

# Position Description

## Associate Research Fellow



### Details

|                |  |
|----------------|--|
| Area           | Faculty of Science Engineering and the Built Environment |
| Team / School  | School of Life and Environmental Sciences                |
| Employment     | Full time and Fixed term for 3 years                     |
| Location       | Geelong, Waurm Ponds Campus                              |
| Classification | Level A  |
| Manager Title  | Professor  |

### Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the [University acknowledges](#), values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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### Overview

This role is part of a research project focusing on the role of light/dark cycles in programming the development of birds. The Associate Research Fellow will lead a program of research testing the environmental cues used by wild birds to time hatching and reproduction. The first part of the project will be desk-based research and will involve compiling and analysing a global database on the timing of hatching in wild birds. In the second part of the project, the postdoc will gather empirical data to test the role of latitude in driving reproductive timing and physiology in wild zebra finches. To do this, the postdoc will travel to remote locations in central Australia for fieldwork catching birds at a range of different field sites and transporting the birds back to captive holding. On campus, the project also involves monitoring the timing of reproduction in these captive breeding populations. Finally, the postdoc will assess the timing and drivers for reproductive timing by quantifying the onset of clock gene expression in avian embryos and the role of clock gene cycles in mediating reproduction in reproductively active adult birds.

### Responsibilities

#### *Research and Innovation*

- Conduct high-quality research, scholarship and creative activities generating high impact outputs, with mentorship
- Engage collaboratively to participate in novel and high-quality research or creative activities
- Communicate outputs, including as part of team
- Ensure impact of academic activity on the field and the community
- Support and may lead applications for funding for research and creative activities
- Begin building body of work and reputation and recognition for quality, excellence and impact
- Participate in intra- and inter-disciplinary research collaborations
- Build awareness of industry partners and participates in opportunities for research partnerships
- Support and may lead in applications for external competitive and other funding
- Begin to build track record of timely delivery of outcomes for industry partners
- Co-supervise honours and/or HDR student to achieve productive high-quality outcomes in a timely manner
- Develop working relationship with mentors and supervisors
- Develop early career research plan with guidance from mentors and supervisors
- Adopt culture of research excellence, innovation and impact
- Build awareness of relevant industry partners and opportunities for HDRs/ECRs placements
- Be responsible for management of animal ethics permits, State and local permit administration and obligations.

#### *University Citizenship and Engagement*

- Contribute to Deakin community and its effectiveness via local engagement and citizenship activities
- Understand the objectives and outcomes to be delivered by the University's strategic agenda
- Contribute to community beyond Deakin via engagement activities
- Support Deakin community engagement plan

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### Relationships

- Internal relationships: In addition to project team members the staff member will be required to work with academic and professional staff in the school, faculty and across the University. The re will be a close and co supervisory relationship with a post graduate student also working on the project
- External relationships: The project is funded by Velux Stiftung and the postdoctoral researcher has a duty to help prepare reports to the funder. The postdoctoral researcher will be co-supervised by Associate Professor Frederic Gachon (University of Queensland).

### Selection

#### *Qualifications and experience*

- PhD in a relevant discipline and/or other relevant qualifications and experience
- Emerging research and scholarship through publications, and/or exhibitions as appropriate to the discipline
- Ability to make a contribution to communities through research
- Capacity to contribute to teaching, research and administration
- Excellent interpersonal skills to establish good working relationships with colleagues and landowners
- Ability to make a contribution to community engagement for research
- Competence in database compilation, management and statistical analyses
- Experience of remote fieldwork, mistnetting experience, molecular techniques, genomic analyses, behavioural or physiological assays are desirable, but not essential
- An Australian bird banding licence would be advantageous

### Capabilities

1. **Digital Literacy:** Interprets and distils information; produces clear communications through a variety of digital platforms
2. **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
3. **Emotional Intelligence:** Recognises emotions in self and others; uses emotional cues to guide thinking and behaviour
4. **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes
5. **Communicating with Influence:** Engages and energises others through clear and persuasive communication
6. **Personal Resilience:** Maintains composure and focus under pressure, adapts to changing situations and recovers from setbacks

### Special Requirements

- Will be required to travel to remote locations for extended periods to undertake field work
- Will be required to euthanise a small number of animals
- Full Drivers Licence
- Working with Children Check

### Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.