

Position Description

Principal Research Fellow

Position No:	New
Department:	Environment and Genetics
School:	Life Sciences
Campus/Location:	Albury-Wodonga
Classification:	LEVEL D – Principal Research Fellow (Research Only)
Employment Type:	Fixed Term, Full Time
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

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

College of Science, Health and Engineering – <http://latrobe.edu.au/>

For enquiries only contact:

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Position Description

Level D – Principal Research Fellow

We are seeking a highly motivated river or floodplain ecologist to contribute to a growing team of freshwater scientists working within the Centre for Freshwater Ecosystems at La Trobe University's Albury-Wodonga campus. The successful applicant will have a strong track record of research as well as experience in research leadership and working with industry stakeholders to conduct applied ecological research.

As a Level D research-only academic, you will make major original and innovative contributions to your field of study or research, while also contributing to projects involving multi-disciplinary research teams internally and externally. You will contribute to research leadership, mentoring of early and mid-career research staff, and staff and student supervision.

Position Context

CFE is located within the School of Agriculture, Biomedicine and Environment (SABE) at La Trobe University's Albury-Wodonga campus, and combines expertise in hydrology, ecology, environmental and social sciences to undertake basic and applied research relevant to the management of aquatic ecosystems.

Duties at this level may include:

- Conduct and lead outstanding innovative research and produce high impact conference papers and publications arising from the research.
- Lead and manage large research projects and/or teams and play a major role in all aspects of major research projects.
- Make an outstanding contribution to the governance and collegial life of the centre and University.
- Manage research support staff involved in the research and, where appropriate, supervise the research of less senior research employees.
- Seek external funding needed for research and/or continued employment and be responsible for the financial management of research grants.
- Supervise Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
- Promote and foster a robust research culture within the University.
- Engage with industry and other external stakeholders to develop research partnerships and progress the interests of the School and the University.
- Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Undertake other duties commensurate with the classification and scope of the position as required by the Centre Director or Head of School.

Key Selection Criteria (examples to choose from depending on the nature of the position)

- Completion of a PhD or equivalent accreditation and standing, together with subsequent research experience.
- Distinguished record of nationally and/or internationally recognised independent research, with evidence of its impact and significance.
- Strong record of publications, including papers in top-tier and high-impact journals, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.
- Demonstrated leadership and management experience in leading research teams or projects and financial management of grants for research projects.
- Significant experience in preparing research proposal submissions to external funding bodies and a strong record of securing research funding through competitive grants, industry grants or consultancies.
- A proven record of successful supervision to completion of Honours, Masters and PhD students.
- Proven ability to build sustainable relationships with a range of industry partners and evidence of the ability to promote research links with outside organisations/agencies.
- High level analytical capability with an ability to communicate complex information clearly both orally and in writing.
- High level organisational skills and a demonstrated capacity to manage and mentor less senior research staff and research support staff.
- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.

Capabilities required to be successful in the position

- Ability to work collaboratively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- Demonstrated creative, critical and systems thinking – generating ideas and recommending solutions to local and organisational problems.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation within local area, enabling staff members to evaluate current work practices and identify solutions to local and organisational problems.
- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of local and organisational practice.

Other relevant 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.

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.

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: