

POSITION DESCRIPTION

Position Title: Postdoctoral Fellow

Business Unit: Centre for Environmental Governance, Faculty of Business, Government and Law

Appointment Level: Academic Level B (Fixed Term to 24/12/2025)

Reporting To: Professor Darren Sinclair

Number of Direct Reports: 0

Delegation Band: 7

Position Number: TBC

THE UNIVERSITY OF CANBERRA

The University of Canberra is a young University anchored in the national capital and works with government, business, and industry to serve our communities and nation. The University of Canberra challenges the status quo; always pursuing better ways to teach, learn, research, and add value – locally and internationally.

Our purpose is to provide education which offers high quality transformative experiences; to engage in research which makes a difference to the world around us; and to contribute to the building of just, prosperous, healthy, and sustainable communities.

The University of Canberra has recently established its long-term ambitions through its new decadal strategy: *Connected*. Through its three objectives (Connected to Canberra, Connected for life and Connected UC), the University of Canberra aims to build sustainable communities through deep collaborations that are locally focused and globally relevant, partner for life with our students to shape our economic, social and cultural futures and deliver an outstanding, digitally connected experience that removes barriers to accessing higher education.

OUR PURPOSE AND VALUES

Our [purpose and values](#) are the heart of this university. They describe our core identity: who we are and how we behave at the University of Canberra. They were developed by our people for our people.

GALAMBANY

Together we work to empower, connect and share knowledge with our people, cultures and places



BUSINESS UNIT OVERVIEW

Increasingly, wicked environmental problems (e.g., water management, natural disasters and climate change) demand applied policy approaches and outcomes generated by collaborative teams of transdisciplinary researchers with highly complementary skills and expertise. The Centre for Environmental Governance (CEG) will provide critical mass and capacity in environmental governance to make a valuable contribution to contemporary research theory and applied policy outcomes by engaging in local, regional, national and international research partnerships. CEG will be crucial in providing UC with a powerful and respected voice in key environmental governance debates that impact on social wellbeing, environmental sustainability and the future of the planet.

POSITION PURPOSE

The appointees will be able to develop and pursue their own research projects, though it is also expected that they will also engage in joint research and writing with existing academic staff members.

CEG has a strategic vision: To deliver high-impact research that enhances sustainability in the Capital region, Australia and globally through transdisciplinary collaborations with academics, decision-makers and practitioners, and bridges the research- policy gap in environmental governance. It is anticipated that the appointee's research will fall within the CEG's core research themes of:

- Natural resource management and water governance.
- Climate change, disaster recovery and resilience, and wellbeing.

The appointee will be a members of the intellectual community associated with CEG and so participate in the collective life of CEG and the larger Faculty. The position is for a maximum of three years. This is a research-intensive position, though 0.1 of the time will be allocated to teaching and/or administration within the Centre and keeping within the broad direction of the University's strategic plan.

PRIMARY RESPONSIBILITIES

The occupant of this position will be required to:

- Conduct research under limited supervision and as part of a team.
- Assist with co-design of the evaluation approach and its implementation including co-design to identify indicators and a common data set across the projects. Develop the tools with the team, to support data collection.
- Contribute to data analysis.
- Conduct literature reviews.
- Contribute to high quality academic publications, reports and presentations.
- Assist with research grant proposals.
- Teach undergraduate and/or masters students in lectures and seminars.
- Help to organise research projects, seminars, and conferences.
- Actively participate in relevant seminars and workshops.
- Attend relevant Centre and Faculty meetings.
- Other duties as required.

KEY CAPABILITIES

Key Capabilities	Descriptors
1. Leadership	<p>1.1 Proactively addresses challenging issues and takes responsibility for seeing issues through. Assist team members to recognise barriers and overcome them.</p> <p>1.2 Connects the University Strategic Plan with the Portfolio and reinforces connections with other staff.</p> <p>1.3 Builds and communicates a clear and compelling path for others to choose to be committed and engaged.</p> <p>1.4 Champions and role models effective change while working to engage and enthuse others to embrace a vision of change.</p>
2. Effective Communication	<p>2.1 Adjusts message and delivery appropriate to audience.</p> <p>2.2 Listens to others and effectively communicates ideas.</p> <p>2.3 Produces accurate and effective information in a timely and efficient manner.</p> <p>2.4 Influences and negotiates persuasively.</p>
3. Collaboration	<p>3.1 Creates opportunities for communities of work colleagues.</p> <p>3.2 Looks beyond self and immediate team to add value to the whole University.</p> <p>3.3 Develops relationships with external parties. Seeks and acts on opportunities to connect external parties and partners to the University.</p>
4. Delivers results	<p>4.1 Delivers on agreed outcomes and escalates issues as appropriate.</p> <p>4.2 Identifies opportunities to improve processes and takes opportunities to problem solve to deliver outcomes.</p> <p>4.3 Responds effectively to changing circumstances and prioritises.</p>
5. Business Acumen	<p>5.1 Understands the purpose of own position and how this contributes to the objectives of the University.</p> <p>5.2 Manages resources effectively.</p> <p>5.3 Understands the commercial context the University operates in.</p>
6. Service	<p>6.1 Delivers seamless customer focused service underpinned by simplified and efficient processes.</p> <p>6.2 Understands and anticipates the needs of our students and partners and can convert these into commercial outcomes.</p>
7. Digital Literacy and Innovation	<p>7.1 Demonstrates the ability to work fluently across a range of tools platforms and applications to achieve complex tasks.</p> <p>7.2 Demonstrates the capacity to adopt and develop new practices with digital technology in different settings; to use digital technologies in developing new ideas, projects, and opportunities.</p> <p>7.3 Incorporates digital literacy skills into own learning and the learning of others e.g., students, peers, supervisees.</p> <p>7.4 Appreciates the legal, ethical and security guidelines in the management, access and use of data.</p>

Note: This position requires a skill level that assumes knowledge or training equivalent to graduate qualifications, or extensive relevant experience, or an equivalent combination of relevant experience and/or education/training.

While at work, you must take reasonable care that your actions or omissions do not adversely affect the health and safety of other persons. This includes:

- comply, so far as you are reasonably able, with any reasonable instruction that is given by the University to comply with the WHS Legislation
 - cooperate with any reasonable policy or procedure of the University relating to health or safety at the workplace that has been notified to workers
 - assume any additional duties as outlined in the WHS Procedure: Resources, Responsibility and Accountability
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