

## POSITION DESCRIPTION

<b>Position Title:</b>	Principal Research Fellow
<b>Organisation Unit:</b>	Centre for Water in the Minerals Industry (CWIMI) Centre for Mined Land Rehabilitation (CMLR)
<b>Position Number:</b>	New
<b>Type of Employment:</b>	Full time, Fixed-term
<b>Classification:</b>	Research Academic Level D

## THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) is one of Australia's leading research and teaching institutions. For more than a century, we have been bringing together outstanding educators, researchers and innovators – across a range of disciplines – to inspire the next generation and to advance ideas that can benefit the world.

Today, UQ is [ranked among the world's leading universities](#) and we are consistently recognised as one of the top 5 universities in Australia.

Each year, we teach around 55,000 students across 6 faculties, located at our 3 beautiful campuses at St Lucia, Herston and Gatton – as well as online. We aspire to broaden the knowledge and skills of these students, so that they're equipped to achieve their professional goals and make a positive contribution to our society, and the world.

The University is also home to 8 research institutes and more than 100 separate research centres with an interdisciplinary community of more than 1500 researchers, who have come to UQ from all over the globe. This outstanding community of researchers is continuing to build upon UQ's long and proud tradition of discovery science, invention, innovation, translation, and commercialisation.

At UQ, we recognise that our people are our greatest asset. As such, we seek to recruit innovative people who are passionate about helping us to advance our mission and broaden our impact.

Our culture is built on the things that we value most highly – the pursuit of excellence; creative and independent thinking; honesty and accountability; mutual respect and diversity; and providing support for our people. Through the promotion of these values, we're creating a culture that encourages our people to bring their very best, authentic self when they come to work at UQ.

### 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

Information about the Institute may be accessed on the Institute's web site at <http://www.uq.edu.au/smi>.

**The Centre for Water in the Minerals Industry (CWIMI)** supports the sustainable management of water in the minerals sector. The team contributes to solving the engineering, environmental and social challenges of water management and engages with a wide range of research organisations and stakeholders in Australia and internationally. The Centre's research is funded principally by selected mining companies who are committed to sustainability performance.

**The Centre for Mined Land Rehabilitation (CMLR)** addresses the environmental challenges of the minerals industry by translating scientific results into practices that improve mine rehabilitation and closure outcomes. The Centre consists of a collaborative, multidisciplinary group of research, teaching and support staff, and postgraduate students. The Centre is widely recognised as a source of quality research in mining environmental management and sustainability, across the full spectrum of resource commodities.

**The Cooperative Research Centre for Transformations in Mining Economies (CRC TiME)** has been formed to drive transformational change that will enable regions and communities to transition to a prosperous and sustainable post-mine future. CRC TiME, which has its east coast office hosted within SMI, brings together a unique partnership of over 75 leading mining companies, mining equipment, technology and services (METS) companies, regional and community development organisations, governments and research partners. The goals of CRC TiME are to enable:

- The delivery of sustained value to regional communities.
- The creation of national and international opportunities to METS companies.
- Support to governments and mining companies in achieving lease relinquishment.
- Building confidence for future resource sector investment

The Operational Solutions program, which is one of four programs in CRC TiME, will demonstrate and test operational interventions to reduce the long-term post-closure risks to water, ecosystems and people, and deliver fit for purpose post mining land use. Further information can be found at <https://crctime.com.au/research/programs/program3>.

### **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 Principal Research Fellow has dual purpose. Fifty percent of this position will focus on leading and delivering on the Operational Solutions Program with CRC TiME. The remaining time will be spent on the contribution to the development, implementation and promotion of the Environment Centres' research strategy, which aims at supporting and improving the environmental performance of the minerals industry.

The position will be responsible for integrating all environmental aspects into multi-disciplinary research projects, supervising, and participating in, a wide range of research themes, with a focus on design and assessment of post-mining landforms, water, mine waste, emissions, ecosystems and related technologies.

### **Duties**

Duties and responsibilities include, but are not limited to:

#### Research and Consultancy

- Develop and lead the CRC TiME Program 3, Operational Solutions, including collaborating with all CRC TiME Program Leaders and CRC TiME Executives in developing excellence in the CRC TiME's research and translation activities.
- Lead, manage and deliver research and consultancy projects to solve research questions, tasks' description and allocation, budget and schedule tracking, report writing and review.
- Create significant new knowledge through participating in CRC TiME projects that will enhance the reputation of the SMI, CRC TiME, and the University at a national and international level.
- Contribute to the development and implementation of the research strategy and development of research proposals.
- Provide expert advice and consultancy services to the mining sector.
- Interact with multiple research teams and articulate the research contribution from the Centres to the field of sustainable resource development.
- Lead and co-author scientific journal papers and project reports.
- Supervise research of interns, research assistants, undergraduate students, MPhil and PhD students.

## Engagement

- Liaise with CRC TiME Project Leaders and the CRC TiME's stakeholders related to project identification, development, preparation, approval, and management.
- Promote environmental management in the minerals sector through project delivery, interaction with industry partners, advice to industry clients, and contribution to professional development programs.
- Maintain business relationships with existing research and consultancy clients and build new business relationships with selected prospective clients.
- Participate in academic and industry meetings and conferences, including giving oral presentations and more broadly, representing the interests of UQ.
- Engage internally within UQ and SMI, including across disciplines, to create opportunities for collaboration, and contribute to efficient communication and processes.

## Leadership

- Assist, facilitate and mentor, where required, researchers and industry partners involved in CRC TiME projects, ensuring projects deliver excellence in translation and impact.
- Lead a research group with staff and student number targets as agreed with line manager, including recruitment and line management of research staff.
- Attend group leader meetings and contribute to discussions about Centre and SMI operations and strategy.

## Teaching

- Contribute to the professional development program offered by SMI, with the aim of building strong cohorts of environmental professionals, that will support the minerals industry.

## 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 Director of The Centre for Water in the Minerals Industry (CWIMI), in SMI.

## SELECTION CRITERIA

- A Doctoral degree or equivalent experience in a relevant area.
- An established national and/or international reputation and demonstrated environment research experience in the mining sector.
- A strong ethic of project delivery and reporting to specification.
- Suitable experience in multidisciplinary integration and at the interface between research and end users in local and national arenas.
- Excellent leadership skills including ability to supervise staff and collaborate with researchers and engage effectively with the mining industry.
- Ability to work independently, cooperatively and effectively in a team environment
- Evidence of building strategic relationships with both researchers as well as industry, government, communities and other stakeholders to attract funding and identify collaboration opportunities.
- Ability to work under pressure, be adaptable and prioritise work effectively while dealing with ambiguity and implementing change.
- High level conceptual and analytical skills with a demonstrated commitment to excellence, innovation and continuous improvement.
- A scientific peer-reviewed publication track record.
- Excellent ability to communicate in speech and writing in formal scientific/technical and informal forums.
- Responsible attitude to safe working practices, risk assessments and safety training.

### 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.*

*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](mailto:recruitment@uq.edu.au).*