

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Research Fellow (Short-range Endemic Invertebrates)
Level/ Classification	ACLEB
Reports to	Professor
Division	Harry Butler Institute
College	Centre for Biosecurity and One Health

Position Purpose

A Research Fellow is expected to carry out activities to develop scholarly research and professional expertise relevant to the profession or discipline. The Research Fellow will contribute to industry-funded research on terrestrial and subterranean invertebrates of conservation value, specifically those in short-range endemic taxa.

The focus of this role is on understanding the ecology, distribution, habitat associations, and vulnerability of short-range endemic (SRE) terrestrial invertebrates to support environmental impact assessments and management decisions. Research activities will focus on improving field-based survey and sampling, taxonomy (including the application of molecular and genome approaches), contributing to the development of frameworks for assessing conservation significance and impact risk, and analysing and integrating ecological data to inform decision making. As accurate species identification underpins these ecological studies, the successful applicant will be expected to work with a team of experts in invertebrate taxonomy and systematics.

The Research Fellow will work as part of a broader research team. The position may contribute to teaching through the preparation and delivery of lectures and tutorials, and co-supervision of Honours and postgraduate students. The Research Fellow will also be involved in a broad range of administrative and service functions in the Harry Butler Institute and across the University and engage in relevant professional activities within the discipline.

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.

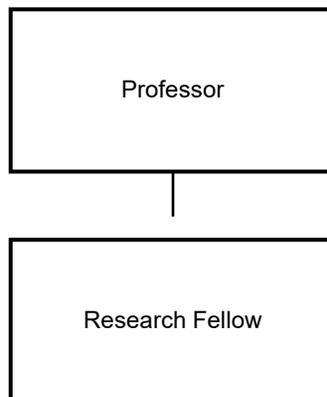
Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The Harry Butler Institute is one of the three Murdoch University Institutes that bring together leading researchers from across the University to deliver world class multidisciplinary/interdisciplinary translational research that benefits government, industry and community. The Harry Butler Institute brings together all of the disciplines that contribute to the coexistence of business and biodiversity in order to that society can create maximum value for the community whilst simultaneously safeguarding the environment.

The primary objective of the Harry Butler Institute is to give expression and recognition to the legacy of Dr Harry Butler in the world-class science, education and environmental management ‘... you can have conservation with development...’ (Harry Butler, 2015).

Reporting Relationships



Key Responsibilities / Duties

1. Make applications for competitive external competitive research funds, and industry funding, individually and as a member of a research team
2. Contribute to research, individually and as a member of a team, and produce quality industry reports and peer reviewed publications.
3. Contribute to teaching as required. This may include delivering lectures, tutorials, seminars, practical classes, demonstrations, workshops, or student field excursions.
4. Make a contribution to the Institute, the University, the profession and the discipline.
5. Undertake broad administrative functions.
6. Participate in the University’s Academic Contribution Development Conversation (ACDC).
7. Undertake such other duties as determined by the Head of area.

Selection Criteria

Essential

1. A PhD in ecology, conservation biology, environmental science, or a closely related discipline relevant to the appointment.
2. Demonstrated experience in conducting field work in remote locations, targeting terrestrial invertebrates, including participation in survey design, data collection, and logistical planning.
3. Demonstrated research experience (shown through quality publications) in the ecology, conservation biology, or environmental assessment of terrestrial invertebrates.
4. Demonstrated experience in applying quantitative analytical methods in ecological or conservation research, including statistical analysis, molecular and genomic techniques, and data integration.
5. Demonstrated ability to work under broad direction, exercise initiative in undertaking research tasks, and contribute to the supervision and coordination of research staff and students as part of a research team.
6. Demonstrated capacity to generate high quality research outputs relevant to ecology, conservation, or environmental assessment, with evidence of developing a national research profile.
7. Demonstrated experience in contributing to the preparation and management of external research funding, in particular industry funding for environmental assessment studies.
8. Well-developed interpersonal skills and demonstrated ability to work effectively within interdisciplinary and collegial teams, with the capacity to contribute to service and engagement activities at the Institute or University level.
9. Demonstrated high levels of written and oral communication skills in English, including the ability to communicate effectively with academic, industry, and government stakeholders.

Desirable

1. Experience in field collection and identification of Western Australian short-range endemic terrestrial and subterranean invertebrates.
2. Working knowledge of taxonomy and systematics of at least one target-group of short-range endemics (e.g., trapdoor spiders, scorpions, pseudoscorpions, slaters, centipedes, millipedes and others).

Work Requirements

1. 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.

Academic Career Framework

Murdoch University's Academic Career Framework provides a transparent, equitable and consistent approach to probation and promotion as well as outcome and workload expectations. Please refer to the Murdoch University Academic Career Framework for performance criteria and expectations for all academic positions.

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.