



Position Description

College/Division:	ANU College of Science
Faculty/School/Centre:	Research School of Earth Sciences
Department/Unit:	Paleoenvironments
Position Title:	Postdoctoral Fellow
Classification:	Academic Level A
Position No:	TBC
Responsible to:	Group Leader, Paleoenvironments (Professor Nerilie Abram)
Number of positions that report to this role:	
Delegation(s) Assigned:	NA

PURPOSE STATEMENT:

This position is fully funded by the Australian Research Council's Centre of Excellence for Climate Extremes (CLEX) and the incumbent will contribute to and benefit from being a part of the CLEX community. The Centre's research agenda encompasses interconnected research programs focused on Weather and Climate Interactions, Drought, Attribution and Risk, Ocean Extremes and Coupled Modelling. CLEX is a major seven-year initiative funded by the Australian Research Council. The Centre is led by UNSW Sydney and partners with Monash, The University of Melbourne, The Australian National University and The University of Tasmania alongside a suite of national and international partner organisations. Climate extremes are the confluence of high impact weather and climate variability. The Centre works to improve our understanding of the processes that trigger or enhance extremes and build this understanding into our modelling systems. The improved predictions of climate extremes will help Australia cope with extremes now and in the future.

This position sits within the CLEX Drought research team and will collaborate with senior and postdoctoral researchers in that team and other CLEX programs. This position aims to bring a paleoclimate-informed perspective to a past, present and future assessment of drought and fire-weather extremes in Australia. This will contribute to the Drought program goal of understanding "*what determines the onset, persistence and termination of drought*".

The ARC Centre of Excellence for Climate Extremes provides a supportive and enriching workplace for its staff and students through its strong commitment to equity, diversity and inclusion and wellbeing initiatives.

The Postdoctoral Fellow is expected to undertake work in all three areas of academic activity – research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the conditions of the external funding, the appointee's research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Postdoctoral Fellow may also be required to supervise or mentor students and/or less senior staff, and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:

The Postdoctoral Fellow will be a member of Research School of Earth Sciences, accountable to the Group Leader, Paleoenvironments and Director of the School. The Postdoctoral Fellow will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:

In their role as an **Academic Level A** the Postdoctoral Fellow is expected to:

1. Undertake independent research in the area of drought with a view to publishing original and innovative results in refereed journals, present research at academic seminars and at national and international conferences, and collaborate with other researchers at a national level and/or international level.

2. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Assist with supervision of research students.
3. Promote research and teaching links across ANU in the areas of climate science.
4. Collaborate with senior staff to actively seek and secure external funding, assist to prepare and submit research proposals to external funding bodies as appropriate.
5. Actively contribute to all aspects of the operation of CLEX and, where relevant, the School. This may include representation through committee memberships.
6. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
7. Maintain high academic standards in all education, research and administration endeavours.
8. Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
9. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context
10. Other duties as required that are consistent with the classification of the position.

Skill Base

This position will be appointed as a Level A academic position, based on the skills and experience of the successful applicant.

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop their expertise in teaching and research with an increasing degree of autonomy. A Level A academic will normally have completed four years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution, at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to their profession or discipline, and undertake administration primarily relating to their activities at the institution. The contribution to teaching of Level A academics will be primarily at undergraduate and graduate diploma level.

SELECTION CRITERIA:

1. Completion of Ph.D. (or awarding of a PhD within six months of appointment commencement) in climate science, hydrology, meteorology, paleoclimatology or other relevant field, such as physics or mathematics with independent research experience as evidenced by publications of a high international standard.
2. Demonstrated achievement in a research field related to climate science.
3. Proven experience in analysing output from numerical models of the climate system, with expertise in programming (e.g. Fortran, Python).
4. An ability and commitment to contribute to bids for competitive external funding to support individual and collaborative research activities
5. An ability to supervise or assist in the supervision of students working on research projects.
6. The demonstrated ability to work as part of a team and to meet deadlines.
7. Excellent communication skills and willingness to interact effectively, with an emphasis on communicating relevant aspects of the research undertaken to variety of internal and external stakeholders outside academia.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context

Delegate Signature:		Date:	04/01/2021
Printed Name:	Nerilie Abram	Position:	Professor

References:

Academic Minimum Standards



Position Description

College/Division:	ANU College of Science
Faculty/School/Centre:	Research School of Earth Sciences
Department/Unit:	Paleoenvironments
Position Title:	Research Fellow
Classification:	Academic Level B
Position No:	TBC
Responsible to:	Group Leader, Paleoenvironments (Professor Nerilie Abram)
Number of positions that report to this role:	
Delegation(s) Assigned:	NA

PURPOSE STATEMENT:

This position is fully funded by the Australian Research Council's Centre of Excellence for Climate Extremes (CLEX) and the incumbent will contribute to and benefit from being a part of the CLEX community. The Centre's research agenda encompasses interconnected research programs focused on Weather and Climate Interactions, Drought, Attribution and Risk, Ocean Extremes and Coupled Modelling. CLEX is a major seven-year initiative funded by the Australian Research Council. The Centre is led by UNSW Sydney and partners with Monash, The University of Melbourne, The Australian National University and The University of Tasmania alongside a suite of national and international partner organisations. Climate extremes are the confluence of high impact weather and climate variability. The Centre works to improve our understanding of the processes that trigger or enhance extremes and build this understanding into our modelling systems. The improved predictions of climate extremes will help Australia cope with extremes now and in the future.

This position sits within the CLEX Drought research team and will collaborate with senior and postdoctoral researchers in that team and other CLEX programs. This position aims to bring a paleoclimate-informed perspective to a past, present and future assessment of drought and fire-weather extremes in Australia. This will contribute to the Drought program goal of understanding "*what determines the onset, persistence and termination of drought*".

The ARC Centre of Excellence for Climate Extremes provides a supportive and enriching workplace for its staff and students through its strong commitment to equity, diversity and inclusion and wellbeing initiatives.

The Research Fellow is expected to undertake work in all three areas of academic activity – research, education and service (including outreach). The allocation of time to each area will be discussed with the position supervisor annually and be reflective of the conditions of the external funding, the appointee's research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Research Fellow may also be required to supervise or mentor students and/or less senior staff, and undertake leadership roles as applicable. The staff member will contribute cooperatively to the overall intellectual life of the School, College and University.

POSITION DIMENSION AND RELATIONSHIPS:

The Research Fellow will be a member of Research School of Earth Sciences, accountable to the Group Leader, Paleoenvironments and Director of the School. The Research Fellow will be expected to work collegially, leading by example to develop and maintain effective, productive and beneficial workplace relationships within the academic and professional School and College staff, students and honorary appointees, as well as with industry stakeholders. This position will also have a mentoring role for students and will engage in collegial and productive collaborations with local, national and where possible, international colleagues.

Role Statement:

In their role as an **Academic Level B** the Research Fellow is expected to:

1. Undertake independent research in the area of drought with a view to publishing original and innovative results in refereed journals, present research at academic seminars and at national and international conferences, and collaborate with other researchers at a national level and/or international level.

2. Supervise students working on individual or group projects at undergraduate, honours, graduate-coursework levels. Assist with supervision of research students.
3. Promote research and teaching links across ANU in the areas of climate science.
4. Supervise Postdoctoral Fellow's and research support staff in your research area
5. Collaborate with senior staff to actively seek and secure external funding, including the preparation and submission of research proposals to external funding bodies.
6. Actively contribute to all aspects of the operation of CLEX, and where relevant, the School. This may include representation through committee memberships.
7. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
8. Maintain high academic standards in all education, research and administration endeavours.
9. Take responsibility for their own workplace health and safety and not wilfully place at risk the health and safety of another person in the workplace.
10. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
11. Other duties as required that are consistent with the classification of the position.

Skill Base

This position will be appointed as a Level B academic position, based on the skills and experience of the successful applicant.

A Level B academic will undertake independent teaching and research in their discipline or related area. In research and/or scholarship and/or teaching a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to their profession or discipline. The academic will normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

SELECTION CRITERIA:

1. Completion of PhD in climate science, hydrology, meteorology, paleoclimatology or other relevant field, such as physics or mathematics with independent research experience as evidenced by publications in peer-reviewed journals and conferences, a record of developing and maintaining collaborations and by other measures such as awards, and invitations to present at conferences.
2. Demonstrated achievement in a research field related to climate science
3. Proven experience in analysing output from numerical models of the climate system, with expertise in programming (e.g. Fortran, Python) and High Performance Computing.
4. Proven ability for problem solving and for independent research, as well as to work collaboratively and to lead a research project.
5. An ability to supervise high quality PhD/Masters research students and research support staff.
6. The demonstrated ability to work as part of a team, contributing to team management and meeting deadlines for project elements.
7. Excellent communication skills and willingness to interact effectively, with an emphasis on communicating relevant aspects of the research undertaken to variety of internal and external stakeholders outside academia.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

Delegate Signature:		Date:	04/01/2021
Printed Name:	Nerilie Abram	Position:	Professor

References:

Academic Minimum Standards

	Australian National University	<h1 style="margin: 0;">Pre-Employment Work Environment Report</h1>
---	---	--

Position Details

College/Div/Centre	College of Science	Dept/School/Section	Research School of Earth Sciences
Position Title	Postdoctoral/ Research Fellow	Classification	Academic Level A/ B
Position No.	TBC	Reference No.	538933

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form must be completed by the supervisor of the advertised position and forwarded with the job requisition to Appointments and Promotions Branch, Human Resources Division. Without this form jobs cannot be advertised.
- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System via Handbook guidance <https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook>
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- 'Regular' hazards identified below must be listed as 'Essential' in the Selection Criteria - see 'Employment Medical Procedures' at http://info.anu.edu.au/Policies/_DHR/Procedures/Employment_Medical_Procedures.asp

Potential Hazards

<ul style="list-style-type: none"> • Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a regular or occasional part of the duties. 			
TASK	regular	occasional	
key boarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
lifting, manual handling	<input type="checkbox"/>	<input type="checkbox"/>	
repetitive manual tasks	<input type="checkbox"/>	<input type="checkbox"/>	
Organizing events	<input type="checkbox"/>	<input type="checkbox"/>	
fieldwork & travel	<input type="checkbox"/>	<input type="checkbox"/>	
driving a vehicle	<input type="checkbox"/>	<input type="checkbox"/>	
NON-IONIZING RADIATION			
solar	<input type="checkbox"/>	<input type="checkbox"/>	
ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	
infra red	<input type="checkbox"/>	<input type="checkbox"/>	
laser	<input type="checkbox"/>	<input type="checkbox"/>	
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>	
CHEMICALS			
hazardous substances	<input type="checkbox"/>	<input type="checkbox"/>	
allergens	<input type="checkbox"/>	<input type="checkbox"/>	
cytotoxics	<input type="checkbox"/>	<input type="checkbox"/>	
mutagens/teratogens/ carcinogens	<input type="checkbox"/>	<input type="checkbox"/>	
pesticides / herbicides	<input type="checkbox"/>	<input type="checkbox"/>	
TASK	regular	occasional	
laboratory work	<input type="checkbox"/>	<input type="checkbox"/>	
work at heights	<input type="checkbox"/>	<input type="checkbox"/>	
work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>	
noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>	
electricity	<input type="checkbox"/>	<input type="checkbox"/>	
IONIZING RADIATION			
gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>	
beta particles	<input type="checkbox"/>	<input type="checkbox"/>	
nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>	
BIOLOGICAL MATERIALS			
microbiological materials	<input type="checkbox"/>	<input type="checkbox"/>	
potential biological allergens	<input type="checkbox"/>	<input type="checkbox"/>	
laboratory animals or insects	<input type="checkbox"/>	<input type="checkbox"/>	
clinical specimens, including blood	<input type="checkbox"/>	<input type="checkbox"/>	
genetically-manipulated specimens	<input type="checkbox"/>	<input type="checkbox"/>	
immunisations	<input type="checkbox"/>	<input type="checkbox"/>	
OTHER POTENTIAL HAZARDS (please specify):			
Supervisor/Delegate Name:		<i>Nerilie Abram</i>	
Date:		<i>15/12/2020</i>	