



# Position Description

## Professor of Plant Science / Horticulture

Gulbali Institute

Office of the Deputy Vice-Chancellor (Research)

<b>Classification</b>	Level E
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	N/A
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	June 2023



# 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.

## Research Institutes

To deliver on the university goal of research excellence, the university is establishing three research institutes, all with a digital and regional focus:

1. Gulbali Institute
2. Rural Health Research Institute
3. Artificial Intelligence and Cyber Futures Institute.

## Gulbali Institute – Agriculture, Water and the Environment

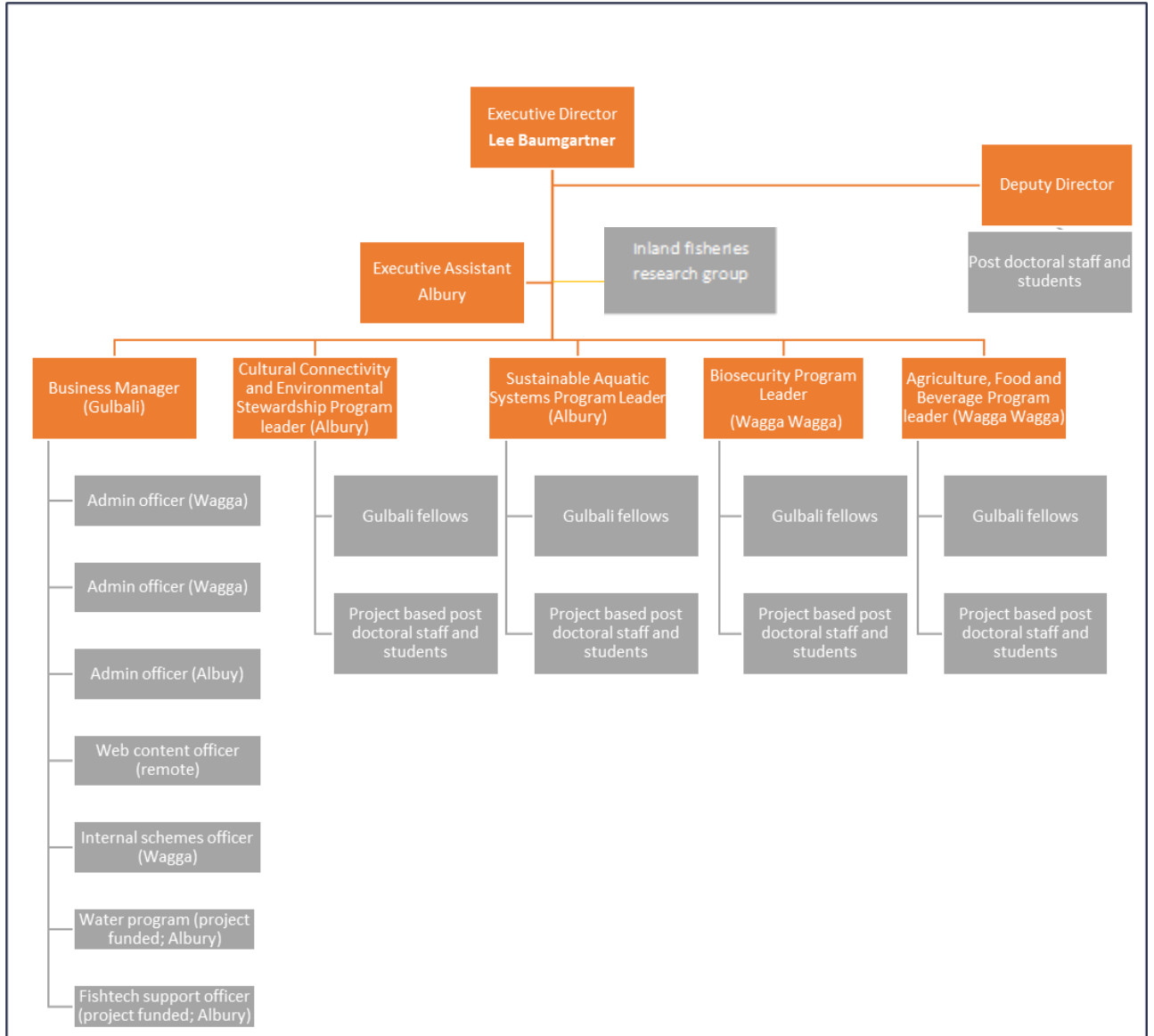
Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with impact. We collaborate with our partners on research with global impact. Charles Sturt's research in Agriculture, Water and the Environment (AWE) has been targeted for strategic investment, with the University committed to driving research which has impact across Australia and globally.

The key pillar of this strategic investment in AWE research is the establishment of the [Gulbali Institute](#). The Gulbali Institute will create integrated AWE research which is grounded in our footprint across the Murray-Darling Basin. The Gulbali Institute will focus on our research strengths in the areas of optimising farm systems for performance and sustainability; and enhancing the health and resilience of freshwater ecosystems. But we also recognise that it is important to recognise that Country is not just about land 'environment' it also includes social and spiritual aspects that influence the mind and the body.

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. The Institute will focus on research that addresses major national challenges and government, industry, and community strategic imperatives. Our multidisciplinary approach together with the application of an innovation framework, will lead to the translation of research into viable industry partnerships.



### Organisational Chart (Gulbali Institute)





## Reporting relationship

**This position reports to:** Agriculture, Food and Beverage Program leader (Gulbali Institute)

**This position supervises:** Postdoctoral staff, research fellows and students integrated into research projects

## Key working relationships

- Business Development Director
- Academic staff
- The Academic Directors and Executive Directors of the other university Research Institutes
- Federal and State Government bodies
- Industry partners and regional start ups
- Competitive funding bodies
- Professorial mentor

## Position overview

The Professor of Plant Science / Horticulture will be expected to develop a significant team and program of research seeking to develop and deliver unique and high-value outputs, products, and practice, with respect to growth and production of selected crops, within protected/unprotected environments. The successful applicant will have significant freedom to develop a program of work which generates positive impact to industry, global economies, regional society and communities, biodiversity and local built environments and cultural practices.

The Professor will be excellent at working collaboratively with a range of researchers across plant growth and development and/or horticultural sciences. They will be enthusiastic about developing a team that will grow, largely supported by external funding, but with co-investment from industry. The Professor will be an excellent mentor for new and early career staff and have a high-quality network of national and international researchers with whom they collaborate. They will have an entrepreneurial and innovative approach to securing funding and be able to foster collaborative research partnerships with the Gulbali Institute's strong network of partners in Agriculture, Water and the Environment.

The Professor of Plant Science / Horticulture will be expected to generate high quality research outputs, transfer knowledge to industry and generate new marketable products and approaches. The incumbent will play a vital role in raising grant income, recruiting and graduating PhD students, securing research grants, and fostering international collaborations to enhance the university's reputation in this discipline.

All Professors are members of the University's Professors Forum and are expected to contribute to the leadership of the University as a whole.



## Principal responsibilities

- Make a distinguished contribution to the development, implementation and promotion of the CSU research effort, including publication in leading world class journals. Achieve excellence in research within the Plant Science / Horticulture discipline which includes developing a research program which is both nationally and internationally relevant.
- Supervision and graduation of Research Higher Degree students.
- Provide significant mentoring and coaching to support the academic development of colleagues.
- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Expand current knowledge and understanding of the relevant discipline through original and distinguished contributions to industry engagement and/or scholarly activities or similar.
- Provide a significant degree of leadership and manage research teams contributing to the development of the profession, discipline and/or community.
- Conducting ethical, high quality research/creative works or professional activity to his/her discipline at a national and international level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan which includes securing significant external funding and maintaining up-to-date research records within CSU's research database.
- Develop and Lead collaborative research projects with internal and external researchers and stakeholders.
- Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the university, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Make a distinguished contribution to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy.
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation.
- Lead external professional reviews.
- Engage and make distinguished contributions in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice.
- Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship.
- Participate and demonstrate leadership in the governance, marketing and promotion of excellence and administrative/academic activities to facilitate the work of the institute.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

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

<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Applying expertise and technology</b>	Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines
<b>Leading and supervising</b>	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
<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

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, 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 shelving duties, 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 doctoral qualification, relevant to the discipline.
- B. A distinguished record of academic achievement of national and/or international standing through distinguished contributions, including academic leadership, production of research and creative works above world class level in the field of Plant Science / Horticulture.
- C. Significant experience in, and comprehensive knowledge of the Plant Science / Horticulture field and can demonstrate being recognised as a leading authority at a national and international level evidenced by appropriately trending publication and citation rates and other discipline-specific metrics.
- D. Track record sourcing significant external funding, including large-multiyear grants, to build and maintain a long-term research program (including funding to support post-doctoral staff and students). Career evidence of external grant capture must be significant.
- E. Demonstrated ability to provide effective leadership and building people capability; especially integrating into a large and diverse research institute which is internationally relevant.
- F. Superior written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- G. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives.
- H. Demonstrated ability to foster a collegial work environment and to work collaboratively, independently in a large complex academic setting with an outcome orientated focus.
- I. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.





Brisbane

# New South Wales

● Dubbo

● Port Macquarie

● Orange

● Bathurst

Goulburn  
NSW Police Academy ●

● Sydney

● Wagga Wagga

● Canberra

● Albury-Wodonga

● Wangaratta  
Regional Study Centre

# Victoria

● Melbourne

● - Capital city   ● - Campus location

