



# Position Description

## Research Associate (Steps 1-5)/Postdoctoral Research Fellow (Steps 6-8) in Freshwater Ecology

Gulbali Institute for Agriculture, Water and Environment

<b>Classification</b>	Level A
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	This position requires work in other environments beyond your base campus, including extended time away from campus and overnight stays.
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	October 2024



# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

<b>Our Students</b>	<ul style="list-style-type: none"> <li>• Commencing progress rate</li> <li>• Student experience</li> </ul>
<b>Our Research</b>	<ul style="list-style-type: none"> <li>• Research income</li> <li>• Research quality and impact</li> </ul>
<b>Our People</b>	<ul style="list-style-type: none"> <li>• Engagement</li> <li>• All injury frequency rate</li> </ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"> <li>• Underlying operating result</li> <li>• Community and partner sentiment</li> </ul>



## Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

## Gulbali Institute – Agriculture, Water and the Environment

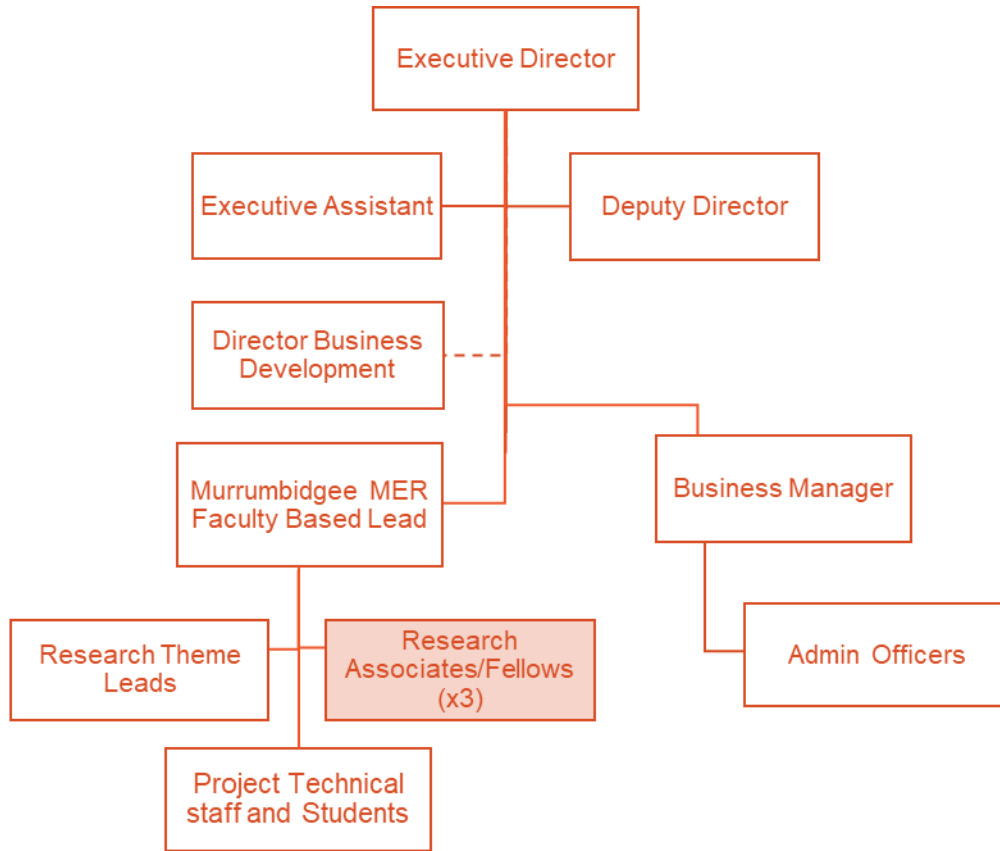
“Gulbali ngurambang” is Wiradjuri for “to understand country”. After consultation with First Nations people, we use this phrase respectfully as the name of our research institute.

The Gulbali Institute conducts integrated Agriculture, Water and Environmental research that is grounded in our footprint across the Murray-Darling Basin. The Gulbali Institute's research strengths are in the areas of optimising farm systems for performance and sustainability, enhancing the health and resilience of freshwater ecosystems, and promoting biodiversity across landscapes.

The Institute brings together multidisciplinary research teams, enabling a holistic approach to research that provides solutions that are comprehensive, authoritative, and reflective of our economic, natural and social aspirations.



### Organisational chart





## Reporting relationship

**This position reports to:** Professor in Ecology and Murrumbidgee MER Program Lead - School of Agricultural, Environmental and Veterinary Sciences

**This position supervises:** Nil

## Key working relationships

- Murrumbidgee MER Research Theme leads
- Murrumbidgee MER Research Associates and Technical Staff
- Gulbali Institute and Murrumbidgee MER industry and government partners.

## Position overview

The Postdoctoral Research Fellow/Research Associate (PD/RA) in freshwater ecology conducts collaborative research to support the objectives of the Murrumbidgee Monitoring, Evaluation and Research (MER) Team. The Murrumbidgee MER Team maintains a spatially and temporally extensive database of ecological and hydrological observations of the mid and lower Murrumbidgee freshwater environments, evaluates environmental water's role in supporting nationally important ecosystems, and conducts research to better understand hydrology-ecosystem relationships to inform biodiversity conservation management. The program specifically focuses on evaluation of biotic and hydrological responses to environmental watering, including evaluation of wetland hydrology, vegetation communities, frogs and tadpoles, fish and waterbirds. The PD/RA will use their knowledge of ecological statistical modelling, ecoacoustics or freshwater ecology to strengthen relationships between observed ecological outcomes to environmental watering actions and simulate outcomes from alternative hydrological scenarios.

The role offers an outstanding opportunity to build a portfolio of research outputs within a well-established research team with decades of experience in wetland ecology, working closely with internal and external research leads and key program stakeholders, including universities, governments, industry and regional communities. The PD/RA will be embedded within the broader multi-disciplinary multi-institutional team, contributing to field data collection, data management, and analyses and interprets to address Murrumbidgee MER Program priorities. The PD/RA will lead their own research program within this framework to generate high quality research outputs, and co-produce research outputs with the broader team.

The team holds significant long-term datasets, including eight years of ultrasonic and acoustic data. This five-year position represents an excellent opportunity for a passionate ecologist to build a profile in ecological modelling, ecoacoustics or freshwater ecology. There are significant opportunities to contribute to a grow the role through contribution to Honours and Higher Research degree supervision and draw on the team's experience to develop and lead externally funded research projects and engagement with the large partner network.



## Principal responsibilities

- Actively contribute to high performing multi-disciplinary research teams with an outcome-oriented focus and maintain a respectful, trusting and collaborative working environment.
- Drawing on team experience through mentorship, develop an independent program to lead the production of ethical, high-quality, nationally-recognised research works through scholarship, publication and community engagement
- Support the delivery of the MER program including supervision of field-based data collection, dissemination of outcomes through coordination of, and contributions to, the production of high-quality reports, newsletters and briefing notes
- Contribute to supervision of Higher Research Degree students
- Support and/or lead applications for research funding from external granting organisations in collaboration with the team
- Engage with government, industry and community to ensure research results are communicated to support evidenced decision making, policy development and planning.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

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<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Presenting and Communicating Information</b>	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
<b>Writing and Reporting</b>	Writing clearly, succinctly and correctly, convincing through writing, avoiding jargon, structuring information
<b>Learning and Researching</b>	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach
<b>Planning and Organising</b>	Setting objectives, planning, establishing contingencies, managing time, resources and people, monitoring progress
<b>Achieving Personal Work Goals and Objectives</b>	Accepting and tackling demanding goals, working hard, making the most of development opportunities, seeks progression

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## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, in the field as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driving Hours Guidelines and Policy](#).
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out field work, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



## Selection criteria

Applicants are expected to have the following requirements to be considered for this position.

### Essential

- A. A PhD appropriate to the relevant discipline area; or equivalent accreditation and standing, evidence of substantial progress towards achieving a PhD.
- B. Sound knowledge and understanding of ecological modelling, ecoacoustics/bioacoustics or freshwater ecology gained through industry experience and/or scholarly activities or similar.
- C. Experience undertaking statistical analysis and data visualisation using R or equivalent software.
- D. A record of achievement in a relevant area of expertise evidenced by publications and/or established collaborative networks.
- E. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.
- F. Hold a current Australian driver's licence.

### Desirable

- G. Demonstrated ability to build strong partnerships, networks and relationships to achieve work objectives.