

STANDARD RESEARCH POSITION DESCRIPTION



Position	Postdoctoral Research Associate – Feral Cat Management
Level/ Classification	ACLEA
Reports to	Centre Director, Terrestrial Ecosystem Science and Sustainability
Division	Harry Butler Institute
College	Research and Innovation

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 feral cat management options to address biodiversity conservation in the northern jarrah forest. The Research Associate will use a range of survey and monitoring methods and population control techniques, carry out data management and statistical analyses, report and manuscript preparation, travel coordination, contribution to the preparation of JHA documentation and other administration, as required.

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 Bididi. 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.

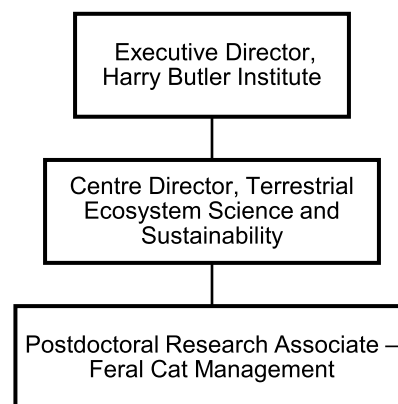
Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The research programme is being led by researchers from the Harry Butler Institute (HBI). HBI 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 the community. HBI brings together all of the disciplines that contribute to the coexistence of business and biodiversity in order that society can create maximum value for the community whilst simultaneously safeguarding the environment. This research project represents a collaboration of Murdoch University and industry researchers, capturing the ethos of why HBI was originally established.

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. Collaborate with a multidisciplinary team to support HBI's mission, contributing innovative research to wildlife conservation and management.
2. Lead ongoing surveys of vertebrate fauna as needed, including the application of animal ethics and government permits.
3. Contribute to scholarly research, including reports and manuscripts for publication in refereed journals and preparing and presenting research findings at national and international seminars, conferences and workshops.
4. Develop a scholarly research profile and professional expertise relevant to the profession or discipline.
5. Participate in student research supervision, teaching, and providing advice to students where appropriate.
6. Participate in the University's Academic Contribution Development Conservation (ACDC).
7. Contribute to the College, the University, the profession and the discipline.
8. Undertake such other duties as directed from time to time.

Selection Criteria

Essential

1. Completion of a relevant postgraduate qualification in Ecology, Wildlife Biology, Population Biology, Conservation Biology, or a closely related field.
2. Proven experience in project planning and coordination, including fieldwork.
3. A solid theoretical and practical statistical background in experimental design and proven experience in organising and analysing large datasets, such as camera-trap data.
4. Demonstrated ability to engage in high quality independent research under limited supervision.
5. Well-developed interpersonal skills and the ability to work effectively as a member of an interdisciplinary and collegial team.
6. 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,
2. Demonstrated high levels of professional engagement with industry and academic staff.

Work Requirements

1. A willingness and ability to travel within the state on a regular basis.
2. Willingness to work in the remote field sites as required.
3. Ability to work outside of normal office hours when required.
4. 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.
5. 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 complete a Development Review Annually. A Commencing Development Review should be completed 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.