

A Career that **CHANGES LIVES**

POSITION DESCRIPTION



Professorial Research Fellow (Level E) – Research Division Director, Institute for Future Farming Systems

(To be read in conjunction with the Professorial Research Fellow Classification Descriptors for Principal Research Employees contained within the current [Enterprise Agreement](#)).

You will:

Lead the Institute for Future Farming Systems (IFFS) to develop and deliver a strategic research program with internal and external stakeholders in our regions, contributing to deliver research impact in industry-focused agricultural research, with a particular focus on northern agricultural zones. The Director will also play a key role in the development and operation of relevant policies and practices for the Institute and be a key liaison between CQUniversity and external partners – industry, government, community. The Director will provide leadership in building IFFS's research profile, partnerships, and international reputation for location-based agricultural research.

The reputation of IFFS has been built through a strategic approach that identified areas of strength and directed resources to build functional teams in those areas. Six research clusters form the focus areas for IFFS research: Precision Livestock Management, Precision Horticulture, Sensor and Non-invasive Assessment in Agriculture, High Value Tropical Cropping, Ag Education and Extension, and Molecular Microbiome.

You will provide leadership in, and direction for, current and new research-related activity, coordinate research planning and strategy, and mentor and supervise research staff and students.

You are responsible for:

- Exercising a strategic academic and administrative leadership role and assuming responsibility for the operations of the Institute.
- Working with the Vice President (Research) to align research activities to achieve the outcomes specified in the Institute's Research Strategic Plan, the research goals as outlined in the University Strategic Plan and other relevant University plans, in consultation with the Deputy Deans (Research).
- Providing leadership and mentorship within the Institute to build strong teams who work towards clear goals and targets. Develop, with research cluster leads, funding pipelines to support large scale programs of research within the Institute.
- Strategically leading and building research teams and research training opportunities across the University to build future capacity and further the research aspirations of the Institute.
- Providing exemplary research and innovation leadership to develop a culture of excellence and collaboration across the research clusters of the Institute that inspires creativity and the engagement of research staff and students.
- Identifying and engaging with strategic partners including government organisations, industry, community leaders and the broader community to establish and extend collaboration in ways that will increase the prospects for securing research funding and grow the Institute's research capability.

- Monitoring the external environment to inform the continued development and currency of research programs, systems and processes within the Institute.
- Effectively managing Institute resources.
- Attending and/or chairing meetings associated with research or the work of the Institute, and taking a major role in planning and committee work.
- Supporting researchers to identify, secure and manage relationships with partners for major funding proposals.
- Making a distinguished personal contribution to the conduct of research at all levels.
- Managing mid-range to large scale research projects.
- Pursue opportunities to develop and deliver projects that address Institute and University goals, including seeking external funding from relevant sources and delivering relevant outcomes and impacts.
- Supervision of honours or postgraduate student research projects.
- Occasionally contributing to teaching in the field/discipline of his/her research.
- Performing other duties and administrative functions commensurate with the classification and scope of the position as directed by the Vice President (Research).

As a supervisor you are responsible for:

- Providing mentoring, guidance and career planning for your staff and ensuring staff have access to appropriate professional development activities.
- Undertaking probationary and performance management processes and ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- Understanding your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- Allocating and monitoring workload and address associated issues in a timely manner.
- Ensuring new staff participate in the university's induction program and providing a localised work area orientation.

Selection Criteria

Knowledge and Education	Skills and Experience
Essential • Hold doctoral qualifications (PhD) and recognised significant experience in the relevant discipline area. A position at this level will normally require accreditation and standing (usually evidenced by an extensive research publication record). • An understanding of current professional and educational issues within higher education and evidence of well-developed industry, research and/or government networks. • International and/or National reputation for excellence in research as evidenced by peer-reviewed papers in high impact journals, obtaining competitive research grants and developing research networks. • Provide evidence of substantial relevant experience in research projects.	Essential • Demonstrated academic leadership, including a record of building successful multi-disciplinary teams and driving performance in a large and complex organisational environment. • Demonstrated expertise in staff management including performance management, mentoring and motivating a team to obtain high quality outcomes. • Demonstrated track record of publications in high quality journals. Applicants must report their SNIP and FWCI. • Development and maintenance of strong professional links with government, industry and community.
Critical Capabilities	Motivational and Job Fit Factors
Achieves results • Drives, acknowledges and promotes a culture of achievement. Engages and connects • Anticipates and identifies ways in which the University can collaborate with partners to address current and future challenges. Personal drive and integrity • Develops team culture where individual team members are valued and recognised for their diverse skills sets. Shapes the future • Develops new offerings, services, or practices that give the University a competitive edge. Communicates with influence • Works collaboratively to develop communication strategies and mechanisms which ensure that important messages are cascaded in a consistent, clear and timely way across the University and externally.	This position would suit someone who gains job satisfaction from: • Diversity in the workforce. • Collaborating and cooperating with other departments to achieve positive business outcomes. • Continuously improving and exploring new ways to do their job successfully. • Striving to understand and meet customer expectations and satisfaction. • Being a high involvement-leader and influences others by creating a participative and empowered environment. • Inspiring and guiding others and gaining acceptance of ideas and plans.

Other job requirements

- The role is located within a CQUniversity's campus and will respect and adhere to the guiding principles and objectives of that campus.
- Applicants invited for interview will be expected to do a presentation in conjunction with the selection interview process.