

# STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



<b>Position</b>	Postdoctoral Research Associate
<b>Level/ Classification</b>	ACLEA
<b>Reports to</b>	Lecturer in Wildlife Ecology
<b>Division</b>	School of Environmental and Conservation Science
<b>College</b>	College of Environmental and Life Sciences

## Position Purpose

A Postdoctoral Research Associate Level A is expected to carry out activities to develop scholarly research and professional expertise relevant to the profession or discipline. Working with Murdoch researchers and external stakeholders, the project aims to address two major unresolved knowledge gaps in Pilbara leaf-nosed bat (PLNB) conservation: 1) how vulnerable are PLNBs to climate change, and 2) what factors affect seasonal and yearly variation in colony sizes. The Research Associate will use a range of techniques, from cave microclimate modelling, physiological assays, population dynamics, automated monitoring, movement ecology, and predictive modelling of vulnerability.

## About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Biddi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- *Sustainability*: Be a leading university in education, teaching and translational research in sustainability.
- *Equity, Diversity, and Inclusion*: Build a welcoming, diverse and inclusive community.
- *First Nations*: Become the University of first choice for First Nations peoples.

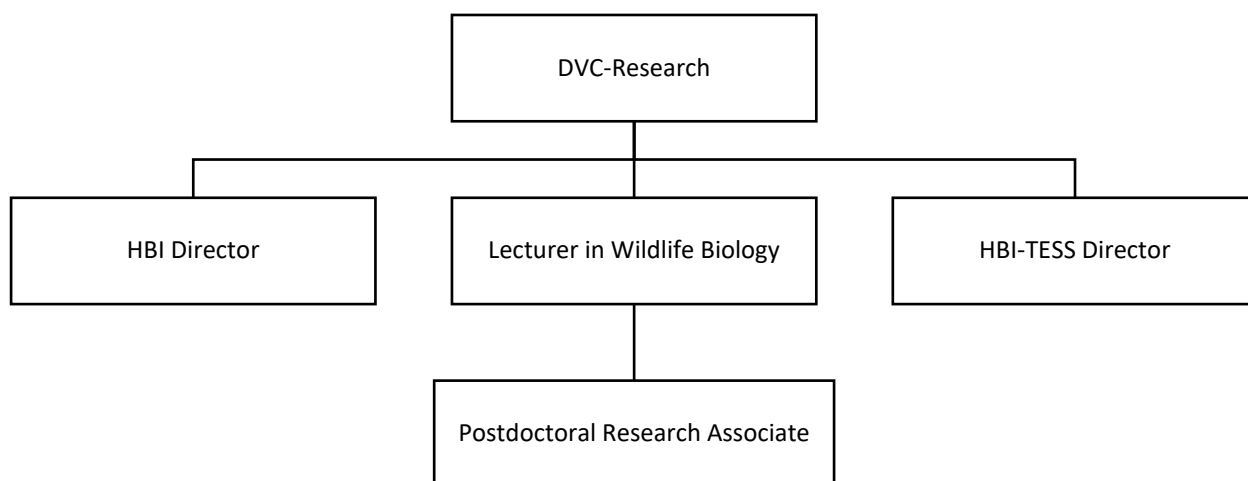
Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

## About the Work Area

The School of Environmental and Conservation Sciences ([ECS](#)) is a multi-disciplinary school based within the College of Environmental and Life Sciences. Research in ECS is diverse and multi-disciplinary with an applied focus on solving environmental, policy, and conservation challenges. We deliver research excellence through collaboration with government, industry, NGOs and Traditional Owners. Our school values and enjoys a positive research culture for emerging and established research staff and a large group of higher-degree students.

The Harry Butler Institute ([HBI](#)) represents one of Murdoch University's main research centres, and champions a research space where community, business and biodiversity can co-exist; and where our efforts integrate and balance the needs and aspirations of all three sectors. This position will be located in the Centre for Terrestrial Ecosystem Science and Sustainability ([TESS](#)) within the HBI. TESS represents a collaboration of academic research staff working with community, industry and management partners towards a shared vision of maintaining sustainable and biodiverse ecosystems through scientific excellence. TESS captures the outputs of 17 academic staff and over 100 current HDR students, with a shared vision to carry out robust science underpinning biodiversity conservation.

## Reporting Relationships



## Key Responsibilities / Duties

1. Conduct research and meet agreed research objectives related to the funded project *Pilbara leaf-nosed bat risk and adaptation to changing environments*.
2. Contribute to the day-to-day development of research projects as part of the research team, including applications for animal ethics approvals and wildlife licenses, reports and manuscripts for publication in refereed journals and preparing and presenting research findings at national and international seminars, conferences and workshops.
3. Take a lead role in coordinating the overall project, including the organisation of activities among team members (including external collaborators/stakeholders) and the integration of various project results to ensure an inclusive and cohesive approach to achieving project objectives.
4. Participating in student research supervision, teaching, and providing advice to students where appropriate.
5. Actively apply for external competitive research funds, individually or as a member of a team.
6. Other duties as directed from time to time.

## Selection Criteria

### Essential

1. A PhD in Ecological Physiology or related discipline.
2. Experience with field-based research, including working under difficult and physically demanding conditions.
3. Expertise in experimental research, including open-flow respirometry, PIT tagging, and telemetry.
4. Strong analytical and quantitative skills, including proficiency in R programming language and mechanistic modelling, including the use of climate data from observations and models.
5. A strong record in producing high-quality independent research outputs.
6. Experience in research student supervision.
7. Well-developed interpersonal skills and the ability to work independently with limited supervision and effectively as a member of an interdisciplinary and collegial team.
8. Excellent written and oral communication skills in English, including the ability to communicate project activities and outcomes with a wide range of stakeholders, such as professional and industry bodies, government and non-government organisations, and the public.

### Desirable

1. Australian Driver's License and 4WD experience.

### Work Requirements

1. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Criminal Record Screening Procedure.
2. The occupant of this position will be required to undertake pre-employment medical and fitness tests, including drug and alcohol clearance to access field sites.
3. Ability to travel and work outside of normal office hours when required.
4. Australian permanent residency or possession of a valid visa with work entitlement in Australia.

### Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Academic Contribution Development Conversation (ACDC).

### General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

### Guiding Principles and Values / Code of Ethics and Code of Conduct

#### Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

#### Our Principles

- Act with justice, respect and responsible care.

- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff undergoing a probation period are required to set probationary objectives with their leader within 3 months of commencement.

*We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.*