

# Position description

<b>Position title:</b>	<b>Post-Doctoral Fellow, Molecular Ecology</b>
<b>School/Directorate/VCO:</b>	<b>School of Health and Life Sciences</b>
<b>Campus:</b>	<b>Gippsland Campus.</b>
<b>Classification:</b>	<b>Within the Academic Level A6 to A8 range</b>
<b>Employment mode:</b>	<b>Fixed-term appointment</b>
<b>Probationary period:</b>	<b>The appointment is offered subject to the successful completion of a probationary period</b>
<b>Time fraction:</b>	<b>Part-time</b>
<b>Recruitment number:</b>	<b>849138</b>
<b>Further information from:</b>	<b>Dr Fiona Hogan, Senior Lecturer, Conservation Biology</b> <b>Telephone: (03) 5122 6466</b> <b>E-mail: <a href="mailto:fiona.hogan@federation.edu.au">fiona.hogan@federation.edu.au</a></b>
<b>Position description approved by:</b>	<b>Professor Chris Hutchison, Deputy Vice-Chancellor (Research and Innovation)</b>

**This position description is agreed to by:**

\_\_\_\_\_  
Employee name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**The University reserves the right to invite applications and to make no appointment.**

Warning: uncontrolled when printed.

Authorised by: Director, Human Resources  
Document owner: Manager, HR Shared Services

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## Position summary

As part of the research team in the School of Health and Life Sciences, the Research Associate, Molecular Ecology will support the delivery of funded research projects, as outlined in the project agreements. The Research Associate will also contribute to other research activities related to molecular ecology.

## Key responsibilities

1. Contribute to delivering the Department of Land and Water Planning – Biodiversity Response Project as outlined in the project agreement and plans.
2. As part of the research team undertake research and produce relevant reports and research outputs in areas of molecular ecology.
3. Develop literature reviews and maintain data and knowledge repositories to support research activities in the areas of molecular ecology.
4. Prepare research findings leading to publication of peer-reviewed journal papers and the presentation of research findings in a variety of forums.
5. Contribute to the preparation of further research proposal submissions to external funding bodies, as required
6. Contribute to the administrative functions of the School of Health and Life Sciences.
7. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position. For a more complete understanding and further information please access the Strategic Plan at: <https://federation.edu.au/about-us/our-university/strategic-plan>.
8. Undertake the responsibilities of the position adhering to:
  - The Staff and Child Safe Codes of Conduct and Conflict of Interest Policy and Procedure;
  - Equal Opportunity and anti-discrimination legislation and requirements;
  - the requirements for the inclusion of people with disabilities in work and study;
  - Occupational Health and Safety (OH&S) legislation and requirements; and
  - Public Records Office of Victoria (PROV) legislation.

## Level of responsibility

The Research Associate, Molecular Ecology will work with the support and guidance of more senior academic staff and will be expected to develop his or her expertise in research and administration with an increasing degree of autonomy.

## Training and qualifications

The Research Associate, Molecular Ecology will have a doctorate degree in Molecular Ecology or a related field in the Biological Sciences.

## Position/Organisational relationships

The Research Associate, Molecular Ecology will work under the direct supervision of Senior Lecturer, Conservation Biology and under the broad direction of the Dean/Deputy Dean, School of Health and Life Sciences and work as part of the School's team of academic and administrative staff.

## Key selection criteria

Applicants must demonstrate they are able to undertake the inherent responsibilities of the position as contained in the position description and are able to meet the following Key Selection Criteria:

1. Research doctorate in Molecular Ecology or a related field in the Biological Sciences.
2. Demonstrated extensive analytical experience and aptitude to undertake outstanding research in Molecular Ecology;
3. Demonstrated experience in preparing and publishing research material for various media including reports, journals and conference presentations.
4. Demonstrated experience in sourcing and writing grant external grants for research;
5. Demonstrated evidence of an ability to work collegially with other staff and student team members.
6. Demonstrated excellent interpersonal, oral and written communications skills and an ability to relate well to students and other University staff.
7. Demonstrated capacity to contribute to the supervision of honours and graduate students.
8. Demonstrated alignment with the University's commitment to child safety.

## Minimum Standards for Academic Levels (MSALs)

### Research academic staff

#### Level A

A Level A academic (research intensive) will work with the support and guidance from more senior academic staff and is expected to develop his or her expertise in research with an increasing degree of autonomy. A Level A academic (research intensive) 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 research academic will normally work under the supervision of academic staff at Level B or above, with an increasing degree of autonomy as the research academic gains skills and experience. A Level A research academic may undertake limited teaching, may supervise at undergraduate levels and may publish the results of the research conducted as sole author or in collaboration. He or she will undertake administration primarily relating to his or her activities at the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multiskilled and involves an overlap of duties between levels

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Union Collective Agreement  
2015–2018  
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