

Postdoctoral Research Fellow/Research Fellow (Dung Beetle Research)

Graham Centre for Agricultural Innovation
Office of the Deputy Vice-Chancellor, Research and Engagement

Classification	Level A/B
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed Term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	June 2019

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Graham Centre for Agricultural Innovation – Organisational Environment

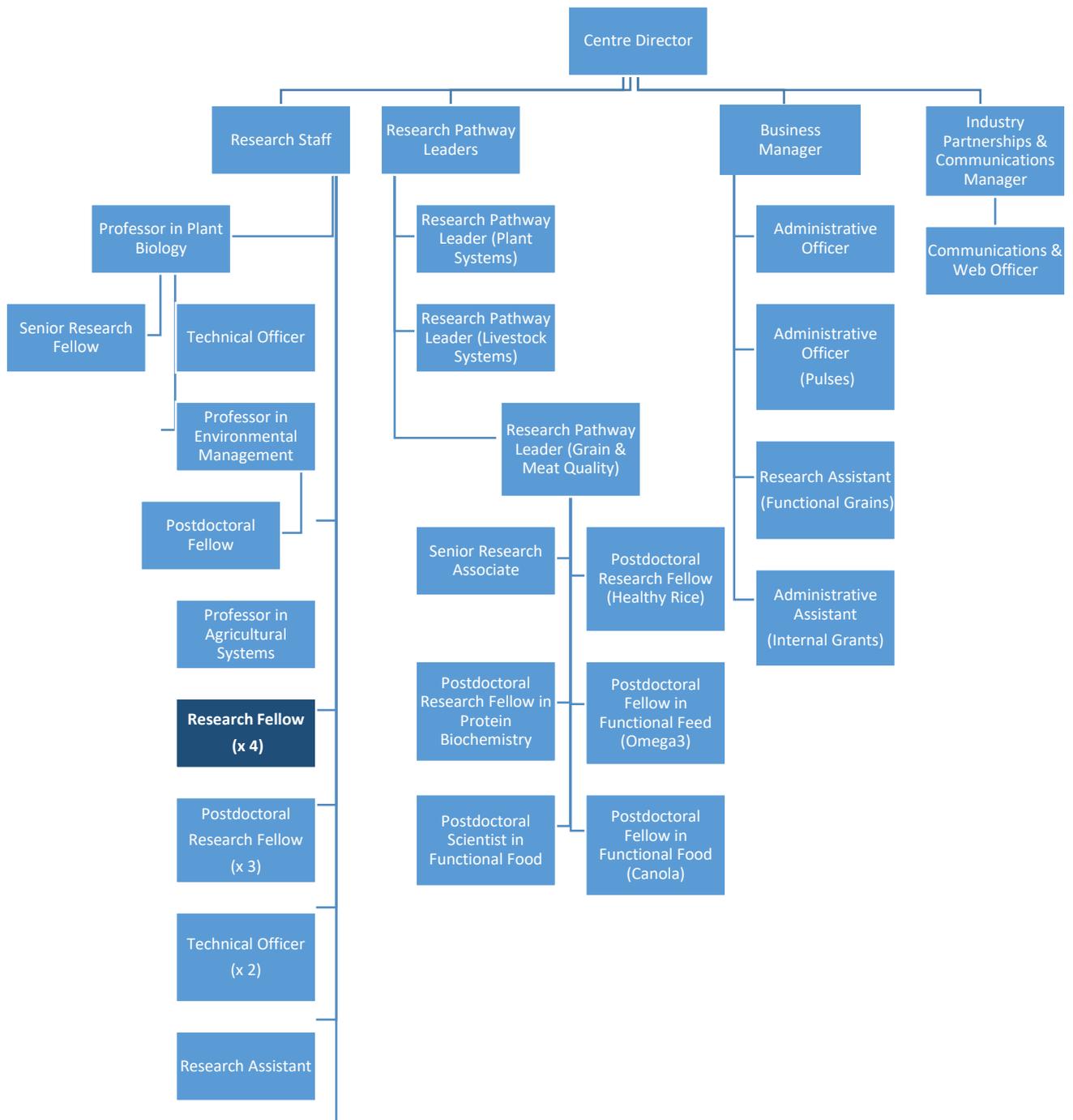
The Graham Centre for Agricultural Innovation is an alliance between Charles Sturt University and the NSW Department of Primary Industries. The Centre's research aims to develop new knowledge for profitable, productive and sustainable food and fibre supply chains, whilst reducing the risks of natural resource degradation, thus supporting a sustainable economic future for agriculture on regional, national and international levels.

The Centre's activities are focused around three key areas:

- Plant systems (crops and pastures)
- Livestock systems (sheep and beef focus)
- Grain and meat quality

Further information about the Graham Centre can be found at www.grahamcentre.net.

Organisational Chart



Reporting Relationships

This position reports to: Professor in Applied Ecology

This position supervises: Nil

Key Working Relationships

- Professor in Plant Biology
- Senior Research Fellow
- Technical Officers
- Communications Officer
- Administrative Officer

Position Overview

The successful applicant will participate in research and communication on the impact of dung beetles on farming systems throughout southern Australia, rearing of dung beetles in controlled environments, on-farm and in semi-permanent outdoor structures.

Principal Responsibilities

- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation.
- Develop and lead (as appropriate) a program of research on the impact of rearing conditions on successful rearing of several species of dung beetles.
- Manage rearing of dung beetles including ensuring that adequate supplies are purchased for rearing, beetles are reared according to protocols and packaged for delivery to end users.
- Assist with the development of on-farm rearing facilities for dung beetles.
- Assist with the supervision of technical staff and Higher Degree by Research and undergraduate students (conducting basic and applied research on dung beetles).
- Assist with the preparation of regular progress reports to be submitted to the funding body in accordance with the project agreement.
- Share research results via presentations at scientific conferences and refereed scientific journal articles.
- Other duties appropriate to the classification as required.

Capabilities

The successful applicant will have the following capabilities:

- Proven capacity to develop a program of research in a relevant field.
- Ability to prioritise and undertake work without day to day supervision.
- Possess a thorough understanding of experimental methodology and data analysis relevant to biological research.
- Demonstrated understanding of the conduct of field and laboratory-based research, including adherence to Occupational Health and Safety regulations.

Physical Capabilities

- This position may involve handling animal waste (“dung”) and work under sometimes harsh conditions in the field within the terms of the University’s policy of thermal comfort available at <http://www.csu.edu.au/division/hr/health-safety-wellbeing/risk-management>
- This position will involve periodic travel by motor vehicle over long distances within the terms of the University’s Driving Hours Policy available at <http://www.csu.edu.au/division/hr/health-safety-wellbeing/ohs-management-system>
- Consideration should also be given to regular computer-based activities in line with the University’s risk management on office and workstation ergonomics available at <http://www.csu.edu.au/division/hr/health-safety-wellbeing/risk-management>
- Ability to perform manual handling of research materials such as rearing containers and packs of consumables that may weigh up to 10-15kg

Selection Criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential Criteria for Appointment at Level A

- A. A PhD degree in a relevant area of life science or equivalent accreditation or training;
- B. Capacity to undertake, under supervision, research;
- C. Demonstrated ability to work in a research team and capacity to collaborate with other academic staff and research students in a project team;
- D. Demonstrated understanding of the conduct of field and laboratory based research and ability to successfully carry out research experimentation independently and also with additional team members, including undergraduate and postgraduate students;
- E. Demonstrated understanding of experimental methodology and data analysis relevant to biological research;

Essential Criteria for Appointment at Level B

- A. A PhD degree in a relevant area of life science or equivalent accreditation or training;
- B. A record of research or professional activity relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution;
- C. Demonstrated ability to work in a research team and capacity to lead (as appropriate) and collaborate with other academic staff and research students in a project team.
- D. Demonstrated experience in the conduct of field and laboratory based research and ability to successfully carry out research experimentation independently and also with additional team members, including undergraduate and postgraduate students;
- E. Demonstrated understanding of experimental methodology and data analysis relevant to biological research;

Desirable

- F. Knowledge of insect biology and life cycles;
- G. Knowledge of grazing systems especially pasture, livestock and soil components.

Attachment (i)

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)