



# Position Description

## Postdoctoral Research Fellow - DECRA Track

Gulbali Institute

Office of the Deputy Vice-Chancellor, Research

<b>Classification</b>	Level A
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	The candidate will be required to partner with a research-active member of the CSU professoriate. Evidence of this commitment will be required to be provided with the application.
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	August 2022



# 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>• All injury frequency rate</li><li>• Engagement</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. Cyber, Data and Security Research 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 goal impact.

We collaborate with our partners on research with global impact. Our 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.

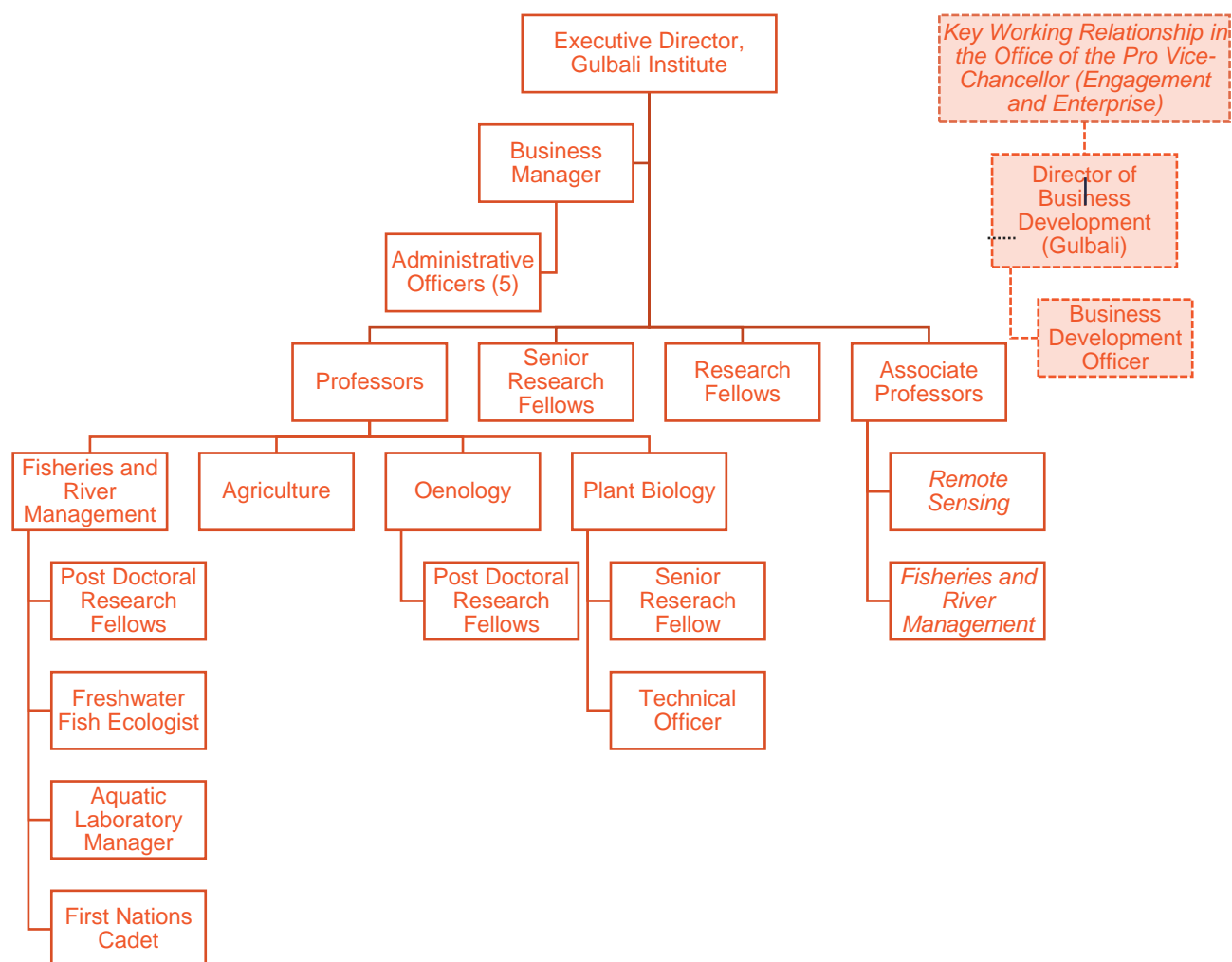
[The Gulbali Institute](#) will create integrated AWE research which is grounded in our footprint across the Murray-Darling Basin. The Gulbali Institute will focus on our research strengths in the areas of optimising farm systems for performance and sustainability; and enhancing the health and resilience 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



## Reporting relationship

**This position reports to:** Executive Director (Gulbali Institute)

**This position supervises:** Nil



## Key working relationships

- Academic mentor
- 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 Postdoctoral Research Fellow -DECRA Track will be responsible for undertaking world-class research aligning with Gulbali priority areas across the Agriculture, Water and Environment space. 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 focuses on research that addresses major national challenges and government, industry, and community strategic imperatives.

The post-doctoral researcher will be partnered with a “mentor” from the Charles Sturt University professoriate. The role of the post-doc / mentor relationship will be to obtain career guidance and to maintain a level of research productivity that would ensure the incumbent is “DECRA” competitive. The ultimate end point of the fellowship is the submission of a DECRA application to continue a research-oriented career trajectory. The successful candidate can work within any discipline relevant to the values of the Gulbali Institute.

## Principal responsibilities

- Supervise honours theses and masters’ projects.
- Build professional relationships with students and provide timely and appropriate consultation and feedback.
- Develop and maintain a sound and current knowledge and understanding of discipline area through industry engagement and/or scholarly activities or similar.
- Conduct, under supervision, ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation.
- Under supervision, develop and execute a research plan that aligns with CSU’s Research Plan and objectives including contributing to application for funding to support research outcomes.
- Build networks and form relationships with internal and external researchers and stakeholders, as appropriate.
- Build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU’s research database.
- 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.
- 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.
- Actively contribute to governance, marketing and promotion, and administrative 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>Presenting and Communicating Information</b>	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
<b>Writing and Reporting</b>	Writing clearly, succinctly and correctly, convincing through writing, avoiding jargon, structuring information
<b>Analysing</b>	Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically
<b>Learning and Researching</b>	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach
<b>Achieving Personal Work Goals and Objectives</b>	Accepting and tackling demanding goals, working hard, making the most of development opportunities, seeks progression

## 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 address the selection criteria when applying for this position.

### Essential

- A. A degree equivalent to the [minimum requirements](#) for an ARC Discovery Early Career Researcher Award. In most instances this will be a Masters or Doctorate degree.
- B. A track record of undertaking research/creative works or professional activities in the areas of agriculture, water and/or environment.
- C. Sound knowledge and understanding of their nominated discipline area gained through industry experience and/or scholarly activities or similar.
- D. Commitment to undertake research/creative works especially with a focus on increasing publication rates in high-quality international journals.
- E. Demonstrated high level analytical, critical thinking and problem-solving skills.
- F. Willingness to work collaboratively with a professorial-level mentor. To advance through the recruitment process the applicant must nominate a member of the Charles Sturt University professoriate to act as a mentor. The mentor will need to provide a one-page letter of support, which outlines an alignment with projects and/or values of the Gulbali institute, which will be submitted as an attachment to the application.
- G. Demonstrated commitment to applying culturally respectful, inclusive, and safe practices in the workplace.



