POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow / Research Fellow

Organisation Unit: Sustainable Minerals Institute, Centre for Social Responsibility in Mining and W.H. Bryan Mining and Geology Centre.

Position Number: 3037720

Type of Employment: Fixed term, full time

Classification: Research Academic Level A or 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 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,

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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 $11 billion+ (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

DUTY STATEMENT

Primary Purpose of Position

To engage, as a Postdoctoral Research Fellow / 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 WH Bryan Mining and Geology Centre (BRC).

The successful appointee will have an important role in conducting funded research projects being undertaken by a dynamic multidisciplinary team. The first aim of the fellowship will be to contribute to the Complex Ore Bodies program of work. The successful fellow will engage in research that examines the relationship between the various complex technical factors relating to resource development. A major focus of the research will be on the social complexity of current and future mining projects and will draw from the disciplines of human geography, sociology, economics and/or geology. The project will contribute to the development of models and approaches aimed at improving the interface between the social and more traditional “mining sciences”. The appointee will draft project reports and working papers and author or co-author academic publications as well as contribute to Centre projects. The second aim of the fellowship will be to research relevant configurations of mining footprints and their impacts on community wellbeing and sustainable resource development more broadly.

The appointment will be made at Level A or B depending on the qualifications and experience of the preferred candidate.

Duties

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

Research

- Conducting research to identify existing and future possible models of mine-community interface in order to promote responsible approaches to mine development
- Researching and documenting the constraints and risks associated with the various configurations of mine-community interfaces in the context of complex ore bodies and emerging mine technologies
- Developing a contextual understanding of the critical social, geographic, geological, economic, environmental and regulatory aspects associated with mine-community interactions
- Developing social, geographic and economic models to examine complexity factors associated with these interfaces
- Providing policy recommendations for using innovative approaches to managing geological, social and environmental complexity in developing new models of mine-community interaction
• 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
• Supporting and generating other funded projects within the SMI

Student supervision
For Level A
• Some involvement in Honours and (where appropriate) Higher Degree by Research student supervision.

For Level B
• Contribute to the effective supervision of Honours and Higher Degree by Research students.

Service and Engagement
• Report writing when required
• Contributing to the work of the Institute through active participation in decision making and committee service
• Teaching, training and workshop contributions as required
• 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 Professor Deanna Kemp, CSRM Director, with a dotted reporting line to the Complex Ore Bodies Program Leader, Professor Rick Valenta.
SELECTION CRITERIA

**Essential**

For Level A and B

- PhD in the area of sustainable development and resource extraction or closely related field.
- Demonstrated knowledge in the social and environmental aspects of mining and sustainable development
- Promising track record of publication in high quality outlets
- 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

**Additional for Level B**

- National recognition in the area of sustainable development, resource extraction or closely related field
- Established track record of publication in high quality outlets
- Contributions as chief investigator in applications for external research funds

**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.