

Research Fellow in Biochemistry

School of Biomedical Sciences
Faculty of Science

Classification	Level B
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed Term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	18 Feb 2018

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

In the Faculty of Science at CSU, we have more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. We deliver flexible, innovative teaching programs which provide graduates with the skills and knowledge to build a career, advance their profession and contribute to their community.

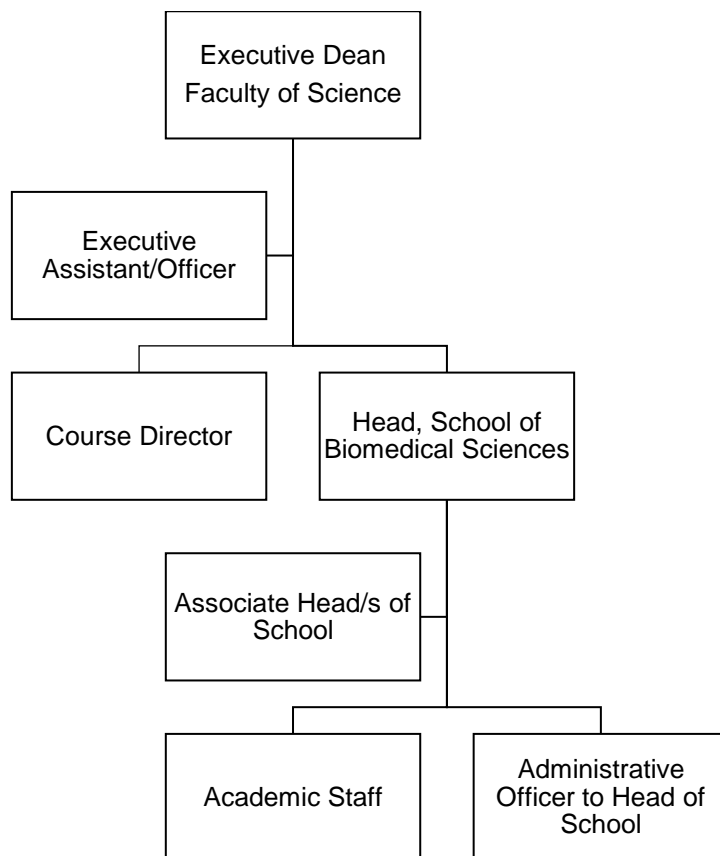
We are a leader in strategic and applied research in a wide array of sciences. We enhance and extend knowledge, train and educate future researchers and provide scientific solutions to current challenges. We achieve this through ethical practice, professional collaborations, industry involvement and a commitment to continual improvement.

We also provide a range of health and other services to our regional communities through our enterprise activities.

The Faculty of Science is one of the most broadly based scientific academic concentrations in Australasia. Our disciplines include:

- Agricultural and Wine Sciences
- Animal and Veterinary Sciences
- Environmental Science and Outdoor Recreation
- Allied Health and Paramedicine
- Exercise and Sport Sciences
- Science
- Medical Science and Dentistry
- Nursing, Midwifery and Indigenous Health

Organisational Chart



Reporting Relationships

This position reports to: Head, School of Biomedical Sciences

This position supervises: Honours and PhD students

Key Working Relationships

Position Overview

The position will involve research and supervision of PhD and honours students in the area of structural biology and drug design (see: <http://csusap.csu.edu.au/~jforwood/>).

The role will also involve up to 10% teaching in the area of biochemistry and/or protein biochemistry.

Principal Responsibilities

- Supervise Research Higher Degree and Honours students in the area of structural biology.
- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.
- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide leadership and management, as appropriate, in the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required

Capabilities

CSU Capabilities	
Get Results	Service Focused: <i>Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)</i>
	Business Savvy: <i>Continually look to add commercial value in our roles, processes and ways of working</i>
	Innovative: <i>With creativity at our core, be open to new ideas and seek to find better ways</i>
Take Ownership	Live our Values: <i>Uphold the CSU values daily in our own behaviours and interactions with others</i>
	Take Action: <i>Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)</i>
	Adapt to Change: <i>Explore the reasons for change and be willing to accept new ideas and initiatives</i>
Collaborate with Others	Network: <i>Bring people together and build relationships that deliver desired benefits and outcomes</i>
	Listen Closely: <i>Dig deep to understand others, using self-insight to build team spirit and recognise efforts</i>
	Influence: <i>Create compelling arguments to persuade others and promote ideas that add strategic value</i>
Role Specific Capabilities	
Applying expertise and technology: <i>Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines</i>	
Presenting and Communicating Information: <i>Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility</i>	
Analysing: <i>Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically</i>	
Learning and Researching: <i>Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach</i>	

Physical Capabilities

The incumbent may be required to:

- Work at a computer based workstation and operate other typical office equipment;
- Undertake and facilitate general laboratory duties
- Work in other environments beyond the school such as other campuses as well as possible car and air travel.
- On occasion drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at <https://policy.csu.edu.au/document/view-current.php?id=184>.

Selection Criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A doctoral or masters qualification in biochemistry, cell biology, biophysics or similar; and record of research achievement in biochemistry, cell biology, biophysics or similar, which demonstrate a capacity to make an autonomous contribution;
- B. Ability to deliver high quality student centred learning and teaching including demonstrated high level communication skills (negotiating, presenting, active listening and the giving and receiving of constructive feedback);
- C. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting and to build strong partnerships, networks and relationships internally and externally to achieve professional and team objectives.

Desirable

- D. Experience in protein expression, molecular interaction analyses, protein chemistry, and biophysical and structural techniques that including X-ray crystallography or/and cryo-electron microscopy.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)