



POSITION DESCRIPTION

School of BioSciences
Faculty of Science

WOMEN, ABORIGINAL & TORRES STRAIT ISLANDER APPLICANTS,
AND MEMBERS OF THE LGBTQIA+ COMMUNITY, PEOPLE WITH
DISABILITIES AND THOSE FROM A CULTURALLY AND
LINGUISTICALLY DIVERSE BACKGROUND ARE STRONGLY
ENCOURAGED TO APPLY

Lecturer / Senior Lecturer in Marine Ecology

POSITION NO	0058514
CLASSIFICATION	Lecturer Level B / Senior Lecturer Level C
SALARY	Level B \$110,236 - \$130,900 per annum (pro rata for part-time) Level C \$135,032 - \$155,698 per annum (pro rata for part-time) Level of appointment is subject to qualification and experience
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-Time (1.0 FTE)
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Margie Mayfield Email margie.mayfield@unimelb.edu.au <i>Please do not send your application to this contact.</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

Position Summary

The School of BioSciences is seeking an enthusiastic, collaborative, marine population, community or ecosystem ecologist to join the School of BioSciences at the University of Melbourne. We are looking to diversify our marine ecology program while ensuring our new colleague has collaborative opportunities within the University of Melbourne and can contribute to teaching a wide range of subjects in our BSc majors of Marine Biology and Ecology and Evolution. We are thus interested in applicants with research programs that include, or can be expanded to include, at least some field work in the coastal/ intertidal waters of temperate Australia, and an interest in life histories, population demography, species distributions, and/or species interactions (open to a wide range of organisms). Preferred candidates will have an interest in understanding, mitigating, or adapting to, the impacts of climate change, fisheries harvest, or other human-induced environmental change on marine species or ecological systems, and strong statistical or modelling skills. Preferred candidates will also have plans to pursue a mix of applied and fundamental research to ensure they will have access to a wide range of research funding during their career. We are also particularly interested in candidates with an interest in the integration of Indigenous Knowledge and Indigenous ways of thinking into their research and/or teaching.

In this position, you will be expected to teach subjects in marine biology and general ecology, including field marine ecology and fundamental and applied marine ecology within the School's undergraduate and MSc programs and develop relevant "subjects" (the word the University of Melbourne uses for courses) where appropriate. In research you will be expected to supervise research students at undergraduate, MSc and MPhil/PhD levels, obtain external research funding to support a productive and impactful research program. You will report to the Head of School, currently Professor Margie Mayfield. You will have the opportunity to develop your academic career in a vibrant diverse academic environment, in a great city and Australia's top university.

The Faculty of Science is committed to creating a diverse and inclusive environment that welcomes and values all people, and we recognise that diversity is essential in contributing to the success of the Faculty. Women, Aboriginal and Torres Strait Islanders, the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply. Those seeking support in submitting an application are also welcome to contact the Faculty HR team at science-hr@unimelb.edu.au.

The University of Melbourne is strongly committed to supporting flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position. If you have questions about the types of support offered by the School and University for anything from childcare to retirement please feel free to ask our HR team (science-hr@unimelb.edu.au).

1. Key Responsibilities

In this section we provide a list of general expectations for a T&R (Teaching and Research) academic at the University of Melbourne.

This is a general list of responsibilities and should be read alongside: [minimum standards for academic levels](#), [academics career benchmarks](#) and [academic promotion guidelines](#) for the University of Melbourne for a full understanding of the expectations and responsibilities associated with this position and the associated career progression.

1.1 RESEARCH AND RESEARCH TRAINING

In this role, you will be expected to significantly contribute towards research, scholarship and teaching and will make independent and original contributions which expand knowledge or practice in your discipline and have a significant impact on your field of expertise and society.

- ▶ Undertake internationally competitive independent and/or team-based research, resulting in publications in high impact journals
- ▶ Contribute to and publish academic papers and other scholarly outputs to a high academic standard in accordance with the research expectations of the University of Melbourne
- ▶ Actively participate in research seminars and conferences to disseminate research findings in their area of expertise as opportunities arise
- ▶ Take a leading role during the development, preparation, and submission of research proposal submissions to internal or external funding bodies as relevant.
- ▶ Undertake administrative functions and obligations primarily connected with your research activities
- ▶ Provide effective supervision and training of honours, Masters and graduate researchers (PhD students)
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships

1.2 TEACHING AND LEARNING

- ▶ Actively contribute to teaching, including the development and delivery of course materials, marking, coordination of staff in relevant subjects (courses) and oversee demonstrators in the classroom.
- ▶ Participate actively in the teaching community within the School and University to contribute and engage with developing and implementing teaching activities and practices reflective of evidence based best practice.
- ▶ Contribute to effective supervision of junior research staff in the appointee's area of expertise and across the School to help nurture a collaborative, innovative and effective teaching culture and community of practice.

1.3 LEADERSHIP AND SERVICE

- ▶ Actively participate at School and/or Faculty meetings and play a major role in planning activities or committee work to support capacity building in the School/discipline.
- ▶ Contribute to and present quality research to the public to elevate public awareness of educational and scientific developments, and promote critical enquiry and public debate within the community where appropriate

- ▶ Positive engagement in learning and career development of self and others
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

1.4 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes of staff reporting to you, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff reporting to you and your students, have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Allocate and monitor workload and address associated issues in a timely manner.
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

1.5 OTHER DUTIES

- ▶ Perform other tasks as requested by the supervisor or the Head of School
- ▶ Actively participate in the University Professional Development Framework
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

2.1 ESSENTIAL

Level B – Lecturer

- ▶ PhD in marine biology, ecology, fisheries science or other related discipline
- ▶ At least 1 year of post-PhD research experience
- ▶ Experience conducting and publishing on field-based marine research
- ▶ Proven track record in publishing peer reviewed publications in top marine, ecology or fisheries journals
- ▶ Strong analytical and quantitative skills

Level C – Senior Lecturer

- ▶ All criteria for level B plus experience teaching at the tertiary level and evidence of sustained research success in terms of publications and funding

2.2 DESIRABLE (THIS IS A LIST OF SKILLS AND EXPERIENCE WE ARE INTERESTED IN – THERE IS NO EXPECTATION THAT CANDIDATES WILL HAVE ALL OF THESE SKILLS OR EXPERIENCES):

Level B – Lecturer

- ▶ Teaching experience at the tertiary level
- ▶ Involvement in projects involving industry (including not-for-profit or government) partners
- ▶ An interest in understanding, mitigating or adapting to the impacts of environmental, biotic, or anthropogenic changes on populations, communities or ecosystems
- ▶ Interest in developing outside partnerships (e.g., traditional owners) and engaging with diverse stake holders including the general public

Level C – Senior Lecturer

- ▶ Experience having developed and delivered a body of materials for teaching at the tertiary level resulting in formal teaching evaluations
- ▶ Experience in attracting industry (including not-for-profit or government) funding and as a major contributor to work involving industry partners
- ▶ Experience studying the impacts of environmental, biotic or anthropogenic changes on populations, communities or ecosystems, and exploring mitigation or adaptation measures to these impacts
- ▶ Experience developing outside partnerships (e.g., traditional owners) and engaging with diverse stake holders including the general public

Both Level B and Level C candidates are required to submit (in addition to responses to the relevant selection criteria above):

- a two-page (maximum) future research statement outlining key short and longer-term research questions of interest, general resources required to deliver on these, and potential funding sources. You should also identify potential collaborators (and why) within and outside of the School of BioSciences.
- a one-page (maximum) teaching philosophy statement that includes your values, goals and beliefs regarding both teaching and learning, and a description of how you teach (or plan to teach) with justification why.
- A one-page equity and diversity statement that includes details on the way that you encourage equity and diversity in your research and teaching.

2.3 OTHER JOB-RELATED INFORMATION

- This position requires a current and valid Working with Children Check. Note that you do not need this check to apply but will need it by the time you start work

3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 BIOSCIENCES

<http://biosciences.unimelb.edu.au>

This position presents an opportunity to join The University of Melbourne's School of BioSciences. BioSciences houses 60 continuing academic staff, and more than 150 academic staff overall (including postdocs, and other research contingent staff) all working on the world's top biological challenges – from climate change, biosecurity and pollution to reproductive health and food production. Collectively members of our School lead more than 240 research projects in the general areas of ecology, evolution, zoology, marine biology, genetics, plant science, genomics, biosecurity, biological pollution, reproductive biology and data science.

The School of BioSciences was formed in 2015 through the amalgamation of the School of Botany and the Departments of Genetics and Zoology thus bringing together a critical mass of 160 Academic staff and 240 Research Higher Degree students undertaking world class teaching and research in the biological sciences. Academics within the School are aligned to 2 research domains - Ecology & Evolutionary Biology and Molecular and Systems Biology. Through cross-disciplinary collaborations within the School and with external partners the School is a major recipient of grant and contract funding.

The School is a major contributor to the Bachelor of Science, Bachelor of Biomedical Science and the Environmental Science programs, its teaching program reflecting the research interests within the School.

5.2 FACULTY OF SCIENCE

<http://www.science.unimelb.edu.au>

Science at Melbourne is a global leader across fundamental and impactful scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

Our strength is our breadth of expertise. We are the second largest faculty in the University comprising seven schools: Agriculture, Food, Forest & Ecosystems Sciences, BioSciences, Chemistry, Geography, Earth & Atmospheric Sciences, Mathematics & Statistics, Physics and Veterinary Science.

This depth of knowledge positions the faculty to better understand, explore and impact our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees; enrolling more than 11,500 undergraduate and 3,750 graduate students.

We are dedicated to delivering leading transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty's focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across six of the University's seven campuses – Parkville, Dookie, Burnley, Creswick, Shepparton and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

We are highly research focused, performing strongly in the ARC competitive grants schemes, often outperforming the national average. The Faculty of Science is also currently growing its competitiveness and standing in the NHMRC space.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute,

Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI), the Indigenous Knowledge Institute and home to numerous Centres.

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.4 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>