

RESEARCH FELLOW

DEPARTMENT/UNIT	Faculty of Science
FACULTY/DIVISION	School of Biological Sciences
CLASSIFICATION	Level A
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

The five Schools of the **Faculty of Science** offer a large and diverse range of disciplines in undergraduate and postgraduate courses. Ten Schools from other university faculties contribute to science teaching at all levels, allowing students to choose their studies from physical, biological, biomedical, behavioural, environmental, mathematical and computer sciences. The Faculty of Science has a strong research reputation. The faculty's research spans the theoretical to the applied, contributes to new knowledge and technologies, and challenges how we interact with the world. To learn more about the Faculty of Science, please visit our website: www.monash.edu/science/.

The **School of Biological Sciences** has an international reputation for the highest quality research and education programs. We aim to be a global leader in the life sciences. Areas of particular strength include evolutionary biology, conservation biology and ecology, and genetics and genomics. To help us achieve our aims, we have a vibrant and inclusive community of academic, research and professional staff and a large and high achieving student population. So that we can continue to build a diverse faculty we strongly encourage applicants who identify as Women, Aboriginal and Torres Strait Islanders, the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background to apply, including academics who have experienced career disruption. We have a number of support processes to aid the transition to Australian research and education sectors. For more information about the School of Biological Sciences, please visit our website: <https://www.monash.edu/science/schools/biological-sciences>.

POSITION PURPOSE

A Level A research-only academic is expected to contribute towards the research effort of the University and to develop their research expertise through the pursuit of defined projects relevant to the particular field of research.

The Research Fellow will play a leading role as part of a collaborative team of researchers, including a Future Fellow, research assistant and graduate students, as part of a groundbreaking research project focused on integrating protected and conserved areas to create integrated conservation landscapes and seascapes. The project will develop and apply tools to evaluate conservation areas that support existing marine and terrestrial protected areas. The project will involve working alongside a leading global non-government conservation to develop diverse case studies.

Reporting Line: The position reports to the Chief Investigator

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level A research-only academic may include:

1. The conduct and publish research under limited supervision either as a member of a team or, independently
2. Work with colleagues and graduate students on the development of joint research projects
3. Involvement in professional activities including, subject to availability of funds, organising meetings and workshops that bring together academic and non-academic stakeholders, attendance at conferences and seminars in the field of expertise
4. Limited administrative functions primarily connected with the area of research of the academic
5. Development of a limited amount of research-related material for teaching or other purposes with appropriate guidance from other staff
6. Occasional contributions to teaching in relation to their research project(s)
7. Experimental design and operation of advanced laboratory and technical equipment or conduct of advanced research procedures
8. Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and/or membership of a limited number of committees

9. Advice within the field of the staff member's research to postgraduate students
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - An PhD in conservation science, applied ecology, decision science, marine ecology, environmental science or a closely related field.

Knowledge and Skills

2. Demonstrated manuscript preparation skills; including a track record of peer-reviewed research publications in the international literature
3. Demonstrated analytical skills, including proficiency with the R environment, spatial analysis and/or social research methods
4. Ability to solve complex problems by using discretion, innovation and the exercise diagnostic skills and/or expertise
5. Well-developed planning and organisational skills, with the ability to prioritise multiple tasks and set and meet deadlines
6. Excellent written communication and verbal communication skills with proven ability to produce clear, succinct reports and documents
7. Experience with or knowledge of marine science
8. Previous team leadership experience
9. A demonstrated awareness of the principles of confidentiality, privacy and information handling
10. A demonstrated capacity to work in a collegiate manner with other staff in the workplace
11. Demonstrated computer literacy and proficiency in the production of high level work using software such as Microsoft Office applications and specified university software programs, with the capability and willingness to learn new packages as appropriate

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.