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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 Philip Gibbons |
| **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 and implementation of an Australian Farm Biodiversity Certification Scheme and Agriculture Biodiversity Stewardship Pilot Program under the Government’s Agriculture Stewardship Package. The Agriculture Biodiversity Stewardship Pilot Program has two components: the Carbon + Biodiversity Program – which aims to improve biodiversity co-benefit outcomes from Emissions Reduction Fund (ERF) projects by providing farmers who undertake particular types of carbon offset projects with payments for biodiversity; and the Avoided Degradation Program – will provide incentives for farmers to conserve high conservation value remnant vegetation on their properties. Drawing on existing approaches, the successful applicant will: (a) identify management actions and develop processes for securing desired biodiversity-related benefits; and (b) develop methods and processes to assess condition, and change in condition, of native vegetation and biodiversity. The work will facilitate the design and implementation of the Australian Farm Biodiversity Certification Scheme and Agriculture Biodiversity Stewardship Pilot Program, and revolutionise the cost-effectiveness of environmental stewardship, offset and certification programs. There will be a strong emphasis on publishing the findings in peer-reviewed academic papers. The research will be undertaken in collaboration with the ANU College of Law and Commonwealth Department of Agriculture, Water and the Environment and will involve extensive engagement with other 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 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 biodiversity assessment 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:
* Identifying management actions and developing processes for securing desired biodiversity-related benefits.
* Developing methods and processing to assess condition, and change in condition, of native vegetation and biodiversity.
* Testing and refining these methods in an experimental pilot program.
1. Collaborate with other team members in the College of Science and the College of Law, and other relevant organisations and areas to contribute to outputs for the Department of Agriculture, Water and the Environment, and other relevant policy makers as required
2. Actively contribute to all aspects of the operation of the School. This may include representation through committee memberships.
3. Assist in outreach activities including to prospective students, research institutes, industry, government, the media and the general public.
4. Maintain high academic standards in all education, research and administration endeavours.
5. 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.
6. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.
7. 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 field of conservation biology 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) |