

POSITION DESCRIPTION

Veterinary Clinical Sciences, Melbourne Veterinary School
Faculty of Veterinary and Agricultural Sciences

Postdoctoral Fellow (Livestock and Livelihoods in Pakistan)

POSITION NO	0043585
CLASSIFICATION	Level A
SALARY	\$87,415 – 93,830 p.a.
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full time
BASIS OF EMPLOYMENT	Fixed term - position available until 30 June 2020
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	David McGill Tel +61 3 80012575 Email dmcgill@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

ABOUT THE POSITION

We are looking to recruit an enthusiastic Postdoctoral Fellow to work on a research project focused on Pakistani dairy-beef livestock systems. This role will involve managing and undertaking research on livestock systems to advise and help improve livelihoods of smallholder dairy-beef farming families in rural Pakistan. The position will be a part of the University of Melbourne's Pakistan dairy-beef research project (funded by ACIAR in 2017-2021) and will involve overseeing research and administrative project management activities.

This position will incorporate research in the following areas; (1) developing and implementing extension and communication strategies, (2) investigating opportunities and constraints and developing strategies to improve on-farm efficiency in livestock production and (3) investigating and developing collaborative strategies to enhance value-chains linking smallholder dairy-beef farmers to market opportunities. The successful applicant will work with other academics at the Faculty of Veterinary and Agricultural Sciences at the University of Melbourne and be responsible for coordinating a team of researchers working across both Australia and Pakistan.

This role also involves project management responsibilities which include: negotiating with national agricultural research and extension organisations in Pakistan; managing a local Pakistani team of researchers and extension professionals to implement field activities, undertake data collection, project evaluation and research reviews in a broad range of topics.

The successful applicant will be expected to have a track record (commensurate with experience) in managing research projects and presenting research results in a clear, succinct manner in the context of international animal agriculture.

The role will be primarily based at the University of Melbourne's Werribee campus within the Melbourne Veterinary School and will involve travel to collaborating countries and participating institutions. A major component of this role will be based on coordinating research activities in Pakistan and it is an expectation that the individual will spend approximately at least 30% (up to 50%), of their time managing activities based out of the project office at the University of Veterinary and Animal Sciences (Lahore, Pakistan).

ABOUT US

The University of Melbourne has affirmed its position as the number one university in Australia, and remains among the fastest-rising research universities in the world's top 100, according to the Academic Ranking of World Universities (ARWU). It is counted among the best universities in the world – 33 by the Times Higher Education (THE) and 32 by the US News and World Report Rankings. Please visit [Tradition of Excellence](#) for further information.

The Faculty of Veterinary and Agricultural Sciences provide over 20 courses and 300 subjects to approximately 3,500 equivalent full time students. The Faculty provides the only professional entry veterinary program in Victoria and the Bachelor of Agriculture is the fastest growing undergraduate degree in Australia. The University of Melbourne's agriculture program is the largest in Victoria and ranked 36 in the world, whilst the Doctor of Veterinary Medicine program was the first graduate veterinary professional entry program in Australia. The Faculty is ideally placed to contemplate changes that have far-reaching consequences on its teaching, engagement and research.

1. Key Responsibilities

The University of Melbourne sets 'Minimum Standards for Academic Levels' (MSALs) which are expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

Below is the MSALs for Level A academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL

Level A - Tutor, Research Assistant (Grade 2), Research Fellow (Grade 1)

A level A academic will work with the support and guidance from more senior academic staff and will work under the supervision of academic staff at level B and above.

A level A academic is expected to develop their expertise in teaching, scholarship and/or research with an increasing degree of autonomy and may work with limited supervision and/or as part of a team.

A level A academic will contribute to teaching at the institution (at a level appropriate to the skills and experience of the staff member) and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline.

They will undertake administration primarily relating to their activities at the institution.

The contribution to teaching and supervision of students of level A academics will be primarily at undergraduate and graduate diploma level.

The results of research conducted may be published as sole author or in collaboration.

1.1 TEACHING AND LEARNING

- ▶ This is a Research Only position, so there is no expectation to teach. However, the incumbent may be asked to give the occasional lecture.
- ▶ Contributing to the supervision of research students will be an important component of this role.

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ The incumbent will conduct research and contribute to the reporting required to meet the project milestones and reporting schedule. They will also be expected to fully immerse in the research culture of the Faculty.
- ▶ Under limited supervision, deliver high quality research outcomes against research objectives
- ▶ Production of conference and seminar papers.

1.3 LEADERSHIP AND SERVICE

- ▶ Work effectively with other academics at the Faculty of Veterinary and Agricultural Sciences at the University of Melbourne and coordinate a team of researchers

contributing to this project and other potential projects in the agricultural research for development space.

- ▶ Participate in the communication and dissemination of information relating to the discipline.
- ▶ Assist in the identification of sources of funding to support individual or collaborative projects relating to the teaching and engagement within the relevant discipline of agricultural research for development.
- ▶ Contribute to and participate in committees, events such as Discovery Day and other activities at the, Department and Faculty levels.
- ▶ Undertake administration primarily relating to the activities of the role.
- ▶ Attendance at relevant conferences and incorporate learning's into practice, as funding permits
- ▶ Attend and participate in Research Showcase events, including Discovery Day, and give internal and external oral seminars/lectures on the research project topic areas.
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Expand the knowledge of the relevant discipline which impacts the field.
- ▶ Oversee collaborative research and foster partnerships with Australian and Pakistani scientists as well as industry stakeholders to implement field activities, data collection, and research reviews to describe the goat value chains in Pakistan.

1.4 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
 - ▶ Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
 - ▶ Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address all of the Selection Criteria in their application. Please refer to [Addressing Selection Criteria](#) for further information.

2.1 ESSENTIAL

- ▶ An awarded PhD, or equivalent, in a field relevant to international value-chain research, agribusiness, social science aspects of agricultural or veterinary sciences, with two years' work experience
- ▶ Demonstrated ability to undertake research under limited supervision, in international animal agriculture (including overseas field experience) delivering against research objectives.
- ▶ Excellent communication skills in English, written and oral, appropriate for scientific and industry audiences
- ▶ Publication arising from scholarship or research in peer-reviewed journals, articles and oral and written presentations to industry and lay audiences.
- ▶ A capacity to coordinate a team of researchers from national and international institutions and integrate research outputs from different research team members to meet agreed project milestones to a high quality.
- ▶ Demonstrated ability to work with people of diverse cultural backgrounds in ways that are respectful, mutually productive and promote good cross-cultural communication.
- ▶ Ability to assist to identify and contribute to the application of research funds and grants.

2.2 DESIRABLE

- ▶ Experience in value-chain methodologies or social sciences for international development.
- ▶ An understanding and ability to communicate in Urdu (written and oral).

2.3 SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ An ability to travel and undertake project work in other countries, including developing countries (specifically Pakistan), subject to appropriate health and security requirements determined by the University
- ▶ As the Faculty of Veterinary and Agricultural Sciences is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.

3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual

harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to service for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

4.1 FACULTY OF VETERINARY AND AGRICULTURAL SCIENCES

<http://fvas.unimelb.edu.au/>

The Faculty of Veterinary and Agricultural Sciences was formed in July 2014 through the merger of the former Faculty of Veterinary Science and the Department of Agriculture and Food Systems. The new Faculty creates opportunities for closer research collaborations and the formation of interdisciplinary teams to address major issues in veterinary and agricultural sciences. The Faculty's core teaching, postgraduate training, research, clinical consultancy and industry development activities are delivered at the Parkville, Werribee and Dookie campuses, and the Veterinary Hospital operates at Werribee.

Our interdisciplinary approach applies scientific, social, political and economic perspectives to address the needs of both human communities and the natural environment. We address the issues of climate change, food production and food security, crop, plant and soil health, water management, sustainable use of resources for agriculture, animal health and disease and other problems challenging key decision makers today.

Our academic staff engage with government and industry to investigate critical societal issues and the faculty is home to University research centres dedicated to this work. They include: Animal Welfare Science Centre; Primary Industry Climate Challenges Centre; Centre for Animal Biotechnology; Centre for Equine Virology; and the Asia-Pacific Centre for Animal Health', in which the University is a core partner. Research within the Faculty has led to some outstanding outcomes including: increased agricultural productivity; vaccines and diagnostic products that have been commercialised throughout the world;

enhanced animal welfare; improvements in public health; and contributions to basic understanding of animal biology.

The Faculty is the only provider of Veterinary Science courses in Victoria and one of only a small number of Universities doing so in Australia. The Bachelor of Agriculture and Bachelor of Food Science along with coursework masters in Agricultural Sciences and Food Science offers one of the most comprehensive educational programs in agricultural and food science in Australia.

4.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

4.3 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world,

working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

4.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>