

## POSITION DESCRIPTION

<b>Position Title:</b>	Postdoctoral Research Fellow
<b>Business Unit:</b>	Centre for Conservation Ecology and Genomics/Faculty of Science and Technology
<b>Appointment Level:</b>	Academic Level A
<b>Reporting To:</b>	Associate Professor Simon Clulow
<b>Number of Direct Reports:</b>	0
<b>Delegation Band:</b>	7
<b>Position Number:</b>	TBA

## THE UNIVERSITY OF CANBERRA

The University of Canberra is a young University anchored in the national capital and works with government, business, and industry to serve our communities and nation. The University of Canberra challenges the status quo; always pursuing better ways to teach, learn, research, and add value – locally and internationally.

Our purpose is to provide education which offers high quality transformative experiences; to engage in research which makes a difference to the world around us; and to contribute to the building of just, prosperous, healthy, and sustainable communities.

The University of Canberra has recently established its long-term ambitions through its new decadal strategy: *Connected*. Through its three objectives (Connected to Canberra, Connected for life and Connected UC), the University of Canberra aims to build sustainable communities through deep collaborations that are locally focused and globally relevant, partner for life with our students to shape our economic, social and cultural futures and deliver an outstanding, digitally connected experience that removes barriers to accessing higher education.

## OUR PURPOSE AND VALUES

Our [purpose and values](#) are the heart of this university. They describe our core identity: who we are and how we behave at the University of Canberra. They were developed by our people for our people.

## GALAMBANY

Together we work to empower, connect and share knowledge with our people, cultures and places.



## BUSINESS UNIT OVERVIEW

The Faculty of Science and Technology drives the University's renewed focus on the disciplines of science and technology to produce courses that meet the rapidly changing demands of the job market.

Strong ties and ongoing consultation with government, industry and the community ensure that our courses reflect the needs of employers and that our graduates are equipped with the skills and knowledge to be 'job ready' and in high demand.

Our programs bring together a high-performance cross-disciplinary team of leading educators and researchers to provide the very best opportunities for our students to progress toward a rewarding career in the applied sciences and technology domains.

The Faculty leads world class research through the Institute for Applied Ecology (comprising the Centre for Conservation Ecology and Genomics and the Centre for Applied Water Science), Human Centred Technology Research Cluster, Research Cluster in Therapeutic Solutions, and the National Centre for Forensic Studies. Our researchers work closely with the academic programs and with partner organisations nationally and internationally. The Faculty's research pursuits are strategically selected, with a focus on application and impact at the heart of our research mission.

## POSITION PURPOSE

We seek to appoint a researcher with outstanding field ecology and quantitative skills to lead a project investigating cutting-edge approaches to restoring amphibian populations in chytrid-impacted landscapes.

The work is funded by an Australian Research Council Discovery grant and involves undertaking a landscape-scale replicated experiment where we will manipulate wetland habitats by adding salted satellite ponds and heat structures, which have been shown to mitigate chytrid impacts in laboratory and mesocosm studies. We will then reintroduce a locally extinct frog into these wetlands to determine if and how various combinations of habitat manipulations can enable persistence of a chytrid-impacted species. This project will be the first large-scale experimental test of whether targeted habitat manipulations can facilitate the persistence of chytrid-impacted species in the wild, with global implications for amphibian conservation and restoration.

The successful candidate will have skills in field survey and monitoring animal populations, and analysis of population data, including disease dynamics. They will work closely with the CIs and project partners, including government agencies and community groups, to manipulate habitats at experimental wetlands, conduct reintroductions of frogs and collect and analyze data on the persistence and dynamics of the frog populations and chytrid pathogen loads / disease outcomes over time. This will include conducting a capture-mark-recapture study and swabbing and analysing frogs for disease loads. They will also liaise closely with community groups, who will participate in citizen science components of the surveys and frog monitoring. The successful candidate will be responsible for curating and analyzing the data collected, and leading publications that result from the project.

The position is funded through an ARC Discovery grant and is for a period of 3 years.

## PRIMARY RESPONSIBILITIES

The appointee will be required to:

- Work closely with the CIs and project partners to deliver on the project objectives, including manipulate habitats at experimental wetlands, conduct reintroductions of frogs and collect and analyze data on the distribution and dynamics of the frog populations and chytrid pathogen loads / disease outcomes over time;
- Co-supervise HDR students where appropriate;
- Prepare and deliver research reports and publications;
- Participate in meetings, seminars and workshops;
- Present results at national and international conferences;
- Other duties as required.

## ELIGIBILITY REQUIREMENTS

A minimum of a PhD in ecology, biological data analysis or an aligned discipline.

## KEY CAPABILITIES

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Key Capabilities	Descriptors
1. Leadership	<p>1.1 Proactively addresses challenging issues and takes responsibility for seeing issues through. Assist team members to recognise barriers and overcome them.</p> <p>1.2 Connects the University Strategic Plan with the Portfolio and reinforces connections with other staff.</p> <p>1.3 Builds and communicates a clear and compelling path for others to choose to be committed and engaged.</p> <p>1.4 Champions and role models effective change while working to engage and enthuse others to embrace a vision of change.</p>
2. Effective Communication	<p>2.1 Adjusts message and delivery appropriate to audience.</p> <p>2.2 Listens to others and effectively communicates ideas.</p> <p>2.3 Produces accurate and effective information in a timely and efficient manner.</p> <p>2.4 Influences and negotiates persuasively.</p>
3. Collaboration	<p>3.1 Creates opportunities for communities of work colleagues.</p> <p>3.2 Looks beyond self and immediate team to add value to the whole University.</p> <p>3.3 Develops relationships with external parties. Seeks and acts on opportunities to connect external parties and partners to the University.</p>
4. Delivers results	<p>4.1 Delivers on agreed outcomes and escalates issues as appropriate.</p> <p>4.2 Identifies opportunities to improve processes and takes opportunities to problem solve to deliver outcomes.</p> <p>4.3 Responds effectively to changing circumstances and prioritises.</p>
5. Business Acumen	<p>5.1 Understands the purpose of own position and how this contributes to the objectives of the University.</p> <p>5.2 Manages resources effectively.</p> <p>5.3 Understands the commercial context the University operates in.</p>
6. Service	<p>6.1 Delivers seamless customer focused service underpinned by simplified and efficient processes.</p> <p>6.2 Understands and anticipates the needs of our students and partners and can convert these into commercial outcomes.</p>
7. Digital Literacy and Innovation	<p>7.1 Demonstrates the ability to work fluently across a range of tools platforms and applications to achieve complex tasks.</p> <p>7.2 Demonstrates the capacity to adopt and develop new practices with digital technology in different settings; to use digital technologies in developing new ideas, projects, and opportunities.</p> <p>7.3 Incorporates digital literacy skills into own learning and the learning of others e.g., students, peers, supervisees.</p> <p>7.4 Appreciates the legal, ethical and security guidelines in the management, access and use of data.</p>

**Note:** This position requires a skill level that assumes knowledge or training equivalent to graduate qualifications, or extensive relevant experience, or an equivalent combination of relevant experience and/or education/training.



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**While at work, you must take reasonable care that your actions or omissions do not adversely affect the health and safety of other persons. This includes:**

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- comply, so far as you are reasonably able, with any reasonable instruction that is given by the University to comply with the WHS Legislation
  - cooperate with any reasonable policy or procedure of the University relating to health or safety at the workplace that has been notified to workers
  - assume any additional duties as outlined in the WHS Procedure: Resources, Responsibility and Accountability
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