

Position Description

Research Officer (postdoc) in Invertebrate Biogeography and Conservation

Position No:	NEW
Business Unit:	Provost
Division:	School of Agriculture, Biomedicine and Environment
Department:	Environment and Genetics
Classification Level:	Level A Research Only
Employment Type:	Full Time, Fixed Term
Campus Location:	Bundoora
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

This position contributes to the ARC linkage project “Identifying hotspots of endemism for invertebrate conservation in south-east Australia”, led by Prof. Heloise Gibb (La Trobe University) and including partners from Zoos Victoria, DEECA, Australian Museum, South Australian Museum, UNSW, Deakin and Monash University. This project will inform conservation planning by identifying the distributions and drivers of forest invertebrate diversity and endemism in south-eastern Australia and providing solutions for biodiversity protection and restoration. Focussing on the poorly-known and dispersal-limited leaf litter invertebrates of south-eastern Australian wet forests, the project will: 1. Document and georeference biodiversity; 2. Identify hotspots of endemism for conservation prioritisation and model their relationship with contemporary and past environments; 3. a) Estimate the loss of phylogenetic diversity caused by past and future environmental threats; and b) Predict where undiscovered endemic species persist.

The postdoc will contribute to field and lab collection and collation of data. They will model hotspots of endemism and how they relate to past environments and make predictions about how endemic species will be affected by global change. A key outcome will be publication of research in peer-reviewed journals that contributes to our understanding of current and future species distributions, including currently undescribed species.

Duties at this level will include:

- Acquire and interpret research data and results. Run analyses and tests using specified and agreed techniques and models. Contribute to the development of techniques, models and methods. Specific to this project:
 - Spatial analysis, mapping and site selection
 - Field sampling, including litter sampling using Tullgren funnels
 - Identification of terrestrial invertebrates
 - DNA sequencing for barcoding and phylogenetics and analysis of genetic data
 - Database organisation and entry
 - Statistical modelling including analysis of phylogenetic endemism
- Conduct and publish, or otherwise disseminate high quality and/or high impact research/scholarly activities under limited supervision either independently or as part of a team.
- Participate in professional activities including presentations at conferences and seminars in field of expertise.
- Attendance at meetings associated with research or the work of the unit to which the research is connected and/or at Departmental or School meetings and/or membership of a limited number of committees.
- Provide service to the profession and/or discipline
- Undertake limited administrative functions primarily connected with the area of research.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD in an area of ecology, phylogenetics, biogeography or invertebrate biology.
- Evidence of experience in research and evaluation and the ability to work effectively under limited supervision or independently.
- A record of leading scientific publications in international journals of moderate to high impact.
- Experience in the analysis and modelling of data, including the capacity to integrate data from a range of sources and of uneven quality.

- Effective oral and written communication skills, including the ability to interact effectively with people from a diverse range of backgrounds.
- Demonstrated ability to work as a member of a team in a cooperative and collegial manner.
- Demonstrated high level of self-motivation and personal management skills.

Desirable

- Experience in invertebrate identification
- Experience in DNA sequencing and other genetic techniques
- Experience in statistical modelling
- Experience in spatial analysis
- Experience in conducting fieldwork under difficult conditions
- Experience driving manual 4WD vehicles

Capabilities required to be successful in the position

- Ability to demonstrate self-awareness, see things from another person's perspective and actively seek out and act on feedback to improve knowledge, skills and behaviour.
- Ability to work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
- Ability to think creatively, explore new ideas and respectfully challenge existing practices in order to improve current ways of working.
- Ability to implement improvements to local processes.
- Ability to enable a safe, inclusive, high-performing team culture, prioritising staff mental health and wellbeing.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials:

Date: