

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Postdoctoral Research Fellow
Level/ Classification	ACLEA
Reports to	Associate Professor Rachel Standish
College	Environmental and Life Sciences
School	School of Environmental and Conservation Sciences

Position Purpose

A Postdoctoral Research Fellow Level A is expected to carry out activities to develop scholarly research and professional expertise relevant to the profession or 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:

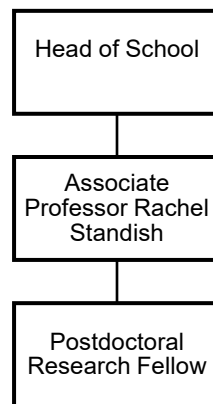
- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

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

Research in the School of Environmental and Conservation Sciences (ECS) focuses on solving real-world environmental problems and informing best-practice biodiversity conservation. Reflecting this focus, research is multi-disciplinary and collaborative, involving staff and external partners with a diversity of expertise. Collectively the School represents the bulk of environmental, ecological and conservation science-based research capacity at Murdoch University.

Reporting Relationships



Key Responsibilities / Duties

1. Contribute to research, individually and as a member of a team, and produce quality publications.
2. Contribute to research training by supervising and mentoring honours, Masters by Research, and HDR students
3. Engage collaboratively to participate in novel and high-quality research activities.
4. Communicate research findings through scientific publications, reports, and meetings.
5. Engage with a network of relevant contacts locally, nationally, and internationally, for the purposes of research collaboration and the enhancement of the academic reputation of the School and the University.
6. Help to maintain industry partnerships and participate in opportunities for new research partnerships.
7. Represent Murdoch University through involvement in professional associations, conferences, and other activities that contribute to research impact outside academia (i.e., societal, and environmental impact).
8. Contribute to the College, the University, the profession, and the discipline.
9. Participate in the University's Annual Career Development Conversation (ACDC) process.
10. Undertake such other duties as determined by the Supervising Academic (e.g., grant writing).

Selection Criteria

Essential

1. A PhD in ecology or other environmental science.
2. Demonstrated ability to work under broad direction, exercise initiative in undertaking responsibilities and work effectively in a team.
3. Demonstrated ability to engage in high quality independent research, with an established record of scholarly publications.
4. Demonstrate excellent verbal/visual communication skills evidenced by presentations at scientific conferences.
5. Well-developed interpersonal skills and the ability to work effectively as a member of an interdisciplinary and collegial team.
6. Demonstrated high levels of written and oral communication skills in English.

Desirable

1. Willingness to engage in professional development.
2. Willingness to engage in two-way science with Indigenous peoples.
3. Demonstrated ability and commitment to successfully supervise honours and HDR students.

Work Requirements

1. Ability to work outside of regular office hours occasionally when required.
2. Willingness and ability to travel nationally and internationally occasionally.
3. 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 Annual Career 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 an Annual Career Development Conversation (ACDC). 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.