POSITION DESCRIPTION

Position Title: Lecturer / Senior Lecturer in Wildlife Management (focused on the Agriculture – Nature Interface)
Organisation Unit: School of Agriculture and Food Sciences
Position Number: 3003702
Type of Employment: Full time, continuing appointment
Classification: Academic Level B or C

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,
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 plant and soil science, animal science, agricultural business, environmental science and food, nutrition and technology. With a diverse group of internationally regarded scientists, our experts deliver knowledge, skills and research that provide solutions to world issues in climate change, feeding the world, managing the environment, replacing fossil fuels with biofuels, maintaining biodiversity and supporting economic and community development.

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 focused solutions to global challenges. The School offers a range of undergraduate and postgraduate coursework and research degrees encompassing agriculture and related disciplines ranging from Bachelor Degree to Doctorate. 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.

**Animal and Wildlife Sciences**, within the School of Agriculture and Food Sciences, is a broad discipline area including nutrition, reproduction, breeding and genetics, management and production, and health and welfare. The Animal and Wildlife Sciences Group is a strong, dynamic, and research-orientated group, with direct linkages to State and Federal Government, and industry funding agencies. Major research activities of the Group cover nutritional physiology and metabolism, reproduction and application of advanced reproductive technologies, and the science and sustainable management of animals in different agricultural and natural systems. The Animal and Wildlife Sciences Group is responsible for teaching undergraduate Animal Science courses into Science, Agricultural Science, Sustainable Agriculture, Equine Science, Wildlife Science, Veterinary Technology, and Veterinary Science degrees.

A particular focus in the wildlife science area is to understand the impacts of human land management for agricultural production on wildlife populations, and to find ways of altering land management to optimize outcomes for wildlife biodiversity within agricultural production systems. Areas of research interest also include the management of wildlife (and introduced species) which become pests in agricultural production systems.

Further information on the School’s teaching programs, research focuses and community activities can be accessed at www.uq.edu.au/agriculture. Faculty of Science information covering 6 Schools and 19 Centres is available at http://www.uq.edu.au/science.

**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 successful candidate will engage in animal science teaching and research, specifically related to wildlife management in agricultural landscapes. They will focus on activities and collaborations that are relevant to the growing need for agricultural industries to meet societal expectations with respect to food safety, animal welfare, and environmental quality. We are particularly interested in candidates with a research profile that touches on (but is not necessarily limited to) at least one of the following topics: understanding and reducing agricultural impacts on wildlife, identifying societally acceptable ways of minimizing the adverse impacts of wildlife on agricultural production, management of vertebrate pests in crop fields, management of native grazing animal populations in rangeland systems, or the management of cattle to improve outcomes for native wildlife (such as Koalas). The appointee will be responsible for teaching into the undergraduate wildlife science program at the University of Queensland’s Gatton campus. The appointee will be expected to be an active and participatory member of the School of Agriculture and Food Science at the University of Queensland, contribute to the national and international research profile of the School and University, supervise research students, establish a research program in one or more of the research areas listed above, and obtain external grant funding.

**Duties**

Duties and responsibilities include, but are not limited to:

**Teaching and Learning**

*Level B and C*

- Teach undergraduate and postgraduate courses in the area of wildlife management and other related subject areas as required
- Take responsibility for the preparation and delivery of substantial course modules
- Coordinate one or more courses including collaboration in curriculum design and delivery where appropriate
- Enhance teaching of environmental management through the development of innovative teaching tools and approaches, including field teaching and flexible delivery
- Effectively supervise, foster and mentor undergraduate, postgraduate coursework, and Higher Degree by Research students

*Level C*

- Continually improve curriculum, teaching resources and approaches
- Successful coordination of a significant component of the Wildlife Science program

**Research**

*Level B and C*

- Develop a successful program of research in wildlife management in agricultural landscapes
• Work with colleagues, postgraduates, and industry or agency partners in the development of joint research projects
• Take a chief investigator role, potentially in collaboration with more experienced researchers, in applications for external research funding
• Develop an established record of publication in high quality research outlets

*Level C*
• Undertake independent research
• Obtain and successfully manage external research funding
• Develop an international profile in the chosen area of environmental management research
• Achieve national recognition in chosen research area

**Service and Engagement**

*Level B and C*
• Efficiently manage allocated internal service roles, in order to contribute to the processes that enable the academic team to manage the work of the School
• Be active in making external contributions to the environmental management community
• Foster the School’s relations with industry, government departments, professional bodies and the wider community

*Level C*
• Effectively perform higher level internal duties
• Make a strong contribution to external roles

**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 Head of School, School of Agriculture and Food Sciences.
SELECTION CRITERIA

• A PhD in a relevant field of study, and postdoctoral experience involving the study of vertebrates interfacing with agricultural systems

• Shown ability to perform effectively in a research intensive academic environment, including high-quality peer-reviewed publications in leading multi-disciplinary journals and success in attracting external research grants and/or fellowships

• Evidence of effective teaching practices and an ability to provide high level teaching and learning outcomes

• Evidence of an ability to effectively develop and nurture relationships with the public, industry or agency partners, and/or government and professional bodies.

• An ability to establish effective relationships and to represent and promote academic discipline at a university and wider community level, including industry, government and professional bodies

• An understanding of agricultural production systems, and experience of managing these systems to improve wildlife outcomes would be desirable

Additional selection criteria for Level C

• Demonstrated capacity for independent research, with a track record of experience as a chief investigator or lead on substantial externally-funded research projects

• Experience in teaching leadership at undergraduate and/or postgraduate levels resulting in continuous improvement of curriculum, design or development of teaching resources and implementation of innovative pedagogies that foster critical and strategic thinking

• Active and effective record in principal supervision of higher degree by research

Seminar

Applicants invited for interview may be expected to present a seminar in conjunction with the selection interview process.

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 contact person listed in the job advertisement.