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| Description: ANU_LOGO_mono black_FA.jpg | **Position Description** |

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| **College/Division:** | ANU College of Science |
| **Faculty/School/Centre:**  | Fenner School of Environment and Society |
| **Department/Unit:**  | Conservation and Landscape Ecology Group |
| **Position Title:**  | Postdoctoral Fellow/Research Fellow |
| **Classification:** | Academic Level A or B (Research Intensive) |
| **Position No:** |  |
| **Responsible to:** | Professor David Lindenmayer |
| **Number of positions that report to this role:** |  |
| **Delegation(s) Assigned:** |  |

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| **PURPOSE STATEMENT:**The ANU College of Science (CoS) comprises: the Research School of Astronomy and Astrophysics, the Research School of Biology, the Research School of Chemistry, the Research School of Earth Science, the Fenner School of Environment and Society, the Mathematical Sciences Institute, the Research School of Physics and Engineering, and the Centre for the Public Awareness of Science.The Fenner School of Environment and Society conducts world-class, interdisciplinary research and education on complex environment-society systems.The Postdoctoral Fellow or 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 appointees research agenda, school and interdisciplinary teaching requirements and leadership opportunities within the School environment. The Postdoctoral Fellow or Research Fellow may also be required to supervise higher-degree students or mentor 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.The successful applicant will provide research and advice to support the development of a Biodiversity Stewardship Pilot Program under the Australian Government’s Agriculture Stewardship Package. The successful applicant will focus on work associated with monitoring the condition of, and improvement in, native vegetation and native biodiversity under agricultural stewardship programs. The overarching goal of the work will be to develop new ways to revolutionise the ecological effectiveness and cost-effectiveness of monitoring in environmental stewardship programs and related certification schemes. There will be a strong emphasis on publishing the findings in scientific papers. The research will involve extensive engagement with external stakeholders. **POSITION DIMENSION AND RELATIONSHIPS:** The successful applicant 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 supervising 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/B the successful applicant is expected to:1. Undertake independent research in the area of native vegetation and biodiversity monitoring 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 and/or international level. This includes:
* Reviewing the existing approaches and methods for monitoring native vegetation in environmental stewardship programs and related certification schemes.
* Determining the optimal integration of remote methods and on-ground measurements to assess vegetation condition and links with other elements of native biodiversity.
* Determining the validity of enforcement procedures and approaches for third party verification.
* Establishing field-based pilot programs to test field and other protocols for measurement, monitoring and reporting (including approaches to independent verification).
1. Consider linkages with relevant methods employed in the Emissions Reduction Fund so the outcomes of this research can be used to inform biodiversity + carbon investment in the agricultural sector.
2. Collaborate with other team members in the College of Science and the College of Law and other research areas to contribute to outputs for relevant policy makers, environmental managers, conservation agencies and Indigenous groups.
3. Actively contribute to all aspects of the operation of the School. This may include representation through committee memberships.
4. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
5. Maintain high academic standards in all education, research and administration endeavours.
6. 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.
7. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
8. Other duties as required that are consistent with the classification of the position.

**Skill Base**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.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.  |

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| **SELECTION CRITERIA:**1. A PhD in ecology, environmental science or a related area, with a track record of independent research in the fields of ecology, conservation biology, forestry and/or remote sensing 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. Evidence of experience that is relevant to research and/or policy in environmental stewardship. Specific research experience in biodiversity conservation and management in agricultural landscapes would be an advantage but is not essential.
3. A demonstrated ability and commitment to undertake individual and collaborative research activities.
4. Evidence of an ability and willingness to teach at all levels if required.
5. An ability to supervise and graduate high quality PhD/Masters research students.
6. The demonstrated ability to work as part of a team, contributing to team management and meeting deadlines for project elements.
7. Excellent oral and written English language skills and a demonstrated ability to communicate and interact effectively with a variety of staff, students and external stakeholders and to foster respectful and productive working relationships at all levels.
8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
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| **Delegate Signature:** |  | **Date:** |  |
| Printed Name: |  | **Position:** |  |

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| **References:** |
| [Academic Minimum Standards](http://info.anu.edu.au/hr/Salaries_and_Conditions/Enterprise_Agreement/2010-2012/Schedule_4) |