



POSITION DESCRIPTION

School of BioSciences
School of Ecosystem & Forest Sciences
Faculty of Science

Research Fellow in Ecological Knowledges of Country

POSITION NO	0049875
CLASSIFICATION	Level A
SALARY	<p>\$72,083 - \$97,812 p.a (PhD entry level \$91,125) for Level A</p> <p>\$102,967 - \$122,268 p.a for Level B</p> <p>Level of appointment is subject to the appointee's research record, qualifications and experience.</p>
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-Time
BASIS OF EMPLOYMENT	Fixed-Term for 3 years
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	<p>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.</p>
CONTACT FOR ENQUIRIES ONLY	<p>Prof. Michael McCarthy Tel +61 3 8344 6856 Email mamcca@unimelb.edu.au</p> <p><i>Please do not send your application to this contact</i></p>

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

Position Summary

The appointee will work with a team of researchers in the Quantitative and Applied Ecology Group, the School of Ecosystem and Forest Sciences, and the Arthur Rylah Institute (ARI) on better integration of western science and Indigenous knowledges to improve environmental management. This position is an exciting new initiative of the Faculty of Science and ARI that aims to help build capacity of researchers within both institutions to engage better with Traditional Owners. The Research Fellow will undertake research associated with the project 'Ways of Knowing Country', operating under the aegis of the Integrated Forest and Ecosystem Research program. In line with that Project, the appointee will develop and implement a research plan in collaboration with Traditional Owners and researchers at ARI and the University, broadly in the area of biodiversity management, and particularly in relation to fire management and/or water management. The research will recognise the evolving agenda around settlement agreements, co-management, and self-determination.

The Research Fellow should have a PhD or equivalent research experience in the area of environmental management with either an ecological or social science focus, and experience of collaborating with scientists and Traditional Owners. While the appointee will be employed at the University of Melbourne and have important roles in the University, the Research Fellow will also hold a key science leadership position at ARI in a dynamic and challenging area of biodiversity research.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

You are expected to significantly contribute towards the research effort of the team and to develop your research expertise with an increasing degree of autonomy.

- ▶ Help plan and conduct the research Project in collaboration with Traditional Owners and researchers at ARI and the University, broadly in the area of biodiversity management within Victoria, and particularly in relation to fire management and/or water management.
- ▶ Lead and publish academic papers and other scholarly outputs to a high academic standard in accordance with the research expectations of the University of Melbourne.
- ▶ Actively participate in research seminars, conferences, and Indigenous community forums to disseminate research findings as opportunities arise both within ARI and the University, and to the broader research and Indigenous communities.
- ▶ Contribute to the preparation, or where appropriate individual preparation of research proposal submissions to internal or external funding bodies as relevant. An appointee at Level B would lead many of these submissions.
- ▶ Undertake administrative functions and obligations primarily connected with the staff member's area of research.
- ▶ Contribute to, and assist in the co-supervision and training of research students
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.

1.2 LEADERSHIP AND SERVICE

- ▶ Contribute to capacity building and social learning within both the University and ARI to help people within both organisations better integrate western science and Traditional knowledges. Greater leadership of these activities will be expected of a Level B appointee.
- ▶ Respect and adhere to the protocols of the Traditional Owner organisations with which Project collaborates.
- ▶ Actively participate at School and ARI meetings and with guidance, contribute to planning activities or committee work to support capacity building in the School/discipline.
- ▶ Contribute to, or present research to the public to elevate public awareness of scientific developments, and promote critical enquiry and public debate within the community where appropriate.
- ▶ Effectively demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
- ▶ Actively contribute to School activities such as Open Day to promote student engagement.

1.3 OTHER DUTIES

- ▶ Perform other tasks as requested by the supervisor or the Head of School.
- ▶ Actively participate in the University Professional Development Framework.
- ▶ Ensure an up-to-date record of University compliance courses, such as, but not limited to, Appropriate Workplace Behaviour, Managing Information, OH &S training courses.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

2.1 ESSENTIAL (BOTH LEVELS)

- ▶ Completion (or near completion) of a PhD in ecology, environmental social science or a related discipline, or equivalent research experience.
- ▶ Demonstrated ability to conduct and publish research on topics relating to biodiversity and/or the environment.
- ▶ Demonstrated ability to foster collaborative partnerships within and beyond academia and across disciplines, including with scientists and Indigenous people.
- ▶ Excellent written and oral communication skills in English.
- ▶ Demonstrated excellent organisational skills to meet deadlines and bring projects to a timely completion.

2.2 ESSENTIAL (LEVEL B) / DESIRABLE (LEVEL A)

- ▶ The ability to attract external funding through grant applications and/or support in funded joint projects with others internal or external to the university.
- ▶ Experience in assisting with supervision of students undertaking undergraduate or higher degree research projects.

- ▶ Demonstrated leadership that facilitates cultural change within organisations to help others better integrate western science with Indigenous knowledge.

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.

5. Other Information

5.1 ORGANISATION UNITS

<https://biosciences.unimelb.edu.au>

The successful candidate will work within the **School of BioSciences** (in the Quantitative and Applied Ecology Group; qaeco.com), with researchers in the School of Ecosystem and Forest Sciences (ecosystemforest.unimelb.edu.au) and in the Arthur Rylah Institute (www.ari.vic.gov.au).

The School of BioSciences was formed in 2015 through the amalgamation of the School of Botany and the Departments of Genetics and Zoology thus bringing together a critical mass of 160 Academic staff and 240 Research Higher Degree students undertaking world class teaching and research in the biological sciences. Academics within the School are aligned to 2 research domains - Ecology & Evolutionary Biology and Cells & Systems

Biology. Through cross-disciplinary collaborations within the School and with external partners the School is a major recipient of grant and contract funding. The School is a major contributor to the Bachelor of Science, the Bachelor of Science (Extended) Bachelor of Biomedical Science and the Environmental Science programs, its teaching program reflecting the research interests within the School.

<https://ecosystemforest.unimelb.edu.au>

The **School of Ecosystem and Forest Sciences (SEFS)** is dedicated to the study of ecosystem processes, sustainable land management, and environmental social science in forest and other ecosystems, covering the full range from natural to highly urbanised systems. SEFS combines expertise in the biological and physical sciences with environmental social science to provide research and teaching of applied ecosystem science that is relevant to society, delivering innovative solutions to the environmental issues faced by a rapidly growing global community. Our work spans from molecular to ecosystem scales, from technology to sociology, and from city to wilderness.

<https://www.ari.vic.gov.au>

The **Arthur Rylah Institute for Environmental Research** within the Biodiversity Division of DELWP undertakes world-class, applied ecological research which supports and guides sustainable ecological policy and management to ensure healthy, resilient ecosystems. ARI is building new additional capability in working with Traditional Owners and understanding traditional knowledge as a contribution to achieving the goals of Victoria's Biodiversity Strategy: 'Protecting Victoria's Environment – Biodiversity 2037' and DELWP's Aboriginal Inclusion Plan 'Munganin-Gadhaba'.

5.2 FACULTY OF SCIENCE

<https://science.unimelb.edu.au>

Science at the University of Melbourne is among the most highly ranked Faculties of Science in Australia*. Science is defined by its research excellence in the physical and life sciences and is at the forefront of research addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

We have over 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research, which empowers our STEM students and graduates to understand and address complexities that impact real world issues and the challenges of tomorrow.

We aspire to engage the broader community with the impact that Science has on our everyday lives. Through the strength of our internships and research project offerings, our students are provided opportunities to engage with industry partners to solve real-world issues.

The Faculty of Science has over 53,000 alumni and is one of the largest faculties in the University comprising seven schools: BioSciences, Chemistry, Earth Sciences, Ecosystem and Forest Sciences, Geography, Mathematics and Statistics, and Physics.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI) and home to numerous Centres.

Science manages more than \$315 million of income per annum, with a staff base in the order of 290 professional staff, and more than 630 academic staff.

We offer a range of undergraduate, honours, graduate and research degrees; enrolling over 9,700 undergraduate and 2,400 graduate students. The Faculty of Science is the

custodial Faculty for the BSc (Bachelor of Science). The Faculty of Science is a leader in research, contributing approximately \$80 million in HERDC income per annum. The Faculty of Science is highly research focused, performing strongly in the ARC competitive grants schemes, often out-performing the national average. The Faculty of Science is currently growing its competitiveness and standing in the NHMRC space.

*Based on 2018-19 subject rankings by QS and Time Higher Education

5.3 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.

The University has developed a Reconciliation Action Plan (RAP) that demonstrates its commitment to ensuring a just, equitable and reconciled nation for all Australians.

Reconciliation is central to the full realisation of the University of Melbourne's purpose. For true reconciliation to occur, we need to foster an environment in which the relationship between Aboriginal and Torres Strait Islander peoples and their fellow Australians is characterised by a deep mutual respect, leading to positive change in our nation's culture and capacity. The RAP is available at

https://about.unimelb.edu.au/__data/assets/pdf_file/0026/69308/Unimelb-Reconciliation-Action-Plan.pdf

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

5.4 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.

5.5 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>