



Position Description

Senior Research Fellow in Applied Ecology

Gulbali Institute

Office of the Deputy Vice-Chancellor (Research)

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	May 2023



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. We strive to conduct insightful, inclusive, impactful, and inspiring research to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities, all staff are required to contribute to the success of the university strategy including meeting the university's eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• Engagement• All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

Research Institutes

To deliver on the university goal of research excellence, the university is establishing three research institutes, all with a digital and regional focus:

1. Gulbali Institute
2. Rural Health Research Institute
3. Artificial Intelligence and Cyber Futures Institute.

Gulbali Institute – Agriculture, Water and the Environment

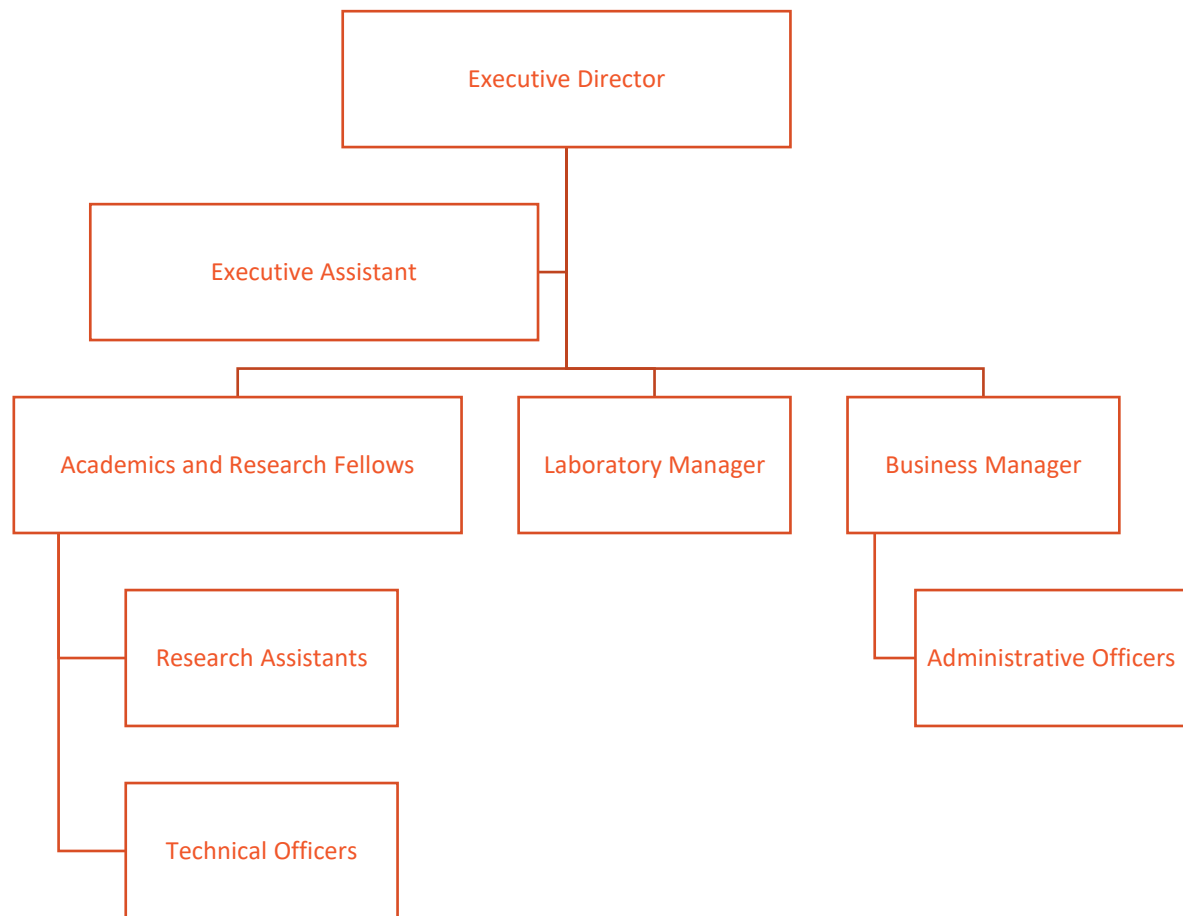
Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with impact. We collaborate with our partners on research with global impact. Charles Sturt's research in Agriculture, Water and the Environment (AWE) has been targeted for strategic investment, with the University committed to driving research which has impact across Australia and globally.

The key pillar of this strategic investment in AWE research is the establishment of the [Gulbali Institute](#). The Gulbali Institute will create integrated AWE research which is grounded in our footprint across the Murray-Darling Basin. The Gulbali Institute will focus on our research strengths in the areas of optimising farm systems for performance and sustainability; and enhancing the health and resilience of freshwater ecosystems. But we also recognise that it is important to recognise that Country is not just about land 'environment' it also includes social and spiritual aspects that influence the mind and the body.

The Institute brings together multidisciplinary research teams, enabling a holistic approach to research that provides solutions that are comprehensive, authoritative, and reflective of our economic, natural and social aspirations. The Institute will focus on research that addresses major national challenges and government, industry, and community strategic imperatives. Our multidisciplinary approach together with the application of an innovation framework, will lead to the translation of research into viable industry partnerships.



Organisational chart



Reporting relationship

This position reports to: Executive Director (Gulbali Institute)

This position supervises: Nil

Key working relationships

- Business Development Director
- Academic staff
- The Academic Directors and Executive Directors of the other university Research Institutes
- Federal and State Government bodies
- Industry partners and regional start ups
- Competitive funding bodies
- Professorial mentor



Position overview

The position is part of Charles Sturt University's commitment to *Gulbali ngurumbang* (lit. Wiradjuri - To understand country). We seek an Applied Ecologist, who conducts novel, broad reaching and high-impact research with a clear focus on solving environmental problems and providing biodiversity outcomes in modified landscapes within a changing climate. We encourage applicants to demonstrate how their research aligns with one or more of the UN Sustainability Goals (<https://sdgs.un.org/goals>), as one of Gulbali's missions is to improve natural environments and increase biodiversity.

Charles Sturt University has strong existing research focus in applied ecology, such as conservation biology, wildlife and habitat management, land management, aquatic resources, restoration ecology, global change, environmental pollution, and the management of invasive species and disease.

The Senior Research Fellow in Applied Ecology will be expected to contribute to the four KPI's applying to the institute. These include (1) Generating extramural research income; (2) producing high impact publications; (3) recruiting and graduating masters and PhD students and (4) establishing a significant national and international profile.

The Senior Research Fellow will therefore be responsible for sourcing external funding, recruiting HDR students, employing post-doctoral staff and developing a research program in one or more of their focus disciplines.

Developing an internationally-relevant research program and maintaining a strong record of high-quality, impactful, scientific journal articles will be essential to be successful in this role.

Principal responsibilities

- Make a significant contribution to the development, implementation and promotion of the Charles Sturt University research effort including sourcing external funds and publishing in high impact journals.
- Supervision of Research Higher Degree students.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Provide mentoring and coaching to support the academic development of colleagues.
- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar.
- Provide leadership and manage small research teams which contributes to the development of the profession, discipline and/or community.
- Conduct ethical, high quality research/creative works in the discipline at a national level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.



- Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the university, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Make a significant contribution to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy.
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation.
- Lead external professional reviews.
- Engage in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significant advanced practice skills or improves/transforms practices within the profession.
- Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship.
- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Institute.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Applying expertise and technology	Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
Writing and Reporting	Writing clearly, succinctly and correctly, convincing through writing, avoiding jargon, structuring information
Analysing	Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically
Learning and Researching	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



Selection criteria

Applicants are expected to have the following requirements to be considered for this position.

Essential

- A. A doctoral qualification, which must be aligned with one or more of the following disciplines: biodiversity, ecology, first nation, environmental economics, social sciences, agricultural or related fields. The qualification must have an emphasis on Applied ecology, biodiversity and/or ecosystem Services disciplines.
- B. A record of research achievement relevant to their area of expertise at a national, and preferably international level, evidenced by publication rates, appropriately trending citation metrics and established collaborative networks.
- C. Ability to source extramural grant funds with a demonstrated track record of winning, delivering and completing research projects for external clients/funding bodies
- D. Significant knowledge and understanding of their specific area of expertise within the biodiversity and Ecosystem Services discipline gained through industry experience and/or scholarly activities or similar.
- E. A track record of recruiting, supervising (as both principal and co-supervisor) and graduating both masters and doctoral students.
- F. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- G. Willingness to build strong partnerships, networks and relationships to achieve professional and team objectives.
- H. Demonstrated capacity to work both collaboratively, independently and lead in a large complex academic setting with an outcome orientated focus.
- I. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.
- J. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

