POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow
Organisation Unit: Centre for Social Responsibility in Mining, Sustainable Minerals Institute
Position Number: NEW
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 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 University of Queensland's Sustainable Minerals Institute (SMI) is a world-leading research institute integrating the expertise of technical, environmental and social specialists to deliver responsible resource development across the life of mine. We are dedicated to finding knowledge-based solutions to the sustainability challenges of the global minerals industry, and training the next generation of industry leaders.

SMI is home to six research centres and a Centre of Excellence based in Chile. We have a strong track record in developing world leading solutions in exploration, mining, mineral processing, workplace health and safety, mine rehabilitation, social responsibility, water and energy.

At SMI, we are truly independent, objective and rigorous and our researchers have experience working across the research, government and industry sectors. We offer professional development training to many of our partners and can tailor courses to suit industry trends or company needs. We offer supervision to PhD students and are proud that our alumni are now in senior roles in resource companies and government organisations around the world.

SMI comprises seven major research Centres:

- WH Bryan Mining and Geology Research Centre
- Julius Kruttschnitt Mineral Research Centre
- Centre for Social Responsibility in Mining
- Minerals Industry Safety and Health Centre
- Centre for Mined Land Rehabilitation
- Centre for Water in the Minerals Industry
- International Centre of Excellence in Chile


Centre for Social Responsibility in Mining (CSRM) focuses on the social, cultural, economic and political challenges that occur when change is brought about by mineral resource extraction. The Centre contributes to industry change through independent research, teaching and by convening and participating in multi-stakeholder dialogue processes. The team consist of anthropologists, sociologists, political scientists, economists, engineers, development and natural resource specialists.

UQ Industry Research Consortium on Mining, Resettlement and Livelihoods

Information about the University-Industry Research Consortium may be accessed at the following web site at https://www.miningresettlement.org/
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

To engage, as a Postdoctoral Research Fellow, in research collaborations that furthers the development of the UQ Industry Mining Resettlement and Livelihoods Research Consortium.

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 and maintaining a mining specific resettlement database. The database will be linked other research undertaken by scholars are CSRM, that showcases the complexities relating to resettlement in the extractive industries. The second aim of the fellowship will be to foster linkages with key international research institutions that are also active in resettlement research. These linkages will ensure that research from the consortium is widely disseminated and that the consortium is actively engaged with the latest research initiatives internationally. The appointee will also draft project reports and working papers, author or co-author academic publications as well as take on some responsibility for higher degree research supervision and project management.

Duties

Duties and responsibilities include, but are not limited to:

**Research**

- Conducting research to build the mining and resettlement database.
- Researching and documenting developments in resettlement policy and practice globally.
- Developing a contextual understanding of the critical social, environmental and regulatory aspects for resettlement practice in the mining industry both globally and within specific regions.
- Developing social, economic and sustainability metrics to understand complexity factors in mining induced displacement and resettlement.
- Providing policy recommendations for using innovative approaches to mining induced displacement and resettlement.
- Support the development of cross-institution research partnerships with leading university centres world wide.
- 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.
- Attracting high caliber PhD candidates into the Consortium
- Support and generate other funded projects within CSRM.
**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 Deputy Director of CSRM, Professor John Owen.

**SELECTION CRITERIA**

**Essential**
- PhD in the area of sustainable development, geography, or social science more generally.
- Demonstrated knowledge of issues relating to development induced displacement generally, and for the extractive industries more particularly.
- Demonstrated record of publication in relevant research fields
- Experience in the use of data base tools and data analytics packages
- 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.

**Desirable**
- Developed industry liaisons and professional contacts.
• Experience in liaising and collaborating with external agencies to develop co-operative research initiatives.
• Proficiency in Mandarin, Spanish or French would be advantageous.

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 SMI HR