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| **Position Description** |

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| **Position Title LIMS Marilyn Anderson Fellow** | |
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| **Position No:** | NEW |
| **Business Unit:** | Office of the Provost |
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| **Division:** | La Trobe Institute for Molecular Science (LIMS) |
| **Department:**  **Classification Level:** | Level D Research Only |
| **Employment Type:** | Fixed Term: 4 years Full-Time or equivalent |
| **Campus Location:** | Melbourne (Bundoora), or other as agreed |
| **Other Benefits:** | <http://www.latrobe.edu.au/jobs/working/benefits> |

Further information about:

La Trobe University <http://www.latrobe.edu.au/about>

LIMS <https://www.latrobe.edu.au/lims>

**Position Context/Purpose**

The La Trobe Institute for Molecular Science (LIMS) is a research institute of La Trobe University, conducting world-class, strategic research in the molecular science disciplines. LIMS is committed to solving global problems and improving the welfare of human societies. The Institute embodies La Trobe University's strategic vision: to be globally recognised for its excellence, creativity, and innovation in relation to the big issues of our time.

The LIMS Marilyn Anderson Fellowship is named after one of La Trobe University’s first female professorial biochemists, Professor Marilyn Anderson AO FAA FTSE FAICD. During her career Professor Anderson was awarded the Lemberg Medal (ASBMB), the Leach Medal (Lorne Protein), and a Ramaciotti Biomedical Research Award, and was inducted into the Victorian Honour Roll of Women in 2014. Professor Anderson’s studies focused on peptides and proteins produced by plants for protection against insect pests and fungal pathogens, leading to the establishment of the spin-out company Hexima Ltd.

The LIMS Marilyn Anderson Fellowship is intended to act as a vehicle for a high-achieving female scientist who has had a career interruption, to establish their own laboratory and research directions in their chosen field at LIMS. The LIMS Marilyn Anderson Fellow will carry out internationally competitive, multidisciplinary, molecular research in fields of strategic importance to LIMS. The Fellow will receive a salary and a contribution towards research support for four years. The Fellow will create and receive opportunities to collaborate with researchers across the university and externally, both nationally and internationally, and will seek funding to support their research both under the Fellowship and for employment at the conclusion of the Fellowship appointment.

**Duties at this level will include:**

* Conduct and lead outstanding, innovative, and high impact research and produce publications and conference and seminar papers arising from the research.
* Lead and manage large research projects and/or teams and play a major role in all aspects of major research projects.
* As a leader in research, make a significant contribution to the discipline at the national and international level, demonstrated by a strong record of published work or other scholarly activities to further enhance the University’s reputation.
* Lead large national and international funding proposals. Seek other external funding needed for research and/or continued employment and be responsible for the financial management of research grants.
* Manage and mentor research support staff involved in the research and, where appropriate, supervise the research of less senior research employees, to develop their research knowledge and performance.
* Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
* Supervise Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
* Make a significant contribution to the development of research policy.
* Actively engage and build partnerships with industry, government, and other external stakeholders to develop research collaborations and progress the interests of the Institute and the University. Contribute to knowledge and knowledge transfer, at a local and/or nationally significant level.
* Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
* Attend to effective and efficient performance of allocated leadership functions primarily connected with the area of research.
* Contribute to mentoring and peer reviewing within LIMS and at the University
* Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the Director of LIMS.

**Essential Criteria**

**Skills and knowledge required for the position**

* Completion of a PhD or equivalent accreditation and standing together with subsequent research experience.
* Distinguished record of nationally and/or internationally recognised independent research, with evidence of its impact and significance.
* Strong record of publications, including papers in top-tier and high-impact journals, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.
* Demonstrated leadership and management experience in leading research teams or projects and financial management of grants for research projects.
* Proven experience in supervising, mentoring and fostering the research activities of others.
* Significant experience in preparing research proposal submissions to external funding bodies and a strong record of securing research funding through competitive grants, industry grants or consultancies.
* A proven record of successful supervision to completion of Honours, Masters and PhD students.
* Proven ability to build sustainable relationships with a range of partners and evidence of the ability to promote research links with outside organisations/agencies, both locally and internationally.
* High level analytical capability with an ability to communicate complex information clearly both verbally and in writing.
* Proven experience and success in managing staff performance and development.
* You will preferably be highly skilled in multidisciplinary molecular research in areas of strategic importance to LIMS. This includes but is not limited to technology areas such as biosensors, digital biology, synthetic biology, and space biology, as well as areas of health impact such as cancer, infection and immunity, and cardiovascular biology.
* A demonstrated ability of being able to collaborate and work in multidisciplinary teams will be an advantage.
* A demonstrated track record in equity-centred research and public involvement, although not essential, will also be highly regarded.
* Details of your career interruption should form part of your application.

**Capabilities required to be successful in the position**

* Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and evaluating the way own behaviour impacts team culture and performance.
* Ability to work collaboratively across functions, and tailor communication in a way that is meaningful to the audience, whether that be students, academic staff from other disciplines, professional staff, community members, or colleagues.
* Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of local and organisational practice.
* Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
* Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation within local area, enabling staff members to evaluate current work practices and identify solutions to local and organisational problems.

**Essential Compliance Requirements**

To hold this La Trobe University position the occupant must:

* hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
* take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

**Other Information**

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

**Position Flexibility**

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

**Why La Trobe:**

* Develop your career at an innovative, global university where you’ll collaborate with community and industry to create impact.
* Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics.
* Help transform the lives of students, partners and communities now and in the future.

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you’ll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

**La Trobe’s Cultural Qualities:**



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Initials: Date: