Australian National University

Position Description

College/Division:	**ANU College of Science**
Faculty/School/Centre:	**Research School of Biology**
Department/Unit:	**Department of Biomedical Sciences and Biochemistry**
Position Title:	**Postdoctoral Fellow (Tham)**
Classification:	**Level A**
Position No:	**TBC**
Responsible to:	**Group Leader, Tham Group**
Number of positions that report to this role:	**0**
Delegation(s) Assigned:	**N/A**

PURPOSE STATEMENT:

The ANU College of Science (CoS) encompasses the disciplines of: Astronomy, Biology, Chemistry, Earth Sciences, Environment and Society, Mathematics, Physics, Science Communication and is also home to cross-disciplinary and specialist Institutes and Centres. Staff and students within the ANU College of Science conduct research and deliver a research-led education program that encompasses the entire breadth of the sciences, supported by extensive international networks and by world-class facilities.

The Research School of Biology is a leading centre of biomedical science and biochemistry research in Australia. Researchers have a tradition of excellence in addressing the world's most pressing biomedical and biochemistry issues, including development of human antibodies and nanobodies.

KEY ACCOUNTABILITY AREAS:

Position Dimension and Relationships:

The Postdoctoral Fellow will be a member of Research School of Biology, accountable to the Group Leader, Tham Group and Director of the School. The Postdoctoral Fellow will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the all-academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:

In their role as an Academic Level A the Postdoctoral Fellow is expected to:

- Undertake independent research in the area of infectious diseases and structural biology with a view to publishing original and innovative results in refereed journals, present research at academic seminars and at national and international conferences and collaborate with other researchers at a national level.
- Drive an antibody discovery which includes antibody expression and purification, antibody validation and characterisation and structural biology program for antibody design.
- Collaborate with senior staff to actively seek and secure external funding, assist to prepare and submit research proposals to external funding bodies as appropriate.
- Contribute to the teaching activities of the School at the undergraduate and graduate levels. This includes, but is not limited to, the preparation and delivery of lectures and tutorials, the preparation of online material, marking and assessment, consultations, and with students or acting as subject coordinators.
- Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Assist with supervision of research students.
- Assist to supervise research support staff in your research area.
- Actively contribute to all aspects of the operation of the School.
- Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
- Maintain high academic standards in all education, research and administration endeavours.

- Take responsibility for their own workplace health and safety and not willfully place at risk the health and safety of another person in the workplace.
- A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
- Other duties as required that are consistent with the classification of the position.
- Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity

Skill Base:

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop their expertise in teaching and research with an increasing degree of autonomy. A Level A academic will normally have completed four years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution, at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to their profession or discipline, and undertake administration primarily relating to their activities at the institution. The contribution to teaching of Level A academics will be primarily at undergraduate and graduate diploma level.

SELECTION CRITERIA:

- A PhD (or awarding of a PhD within six months of appointment commencement) in structural biology, or equivalent qualifications and experience in a related area (protein purification techniques, antibody validation techniques or biophysical approaches), with a track record of independent research in the field of structural biology as evidenced by publications in peer-reviewed journals and conferences.
- Evidence of the ability to articulate and prosecute innovative research in the field of structural biology.
- Demonstrated experience with relevant protein expression, biophysical characterisation and structural biology approaches including X-ray crystallography and cryo-EM. A strong background in structure determination is essential.
- A demonstrated ability to contribute to experimental design, protocol development and optimisation, working independently to interpret data and troubleshoot.
- An ability and commitment to contribute to bids for competitive external funding to support individual and collaborative research activities.
- Evidence of an ability and willingness to teach at all levels.
- The ability to assist in the supervision of students working on research projects.
- The ability to work as part of a team and to meet deadlines.
- Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.
- A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of checks required by each type of position.

Supervisor/Delegate Name:	**Wai-Hong Tham**	**Date:**	**25 August 2023**

References:

Academic Minimum Standards

Australian National University

Pre-Employment Work Environment Report

Position Details

College/Div/Centre	**College of Science**	**Dept/School/Section**	**Research School of Biology**
Position Title	**Postdoctoral Fellow**	**Classification**	**Academic Level A**
Position No.		**Reference No.**	

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form must be completed by the supervisor of the advertised position and appended to the back of the Position Description.
- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System via Handbook guidance https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- 'Regular' hazards identified below must be listed as 'Essential' in the Selection Criteria - see ' Employment Medical Procedures' at http://info.anu.edu.au/Policies/_DHR/Procedures/Employment_Medical_Procedures.asp

Potential Hazards

- Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
key boarding	☒	☐	laboratory work	☒	☐
lifting, manual handling	☐	☐	work at heights	☐	☐
repetitive manual tasks	☐	☐	work in confined spaces	☒	☐
Organizing events	☐	☐	noise / vibration	☒	☐
fieldwork & travel	☐	☐	electricity	☐	☐
driving a vehicle	☐	☐			
NON-IONIZING RADIATION			**IONIZING RADIATION**		
solar	☐	☐	gamma, x-rays	☐	☐
ultraviolet	☐	☐	beta particles	☐	☐
infra red	☐	☐	nuclear particles	☐	☐
laser	☐	☐			
radio frequency	☐	☐			
CHEMICALS			**BIOLOGICAL MATERIALS**		
hazardous substances	☒	☐	microbiological materials	☒	☐
allergens	☐	☒	potential biological allergens	☐	☒
cytotoxics	☐	☒	laboratory animals or insects	☐	☐
mutagens/teratogens/ carcinogens	☐	☒	clinical specimens, including blood	☐	☒
pesticides / herbicides	☐	☐	genetically-manipulated specimens	☒	☐
			immunisations	☐	☐

OTHER POTENTIAL HAZARDS (please specify):

Supervisor/Delegate Name:	*Wai-Hong Tham*	**Date:**	***25 August 2023***