POSITION DESCRIPTION
UNIVERSITY OF TASMANIA

POSITION TITLE	Postdoctoral Research Fellow – Wild Fisheries

FACULTY/INSTITUTE/DIVISION	Fisheries and Aquaculture
SCHOOL/SECTION	Institute for Marine and Antarctic Studies
CAMPUS	IMAS-Taroona
CLASSIFICATION	Academic Level B1
DATE	20/11/2018

POSITION SUMMARY

Open to Talent, the University of Tasmania's strategic plan, sets a bold vision for the future, with high ambitions across the domains of research, students and community. UTAS recognises that achieving this vision is dependent on the people who work for the University.

Opening UTAS to Talent: The UTAS Academic specifies performance expectations in research, learning and teaching, community engagement and internal service for each academic level and for each discipline area. These performance expectations will inform recruitment to this position and the ongoing obligations of the appointee.

IMAS is an internationally-recognised centre of excellence for marine and Antarctic research and education. Our vision is to develop environmental understanding and facilitate sustainable development for the benefit of industry, governments and communities in Tasmania, Australia and the world. IMAS has three core areas of research focus, in fisheries and aquaculture, ecology and biodiversity, and oceans and cryosphere; and collaborates across the major themes of climate change, ocean-Earth systems, and oceans and Antarctic governance

This position is within the IMAS Fisheries Program and will work across internationally recognized research programs at IMAS and CSIRO which consist of a multi-disciplinary group of scientists and professional staff working on projects ranging from blue-sky research through to practical applied research.

The appointee will provide quantitative research support to the wild fisheries research program at IMAS across a range of species including rock lobster and scalefish. Activities will include management strategy evaluation (MSE) and data poor methods. They will be skilled in statistical analyses, scientific programming and have a record of communicating research including production of figures and publication in leading scientific journals. The research is required to be communicated and understood by a large audience including fisheries managers, other researchers and fishers.

The project will provide the opportunity for the appointee to broaden their skill base. The position will be expected to be productive in producing journal publications from research.

The University's Statement of Values indicates a commitment to 'working from the strength that diversity brings'. The University is anxious to work towards fulfilling that commitment through its recruitment policies and practices. In particular, women are especially encouraged to apply for this position.

POSITION RELATIONSHIPS

Supervisor	Senior Population Dynamics Scientist, IMAS
Direct reports	**Nil**
Other	The appointee will work on projects led by CSIRO and will have supervision on these from the relevant principle investigators. • Senior Management of IMAS • Other staff and students of IMAS • Any other relevant stakeholders in IMAS

KEY ACCOUNTABILITIES AND OUTCOMES

1.	Make an effective and sustained contribution to the University in achieving its strategic objectives and fulfilling its operational responsibilities.
2.	Undertake high-quality research of national and increasingly of international standing, secure external competitive and other funding, publish research findings and contribute to the successful supervision of research higher degree students, in order to meet and regularly exceed the University's research performance expectations for Level B.
3.	Undertake scholarly undergraduate (and if relevant postgraduate) coursework teaching of a high quality.
4.	Contribute to the development and maintenance of productive and effective links inside the University and locally and nationally with the discipline, relevant interdisciplinary domains, profession, industry and/or wider community.
5.	Undertake other duties as assigned by the supervisor.

DECISION MAKING AUTHORITY/LEVEL OF RESPONSIBILITY

• The appointee's work plans will be developed under the general direction of the Senior Population Dynamics Scientist, IMAS
• The appointee will conduct day-to-day management of project tasks, including ensuring research outputs address project objectives and are delivered in a timely fashion, project resources are well managed and regular progress reports are available to the project team and advisory committee.
• The appointee will be encouraged to attract and supervise Masters and/or PhD students
• The appointee will be required to present their work to industry and government through industry peak bodies and advisory committees. They will also need to liaise with these groups to ensure the work is relevant and needs are addressed.

POSITION CRITERIA

Essential Requirements

1. Completion of a PhD in a relevant area of research, such as statistics, population dynamics or resource modelling.
2. Demonstrated ability to develop and apply analytical methods including statistical and/or numerical modelling
3. Competence in the use of databases and statistical software packages such as R.
4. Demonstrated ability to plan and manage research projects, including the ability to set priorities and allocate resources to meet project objectives
5. Effective oral and written communication of research results and their implications, and the ability to negotiate and communicate with scientists, industry stakeholders, government and the public.
6. A good record of, and continuing commitment to, research that has achieved national recognition and made worthwhile contributions to the field of fisheries, demonstrated by a record of quality publications, presentations at conferences and preferably success in securing external competitive and other funding.

Desirable Attributes

1. Experience in fisheries science
2. Competence in programming using languages such as R, Matlab, Python, C++ or Fortran.
3. Experience in development of higher degree projects and supervision of candidates

WORKPLACE HEALTH AND SAFETY

- All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions and using the equipment provided in accordance with safe operating procedures. Where appropriate, staff will initiate and participate in worksite inspections, accident reporting and investigations and develop safe work procedures.
- All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and, provide the appropriate information, instruction, training and supervision.
- Staff will inform their supervisor of any unsafe working practices or hazardous working conditions

UTAS STATEMENT OF VALUES

We subscribe to the fundamental values of honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect, and fairness and justice. We bring these values to life by our individual and collective commitment to:

* Creating and serving shared purpose
* Nurturing a vital and sustainable community
* Focusing on opportunity
* Working from the strength diversity brings
* Collaborating in ways that help us be the best we can