

## Research Fellow

High Performing Soils Cooperative Research Centre (Soil CRC)  
Faculty of Business, Justice and Behavioural Sciences

Classification	Level B
Delegation Band	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
Nature of Employment	Fixed term
Workplace Agreement	<a href="#">Charles Sturt University Enterprise Agreement</a>
Date Last Reviewed	April 2019

### Our University Values



### Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

#### ***Set Direction and Deliver Results***

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

#### ***Collaborate with Impact***

- Relating and networking.
- Working with people.
- Persuading and influencing.

#### ***Lead Self and Others***

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

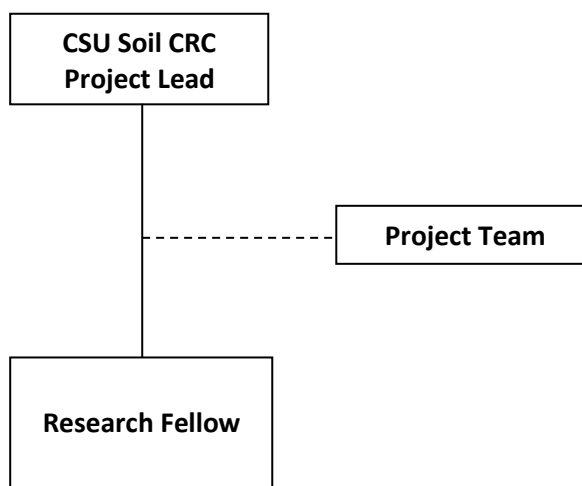
## Organisational Environment

The Cooperative Research Centre for High Performance Soils (Soil CRC) brings together scientists, industry and farmers to find practical solutions for Australia's underperforming soils. Underperforming agricultural soils cost Australian farmers billions of dollars in lost revenue each year. The CRC aims to enable farmers to increase their productivity and profitability by providing them with knowledge and tools to improve the performance of their soils.

The Soil CRC is the biggest collaborative soil research effort in Australia's history. The approach to research is multi-disciplinary. The Cooperative Research Centre coordinates research across a range of disciplines including social science, economics, biology, chemistry, agronomy and soil science. The Soil CRC has 39 participants that along with the Australian Government contribute \$164 million to the CRC through both cash and in-kind contributions.

Charles Sturt University is a major partner of the Soil CRC and contributes across four programs: investing in high performance soils; soil performance metrics; new products to increase fertility and production; and integrated and precision soil management solutions. The position of Research Fellow contributes to the investing in high performance soils program led by Charles Sturt University.

## Organisational Chart



## Key Working Relationships

CSU Soils CRC: Project Lead  
Soils CRC project team (CSU and University of Tasmania)  
CSU Soils CRC project team  
CSU Research Office  
Institute of Land Water & Society (ILWS) Office

## Reporting Relationships

This position reports to: CSU Soils CRC: Project Lead  
This position supervises: Nil

## Position Overview

The Research Fellow will support the chief investigators to facilitate a major research project entitled '*Consumer demand, the value chain, and communication strategies for promoting soil stewardship*', in line with contractual obligations and timelines. The project will initially investigate what consumers know about soil stewardship and the demand which currently and may potentially exist for its use in agricultural value chains. Specific research unpacking consumers' notion of 'environmentally friendly production' may open up opportunities for better informing and subsequently promoting the information flow to consumers about soil management practices. The project will then develop and trial a range of different communication materials to educate and promote soil stewardship to consumers. The project will also engage with value chain stakeholders to better understand their potential demand for information about consumer willingness to pay, perceived obstacles for its usage, and specific informational requirements for rewarding farmers for quality practices.

This is a research only position.

## Principal Responsibilities

- Assist the Project Leader and other chief investigators in all aspects of the research project.
- Collate and provide raw and data for the project team
- Undertake the organisation of and recruitment of participants for focus groups and interviews.
- Assist in the design of moderators' outlines
- Effectively undertake and complete independent high level data collection and data analysis.
- Effectively and pro-actively provide management and support for the research project, including with reporting.
- Develop conference and journal papers with project colleagues, from the research and other activities.
- Communicate effectively with project counterparts.
- Other duties appropriate to the classification as required.

## Capabilities

- Exceptional listener and communicator who effectively conveys information verbally and in writing.
- Ability to conduct presentations, present concise, meaningful and persuasive written reports and use effective oral communication.
- Ability to manage multiple assignments and tasks, set priorities, and adapt to changing conditions and work assignments.
- Prioritising workload, establish goals, arranging resources and scheduling group tasks.
- Ability to quickly establish and maintain cooperative and productive working relationships with members of the team as well as competence in working independently.
- Ability to work with others in a professional manner while achieving a common goal, and an ability to relate to co-workers, inspire others to participate, and mitigate conflict with others.
- Capacity to work well with junior colleagues (e.g. research assistants) and senior colleagues (e.g. senior researchers) is essential.
- It would be expected that the appointee would have a PhD in a field that strongly relates to one or more of the following areas: marketing, economics or business.

## **Physical Requirements**

- This position will involve work in various environments as well as car and air travel, including interstate travel. It will include work with a diverse range of staff and community members.

## **Selection Criteria**

Applicants are expected to address the following selection criteria when applying for this position.

### **Essential**

- A. A doctoral qualification relevant to the disciplines of marketing, economics or business, or related discipline with a record of research or professional activity relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution.
- B. Demonstrated experience in organising and recruiting participants for focus groups and in-depth interviews, and running focus groups and in-depth interviews, and in competently analysing qualitative data.
- C. Demonstrated experience in preparing and writing high quality research publications, conference papers, reports or other professional contributions which give evidence of research ability.
- D. High level interpersonal skills and demonstrated ability to establish and maintain effective working relationships with a range of stakeholders, especially from different cultures and backgrounds. A demonstrated ability to effectively liaise with academic and research colleagues and work as a member of a team, including with remote colleagues.
- E. Competency with use of common office computer software and communication tools, and current drivers licence.

### **Desirable**

- F. Demonstrated experience in and/or knowledge of research in marketing and/or products, and development of communications materials.
- G. Knowledge of agricultural marketing and experience in conducting choice experiments.

## **Information for Prospective Staff**

### **Your Application**

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to [www.csu.edu.au/jobs/](http://www.csu.edu.au/jobs/).

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

### **Staff Benefits**

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

### **Essential Information for Staff**

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)