

# POSITION DESCRIPTION



School of Agriculture, Food and Ecosystems (SAFE); and  
The Melbourne Biodiversity Institute, Faculty of Science

*Aboriginal & Torres Strait Islander applicants are strongly encouraged to apply*

## Lecturer in Quantitative Ecology and Biodiversity Conservation

POSITION NO	0059651
CLASSIFICATION	Lecturer, Level B
SALARY	Level B \$114,645- \$136,136 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-Time (1.0 FTE) The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for parttime or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.
BASIS OF EMPLOYMENT	Fixed-Term for 3 years
OTHER BENEFITS	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
HOW TO APPLY	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Brendan Wintle Director of the Melbourne Biodiversity Institute, Email <a href="mailto:brendanw@unimelb.edu.au">brendanw@unimelb.edu.au</a> <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:  
[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Acknowledgement of Country***

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

## ***Position Summary***

The School of Agriculture, Food and Ecosystems and the Melbourne Biodiversity Institute seek to appoint an outstanding academic in the discipline of biodiversity conservation and/or quantitative ecology. This is a 3 year teaching and research position and the appointment will be at Level B.

The appointee will join an internationally recognised group of academics participating in the Melbourne Biodiversity Institute and make a significant contribution to the teaching and research in the School. You will be a highly qualified and motivated individual with relevant expertise, capable of growing research and teaching opportunities in quantitative ecology. This includes undertaking individual research, supervising research students and teaching into the School's undergraduate and graduate programs.

The Faculty of Science is committed to creating a diverse and inclusive environment that welcomes and values all people, and we recognise that diversity is essential in contributing to the success of the Faculty. Women, Aboriginal and Torres Strait Islanders, the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply. Those seeking support in submitting an application are welcome to contact the Talent Acquisition team at [hr-talent@unimelb.edu.au](mailto:hr-talent@unimelb.edu.au). Regardless of who is appointed, the applicant will be encouraged and supported to take part in the many mentoring and career development opportunities available through the University of Melbourne.

## **1. Key Responsibilities**

As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.

The position description should be read alongside Academic Career Benchmarks and Indicators (Appendix B below).

### **1.1 RESEARCH AND RESEARCH TRAINING**

- ▶ Conduct high quality research and contribute to knowledge through scholarship, publication and presentation in the area of biodiversity conservation and/or quantitative ecology.
- ▶ Actively seek and attain nationally and/or internationally competitive grant funding and/or contracts with industry, government agencies or other partners to support research.
- ▶ Establish and maintain national and international research links.
- ▶ Provide effective supervision of research students (at undergraduate, Honours, MSc and PhD levels).
- ▶ Actively participate in research seminars and conferences.

### **1.2 TEACHING AND LEARNING**

- ▶ Prepare and deliver lectures, tutorials, and practical classes in applied ecology, global environmental change, and related topics as needed at undergraduate and/or postgraduate level.
- ▶ Provide joint coordination and with time, primary coordination of undergraduate and/or postgraduate subjects.
- ▶ Actively participate in the development of curriculum and the delivery of subject materials.
- ▶ Supervise the study program of postgraduate students engaged in coursework.
- ▶ Provide academic mentoring and assistance to students.
- ▶ Monitor and assess student performance and provide consultation to students on their academic progress.

### **1.3 ENGAGEMENT**

- ▶ Engage with key partner groups including industry, schools, community groups and alumni to enhance the exchange of knowledge.
- ▶ Occasionally, present research to the public to elevate public awareness of educational and scientific developments, promote critical enquiry and public debate within the community.
- ▶ Participate in outreach activities to ensure school students' exposure to broader perspectives, values, and opportunities.

### **1.4 LEADERSHIP AND SERVICE**

- ▶ Contribute to the culture of the School in a collegiate, respectful manner.
- ▶ Contribute to a range of administrative functions, including those connected with teaching, school and faculty service and research management.
- ▶ Participate in School activities including meetings, seminars and student engagement activities such as Open Day.

- ▶ Contribute to School and/or Faculty committees as appropriate and/or as determined by the Head of School.
- ▶ Work in and build educational and research teams, as well as supervise staff, as determined by the Head of School.
- ▶ Participate in the University Professional Development Framework.
- ▶ Comply with occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.

## ***2. Selection Criteria***

### **2.1 ESSENTIAL**

- ▶ A PhD or equivalent in an area of quantitative ecology, biodiversity conservation or a related relevant discipline.
- ▶ An excellent record of high quality research, relative to career opportunity, in an area of biodiversity conservation and/or quantitative ecology.
- ▶ The potential to gain research funding from national and/or international competitive research bodies and other sources, including industry.
- ▶ Excellent oral and written communication skills.
- ▶ The ability to interact productively with staff and students and to contribute to the activities and administration of an academic division or professional organisation.
- ▶ Excellent interpersonal skills and ability to work well with students, peers and junior and senior colleagues.

### **2.2 DESIRABLE CRITERIA**

- ▶ Evidence of successful teaching in quantitative ecology, biodiversity conservation, or related areas.
- ▶ Relative to opportunity, an aptitude for independent research with a strong record of publication, a record of gaining external competitive research grants, commensurate with experience and opportunities, and the ability to develop research links with other departments/groups nationally and/or internationally.
- ▶ An ability to work as part of a multi-disciplinary team.
- ▶ Experience in supervising postgraduate research students.
- ▶ Experience with teaching substantial elements of university level courses including curriculum development.
- ▶ Research interests that could provide synergies with other members of the School, the Melbourne Biodiversity Institute, and collaboration with other researchers at the University of Melbourne.
- ▶ Demonstrated understanding of the DORA statement on research quality evaluation, to which the University of Melbourne is a signatory.
- ▶ Demonstrated commitment to open and transparent research practices, when applicable.

## 2.3 OTHER JOB-RELATED INFORMATION

- ▶ This position requires the incumbent to hold a current and valid Working with Children Check. This can be obtained prior to appointment.
- ▶ The position also requires travel and occasional work out of standard hours.

## 3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

## 4. *Occupational Health and Safety (OHS)*

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct. OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

## 5. *Other Information*

### 5.1 SCHOOL OF AGRICULTURE, FOOD AND ECOSYSTEM SCIENCES

<https://safes.unimelb.edu.au/>

The School of Agriculture, Food and Ecosystem Sciences has a vision of science for flourishing environments and communities. The School brings together diverse discipline strengths to lead the development of new interdisciplinary thinking and high-impact

solutions for global challenges relating to climate change, food security, healthy food systems, biodiversity conservation, sustainable forest management, invasive species, and environmentally and economically sustainable agricultural practices. Our expertise spans biophysical, social and technical sciences, and we support a large cohort of PhD students across these domains.

The School teaches a range of undergraduate and postgraduate programs, including the Bachelor of Agriculture, several majors of the Bachelor of Science and, and six Master coursework programs: Master of Agricultural Sciences, Master of Ecosystem Management and Conservation, Master of Food and Packaging Innovation, Master of Food Science, Master of Urban Horticulture and Master of Environment.

The School is situated across four University campuses, with dedicated agriculture, forest and fire, and urban horticulture facilities that enable exceptional and tailored research capacities as well as unique hands-on learning experience. The School is actively engaged in partnerships with industry, government, alumni, and the community to share knowledge and co-develop solutions to real-world problems. Join a vibrant community committed to benefiting people and nature through education and research.

## 5.2 FACULTY OF SCIENCE

<https://science.unimelb.edu.au>

Science at Melbourne is a global leader across fundamental and impactful scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

Our strength is our breadth of expertise. We are the second largest faculty in the University comprising seven schools: Agriculture, Food & Ecosystem Sciences, BioSciences, Chemistry, Geography, Earth & Atmospheric Sciences, Mathematics & Statistics, Physics and Veterinary Science.

This depth of knowledge positions the faculty to better understand, explore and impact our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees, enrolling more than 11,500 undergraduate and 3,750 graduate students.

We are dedicated to delivering leading transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty's focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across six of the University's seven campuses – Parkville, Dookie, Burnley, Creswick, Shepparton and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our

students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, Melbourne Energy Institute, Melbourne Biodiversity Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI) and the Indigenous Knowledge Institute and home to numerous Centres.

### 5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

### 5.4 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

## 5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>



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