



Position Description

College/Division:	ANU College of Science
Faculty/School/Centre:	Fenner School of Environment and Society
Department/Unit:	National Environmental Science Program Threatened Species Recovery Hub
Position Title:	Postdoctoral Fellow / Research Fellow
Classification:	Academic Level A / B
Position No:	
Responsible to:	Professor David Lindenmayer
Number of positions that report to this role:	
Delegation(s) Assigned:	

PURPOSE STATEMENT:

The Fenner School of Environment and Society conducts world-class, interdisciplinary research and education on complex environment-society systems. The Conservation and Landscape Ecology (CLE) research group, led by Professor David Lindenmayer, conducts research on conservation and landscape ecology, with a particular focus on the long-term monitoring of biodiversity in south-eastern Australia. The National Environmental Science Program's Threatened Species Recovery (TSR) Hub is a partnership between the Australian Government through the Department of the Environment and Energy, and multiple research partners across Australia. The Hub brings together leading researchers conducting research focused on informing policy and improving on-ground management of Australia's threatened species.

The Postdoctoral Fellow / Research Fellow will conduct social and ecological research relevant to stakeholders to meet the research priorities of the TSR Hub, in particular (1) synthesising knowledge and assessing priorities for threatened species monitoring in Australia and (2) assessing outcomes arising from existing research collaborations, with an initial focus on research collaborations to improve threatened species monitoring and management. The Postdoctoral Fellow / Research Fellow may also be required to mentor less senior staff and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:

The Postdoctoral Fellow / Research Fellow will be a member of The Conservation and Landscape Ecology research group which comprises of 30 academic staff, research officers and post-graduate students, accountable to Professor David, one of the TSR Hub's Research Directors. The Postdoctoral / Research Fellow will collaborate with the Hub's Knowledge Broker, other TSR Hub research leaders, and postdoctoral researchers in the Hub and CLE, and will work collegially with academic and professional School and College staff. The research will involve a substantial component engaging with stakeholders and partners of the TSR Hub across a wide range of policy and management agencies.

Role Statement:

The Postdoctoral Fellow / Research Fellow is expected to:

1. Develop protocols and costings for effective monitoring programs for priority threatened species (including those with no current monitoring), in collaboration with key stakeholder groups.
2. Build on an existing research base to deliver synthesis research on the methods, priorities, actions and investments needed to improve monitoring of threatened species.
3. Develop and test methods for assessing outcomes from collaborative research projects focused on threatened species conservation, as part of a research team.
4. Liaise with and contribute to a wide range of outputs for policy makers, environmental managers, conservation agencies and Indigenous groups. Prepare stakeholder presentations, and papers for in high impact scientific journals.
5. Collaborate with other project personnel to develop and implement an Indigenous engagement plan for threatened species monitoring and for assessing outcomes from collaborative research projects on threatened

species monitoring and management.

6. Supervise research support staff in your research area.
7. Contribute to the teaching activities of the School at the undergraduate and graduate levels, including preparation and delivery of occasional lectures, and consultations with students..
8. Maintain high academic standards in all education, research and administration endeavours.
9. Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
10. Other duties as required that are consistent with the classification of the position.

Skill Base

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop their expertise in teaching and research with an increasing degree of autonomy. A Level A academic will normally have completed four years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution, at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to their profession or discipline, and undertake administration primarily relating to their activities at the institution. The contribution to teaching of Level A academics will be primarily at undergraduate and graduate diploma level.

A Level B academic will undertake independent teaching and research in their discipline or related area. In research and/or scholarship and/or teaching a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to their profession or discipline. The academic will normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

The level of appointment will be determined on the basis of the candidate's experience relevant to the project, record of research, experience outside the research sector, creative achievement, professional contributions and/or technical achievement.

SELECTION CRITERIA:

Academic Level A

1. A PhD (or awarding of a PhD within six months of appointment commencement) in environmental science and/or social science, or equivalent qualifications and experience in a related area.
2. Demonstrated sound knowledge of the principles of threatened species monitoring, and of research engagement and impact.
3. Evidence of the ability to co-design and deliver research in partnership with diverse groups of stakeholders, including Indigenous groups.
4. Evidence of the ability to articulate and prosecute innovative social research under guidance, including surveys, interviews and focus groups.
5. Excellent oral and written English language skills and evidence of the ability to deliver high quality research publications, including non-traditional research outputs such as reports.
6. Demonstrated ability to communicate and interact effectively with staff and students in a cross-disciplinary academic environment and demonstrated ability to work collaboratively in a team, meet deadlines, and exercise sound judgement, self-motivation and initiative.
7. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Desirable:

8. Experience in assessing outcomes from and impact of conservation research and/or experience in undertaking valuation studies of conservation actions is desirable.

Academic Level B

1. A PhD in environmental science and/or social science or a related area
2. Demonstrated strong knowledge of the principles of threatened species monitoring, and of research engagement and impact.
3. Evidence of the ability to co-design and deliver research in partnership with diverse groups of stakeholders, including Indigenous groups.
4. Evidence of the ability to articulate and prosecute innovative social research, including surveys, interviews and focus groups.
5. Excellent oral and written English language skills and a demonstrated record of producing high quality research publications and non-traditional research outputs such as reports.
6. Demonstrated ability to communicate and interact effectively with staff and students in a cross-disciplinary academic environment and a demonstrated ability to work collaboratively in a team, meet deadlines, contribute to team management, and exercise sound judgement, self-motivation and initiative.
7. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Desirable:

8. Experience in assessing outcomes from and impact of conservation research and/or experience in undertaking valuation studies of conservation actions is desirable.

Delegate Signature:		Date:	
Printed Name:		Position:	

References:

[Academic Minimum Standards](#)



Position Details

College/Div/Centre	College of Science	Dept/School/Section	FSES
Position Title	Academic Level A / B	Classification	Level A / B
Position No.		Reference No.	

In accordance with the Occupational Health and Safety Act 1991 the University has a duty of care to provide a safe workplace for all staff.

- This form must be completed by the supervisor of the advertised position and forwarded with the job requisition to Appointments and Promotions Branch, Human Resources Division. Without this form jobs cannot be advertised.
- This form is used to advise potential applicants of work environment issues prior to application.
- Once an applicant has been selected for the position consideration should be given to their inclusion on the University's Health Surveillance Program where appropriate – see .
http://info.anu.edu.au/hr/OHS/Health_Surveillance_Program/index.asp Enrolment on relevant OHS training courses should also be arranged – see http://info.anu.edu.au/hr/Training_and_Development/OHS_Training/index.asp
- 'Regular' hazards identified below must be listed as 'Essential' in the Selection Criteria - see 'Employment Medical Procedures' at http://info.anu.edu.au/Policies_DHR/Procedures/Employment_Medical_Procedures.asp

Potential Hazards

- Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
key boarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	laboratory work	<input type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input type="checkbox"/>	work at heights	<input type="checkbox"/>	<input type="checkbox"/>
repetitive manual tasks	<input type="checkbox"/>	<input type="checkbox"/>	work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
catering / food preparation	<input type="checkbox"/>	<input type="checkbox"/>	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input type="checkbox"/>	gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>
ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	beta particles	<input type="checkbox"/>	<input type="checkbox"/>
infra red	<input type="checkbox"/>	<input type="checkbox"/>	nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>
laser	<input type="checkbox"/>	<input type="checkbox"/>			
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	<input type="checkbox"/>	<input type="checkbox"/>	microbiological materials	<input type="checkbox"/>	<input type="checkbox"/>
allergens	<input type="checkbox"/>	<input type="checkbox"/>	potential biological allergens	<input type="checkbox"/>	<input type="checkbox"/>
cytotoxics	<input type="checkbox"/>	<input type="checkbox"/>	laboratory animals or insects	<input type="checkbox"/>	<input type="checkbox"/>
mutagens/teratogens/ carcinogens	<input type="checkbox"/>	<input type="checkbox"/>	clinical specimens, including blood	<input type="checkbox"/>	<input type="checkbox"/>
pesticides / herbicides	<input type="checkbox"/>	<input type="checkbox"/>	genetically-manipulated specimens	<input type="checkbox"/>	<input type="checkbox"/>
			immunisations	<input type="checkbox"/>	<input type="checkbox"/>
OTHER POTENTIAL HAZARDS (please specify):					
Supervisor's Signature:				Date:	
Printed Name:					