POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow
Organisation Unit: School of Biological Science
Type of Employment: Full-time, fixed term (1 FTE until 31/12/2020)
Classification: Research Academic Level A
Location: St Lucia

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 (40), the US News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and the Times Higher Education World University Rankings (66). 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 53,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 17,000 international students from 135 countries, adding to its proud 260,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $2.15 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 $11 billion+.

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

School of Biological Sciences

The School of Biological Sciences is part of the UQ Faculty of Science and delivers world-class research and teaching within a broad range of fundamental biological disciplines and is a vibrant and supportive community of life scientists.

Diverse investigations spanning microbe, animal and plant taxa are underpinned by a strong quantitative focus. Interdisciplinary research addresses key societal issues of conservation and biodiversity, food security, climate adaptation and vector biology, and areas of expertise include ecology and evolution, molecular and quantitative genetics, palaeobiology, developmental biology, behaviour, plant and animal physiology, and conservation biology.

Many of the School’s research and study opportunities feature terrestrial and marine fieldwork in some of the world’s most unique biodiversity hotspots, and its researchers and students have access to world-class laboratories and facilities, including UQ’s island research stations on Heron Island on the Great Barrier Reef and North Stradbroke Island in Moreton Bay.

For more information, visit the School of Biological Sciences’ website: biological-sciences.uq.edu.au.

National Science Environmental Programme

The scope of the National Environmental Science Programme (NESP) is to deliver applied environmental science, particularly focused on biodiversity and climate systems research. The NESP is an ongoing programme that funds environmental research to inform Australian decision makers.

The Australian Government Department of the Environment and Energy manages the NESP. The NESP will be delivered through multi-disciplinary research hubs or consortia, hosted by Australian research institutions. Consortia have been chosen that have demonstrated capacity to manage and lead a substantial research program including multiple large-scale research projects.

Further information on the can be viewed at the NESP website: https://www.environment.gov.au/science/nesp.

Threatened Species Recovery Hub

The conservation of Australia’s rich and extraordinarily distinctive biodiversity should be secure or achievable, relative to that of most other nations – we have relatively low human population density, vast areas of natural landscapes, a substantial conservation reserve system, stable governance, a relatively affluent and interested community and good environmental legislation. Yet, Australia’s extinction rate is one of the worst in the world, and that rate of decline and loss is continuing unabated. This is the disconnect that this Hub seeks to resolve.
The Threatened Species Recovery (TSR) Hub is based on the premise that biodiversity decline and extinction in Australia can be understood and remedied and that this can be done in a manner that is cost-effective and that involves the community as informed and interested participants.

The $60 million TSR Hub is supported by funding from the Australian Government’s NESP, matched with contributions from 10 of the country’s leading academic institutions and the Australian Wildlife Conservancy.

It works closely with more than 20 collaborating organisations, including management agencies and non-government conservation groups, to ensure its research has an on-ground impact in threatened species management.

The overarching objectives of the Hub are:
1. A demonstrably improved conservation outlook for a substantial proportion of Australia’s threatened species and ecological communities
2. Cost-effective strategies to provide early warning about extinction risk and triggers for immediate action
3. Ongoing decline in the number of Australian species eligible for listing as threatened, through enhanced management of threats
4. Increased community knowledge of engagement and investment in threatened species conservation
5. Efficient, effective, coordinated and evidence-based public policy and strategies for conserving threatened species

The Threatened Species Research Hub has seven broad research themes:

1. Taking the threat out of threatened species
2. The Red Hot Red List – no surprises, no regrets
3. Monitoring and management
4. Reintroductions and refugia
5. Enhancing threatened species policy
6. Using social and economic opportunities for threatened species recovery
7. High-level synthesis products of national significance

Further information on the TSR Hub can be at the Hub’s website: www.nespthreatenedspecies.edu.au.

Diversity and Inclusion

The School recognizes 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. The School 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.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available online.
The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

**DUTY STATEMENT**

**Primary Purpose of Position**

The purpose of the position is to support research on Australia’s threatened species and related management and policy approaches. Specifically, the Postdoctoral Researcher will work with project teams to collate information on population trends for Australian threatened species (birds, mammals and plants) and display that information through an integrated index that can be readily interrogated to report on trends for different regions, jurisdictions, taxonomic groups, management investments, etc. The successful candidate will be supported by a casual Research Assistant for data processing, collation and trend analyses.

The role is primarily concerned with maintaining a positive network of active stakeholders including data custodians and partners from state/territory government, natural resource management bodies, non-governmental organisations (NGOs), universities and citizen science groups; acquisition of biodiversity data and integrating them into a database; negotiation of data sharing agreements in collaboration with UQ Research Partnerships Office; carrying out stakeholder/custodians’ consultations and integrating feedback to improve deliverables; trend analyses of threatened species population time-series – in particular for threatened plants; dissemination of outcomes to partners, stakeholders, general public, the national/international scientific community; and scientific publications.

**Duties**

Duties and responsibilities include, but are not limited to:

**Research**

- Support/ undertake research in the following fields:
  - Monitoring of threatened species status and analysis of monitoring data
  - Species trend-analyses modelling
  - Spatial planning and modelling
  - Management of threatened species, especially those threatened by invasive predators

- Collaborative writing of scholarly papers and scientific reports for publishing in high-quality refereed journals, and assistance with preparation of external project reports.

- Working with colleagues at The University of Queensland and across the Node partners, government agencies, Indigenous communities, NGOs, community groups, and other end users of the information to assemble and disseminate science and data.

- Contributing to the processes that enable the research teams to manage the requirements of the Hub, including participation in the project’s research priority setting, project development, and reporting.
Teaching & Research Supervision

- Co-supervise Honours or postgraduate research projects within the field of research where appropriate.
- Contribute to the teaching program in the School of Biological Sciences within the field of the postdoctoral research fellows area of research when required.

Service and Engagement

- Fostering the Hub’s relationships with industry, government agencies, professional bodies and the wider community.
- 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 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 will report to the nominated Project Leader and/or Chief Investigators of the relevant research project. These include:

Professor Hugh Possingham
Assoc Professor Jonathan Rhodes
Dr Eve McDonald-Madden
Assoc Professor Rod Fensham
Assoc Professor Salit Kark
Dr Carissa Klein
Professor Craig Franklin

Assoc Professor Martine Maron
Professor Clive McAlpine
Dr Diana Fisher
Assoc Professor Kerrie Wilson
Assoc Professor Richard Fuller
Assoc Professor James Watson
**SELECTION CRITERIA**

- Completion of a Ph.D. in conservation science, ecology or related field.
- Demonstrated experience in quantitative ecology or data science, including processing and working with big data.
- Demonstrated skills and experience in advanced R programming and version control.
- Scientific report writing including research funding applications and research publications.
- High level written and oral communication skills.
- Demonstrated experience in building and maintaining a network of diverse stakeholders, including negotiation skills.
- Ability to work effectively and independently, and manage a project group team with many stakeholders.
- GIS experience in ArcGIS and R, including spatial data manipulation and analysis is desirable.
- Demonstrated statistical knowledge, especially in relation to trend analysis and relational database experience (MySQL) are desirable.
- Experience with stakeholder survey design and online web programming/development experience is desirable.

**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 for further information and points of contact if you require additional support.*

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