

<b>POSITION TITLE</b>	Associate Professor in Marine Phytoplankton Physiological Ecology
<b>COLLEGE</b>	College of Sciences and Engineering
<b>SCHOOL/SECTION</b>	Institute for Marine and Antarctic Studies, Ecology & Biodiversity Centre
<b>CAMPUS</b>	Hobart Salamanca
<b>CLASSIFICATION</b>	Level D
<b>DATE</b>	June 2019

### POSITION SUMMARY

The University of Tasmania is building a vision of a place-based University with a mission to enhance the intellectual, economic, social and culture future of Tasmania, and from Tasmania, contribute to the world in areas of distinctive advantage. The University recognises that achieving this vision is dependent on the people we employ as well as creating a people-centred University that is values-based, relational, diverse, and development-focused.

The Institute for Marine and Antarctic Studies (IMAS) hosts world-leading research strengths in Oceanography, Fisheries Sciences, Marine and Freshwater Biology, and Southern Ocean and Antarctic sciences.

We are looking for a visionary candidate, tasked with both research and undergraduate- and graduate-level teaching, and expected to lead and develop an active multidisciplinary program in the physiological ecology of marine microalgae, including harmful microalgal blooms. We expect the scope of the work to cover important questions on the ecology and ecophysiology of phytoplankton from polar to temperate latitudes, and that the successful candidate will contribute through collaborative work with other marine researchers in IMAS and elsewhere as well as leading new work. We expect the successful candidate to be enthusiastic about contributing to and leading coastal and ocean-going field programs.

The IMAS laboratories based in Hobart have access to facilities for light and electron microscopy, algal culturing, molecular biology and research vessels to support coastal or ocean field work. IMAS microalgal research activities relate to the study of harmful algal blooms, aquaculture, climate change and ocean fertilisation, micropaleontology and sea-ice microalgae. Opportunities exists to contribute to Southern Ocean and Antarctic phytoplankton work in a dynamic interdisciplinary setting.

We are an inclusive workplace committed to 'working from the strength that diversity brings' reflected in our Statement of Values. We are dedicated to attracting, retaining and developing our people and are committed to inclusive principles and celebrate the range of diversity assets which gender identity, ethnicity, sexual orientation, disability, age and life course bring. Applications are encouraged from all sectors of the community.

### POSITION RELATIONSHIPS

<b>Supervisor</b>	Centre Head, Ecology & Biodiversity
<b>Direct reports</b>	Nil

<b>Other</b>	<p>The successful applicant will interact and relate in a constructive and professional manner with:</p> <ul style="list-style-type: none"> <li>• the Executive Director, IMAS;</li> <li>• the Head, IMAS Ecology &amp; Biodiversity Centre;</li> <li>• other academic and professional staff at IMAS and the University of Tasmania;</li> <li>• undergraduate and graduate students at IMAS and elsewhere;</li> <li>• government, industry and community representatives;</li> <li>• representatives of media organisations and the general public;</li> <li>• any other relevant stakeholders of IMAS and the University of Tasmania.</li> </ul>
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### KEY ACCOUNTABILITIES AND OUTCOMES

1.	Make a substantial and sustained contribution to the University in achieving its strategic objectives and fulfilling its operational responsibilities.
2.	Undertake high-quality research of international standing, secure external competitive and other funding, publish research findings and successfully supervise research higher degree students to completion, in order to meet and regularly exceed the University's research performance expectations for Level D.
3.	Undertake scholarly undergraduate and postgraduate coursework teaching of an exemplary quality and provide leadership in key areas of learning and teaching in the discipline.
4.	Provide academic leadership, particularly in building teams and fostering outstanding research and/or learning and teaching, and increasingly in supporting the career development of more junior staff.
5.	Provide leadership in the development and maintenance of productive and effective links inside the University and locally, nationally and internationally with the discipline, relevant interdisciplinary domains, profession, industry and/or wider community.
6.	Undertake other duties as assigned by the supervisor.

### DECISION MAKING AUTHORITY/LEVEL OF RESPONSIBILITY

Under the broad direction of the supervisor and within the context of the University's policies and performance expectations, the appointee has a substantial degree of autonomy and is expected to provide significant academic leadership across at least some key areas of activity.

### POSITION CRITERIA

#### Essential Requirements

1. A PhD or equivalent in phytoplankton ecology or related microalgal research field.
2. A strong record in, and continuing commitment to, research that has achieved national and preferably international recognition and made notable contributions to the field of phytoplankton ecology or microalgal blooms, demonstrated by a record

of high-quality publications, presentations at conferences, and success in securing external competitive and other funding.

3. A record of contributions to successful research higher degree supervision and completions.
4. Strong oral communication skills and/or experience in University-level teaching and learning.
5. A record of contributing effectively to building and maintaining effective and productive links locally and nationally with the phytoplankton ecology discipline, environmental agencies and aquaculture industries, government and the wider community.

Demonstrated experience in interdisciplinary phytoplankton research on coastal or ocean voyages.

#### Desirable Attributes

1. Skills in phytoplankton taxonomy or microalgal culturing
2. Molecular phytoplankton skills

#### WORKPLACE HEALTH AND SAFETY

- All staff assist the University to create and maintain an environment where people are safe, healthy and well by using and improving the systems and equipment we have for work.
- All staff actively manage risks associated with their work and report hazards, near-misses and incidents to their Supervisor to enable teams to positively learn and improve our systems and equipment.
- Supervising staff support and equip their teams to work safely by providing information, training and supervision. They respond quickly to issues and create an environment where teams are encouraged to positively intervene and empowered to make improvements.

#### UTAS VALUES AND BEHAVIOURS



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

Our [University Behaviour Policy](#) sets out these values, standards and expectations for appropriate behaviour that apply to all employees and characterise the collegial and community nature of our University.