry, community and government bodies, provide an environment that enables world class research and research training in a collaborative and cooperative spirit for postgraduate students and researchers. Information about the Faculty and the School may be accessed on the Faculty's web site at <http://www.uq.edu.au/agriculture/>

## **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 primary purpose of the position is to manage and undertake research in support of an Australian Centre for International Agricultural Research (ACIAR) funded project run by Dr Jaquie Mitchell. The position will involve the development of sound weed management methods for direct seeded rice under lowland cropping systems in Cambodia and Lao PDR. The Postdoctoral Research Fellow will focus their efforts on developing their expertise and emerging research profile in their discipline. At this level the incumbent will be supported and guided by more senior academic staff with the expectation of an increasing degree of autonomy over time.

## **Duties**

Duties and responsibilities include, but are not limited to:

For a Research Focussed Level A Academic

### **Research**

- Conduct experiments and applied research pertinent to integrated weed management in direct seeded rice in lowland rice cropping systems.
- Develop a coherent research program by coordinating the conduct and documentation of research and participatory research activities, publishing scholarly papers in high quality outlets.
- Actively participate in technical meetings with research sponsors, and present regular research seminars within the group, the School, the Faculty, and to other external stakeholders.
- Develop training material and conduct training (on-line and face-to-face) workshops in weed and weed seed identification to in-country local national, provincial and district staff.
- With support of project staff, conduct farmer field schools training farmers in weed identification and integrated weed management options.
- Work with colleagues and postgraduates to develop new research avenues and build collaborative projects within the School, the University, and if relevant to the area of research, other national and international centres and institutes.
- Actively participate in preparing applications for funding from internal and external sources including the Commonwealth research granting agencies, the state government and industry.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.

### **Teaching and Learning**

- Contribute to supervision of Honour student and Higher Degree by Research students (as appropriate).

### **Service and Engagement**

- Begin to develop external relationships with industry, government departments, professional bodies and the wider community.
- Perform a range of administrative functions in the field, glasshouse, laboratory and/or research group as needed, including an ability and willingness to serve as a Laboratory Manager if required.
- Contribute to activities that benefit the organisational unit, including participation in decision-making and serving on internal committees.
- Any other duties as reasonably directed by your supervisor.

## **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 Chief Investigator for the research project, Dr Jaquie Mitchell.

## **SELECTION CRITERIA**

For a Research Focussed Level A Academic

- PhD (or progress towards PhD) in the area of weed management/ weed science/ rice agronomy.
- Demonstrated ability to conduct meaningful research in the discipline area.
- Experience in Training in weed identification and integrated weed management.
- Experience in participatory research for development projects.
- Track record of publication of research findings in peer reviewed journals and conferences.
- An ability to commence establishing effective relationships to represent and promote the research area at a university and wider community level, including industry, government and professional bodies.
- Demonstrated high-level communication and interpersonal skills including the ability to consult and negotiate with other stakeholders to ensure project objectives are met.
- Excellent organization and time management skills, with high levels of attention to detail while managing multiple priorities and successfully work towards project deadlines.

### **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.**

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

**Accessibility requirements and/or adjustments can be directed to the HR Contact Officer.**