

A Career that **CHANGES LIVES**

POSITION DESCRIPTION



Principal Research Fellow in Coastal Marine Ecology Research Division

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

You will:

This role offers a unique opportunity to make transformative contributions to coastal ecological restoration at the Coastal Marine Ecosystems Research Centre (CMERC), situated within the Great Barrier Reef World Heritage Area. Principal research employees at this level will join a team recognized for its excellence and pioneering research, including the world's largest seagrass nursery and major programs dedicated to oyster and mangrove restoration. With a mandate to advance the science and practice of ecosystem recovery, individuals in this role will play a pivotal part in developing innovative restoration strategies, collaborating with stakeholders, and enhancing the resilience and health of critical coastal habitats. This appointment is a testament to both the distinguished expertise and the commitment required to drive significant progress in the field.

You are responsible for:

- Conducting independent research within your discipline as part of a team and producing conference and seminar papers and publications from that research.
- Supervising support research and general staff.
- Playing a major role in all aspects of major research projects including managing and/or leading large research projects or teams.
- Supervising the research of less senior principal research employees.
- Promoting research links with outside bodies.
- Preparing research proposal submissions to external bodies.
- Taking responsibility for the oversight of financial management of grants.
- Participating in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Supervising major honours or postgraduate research projects.
- Undertaking higher level research-related administrative functions.
- Being involved in the development of research policy.
- Attending meetings associated with research or the work of the organisational unit to which the research is connected and/or departmental and/or school meetings and playing a major role in planning and committee work.
- Significantly contributing to the discipline in which the research efforts of the staff member are undertaken.



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 ensuring you have regular conversations with your staff and provide real-time, positive and constructive feedback to empower staff to continually improve and 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.
- Developing mechanisms to promote staff recognition.

Selection Criteria

Knowledge and Education	Skills and Experience
Essential • Hold doctoral qualifications or equivalent accreditation and standing together with subsequent research experience in seagrass ecological restoration. • Demonstrated academic excellence and outstanding contribution to research publications, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.	Essential • Demonstrated ability to engage in research areas of research strength and a willingness to engage in sourcing and obtaining external grants and contracts. • Demonstrated high level interpersonal and communication skills with the ability to work collaboratively and in multidisciplinary teams as well as providing guidance and oversight of others involved in project-based work. • Proven ability to undertake comprehensive investigative research work, demonstrating expertise and skill in research methods and ability, including analysis, interpretation of statistics and preparation of research reports and papers. • Demonstrated ability to liaise, advise and consult with internal and external clients at all levels and maintaining positive client relationships.
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 • Acts as a professional role model for colleagues, set high personal goals and take pride in their achievement. Shapes the future • Maintains a clear sense of strategic direction within the international, national and state context. Communicates with influence • Listens. Encourages debate and seeks to gain a clear understanding.	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. • Planning for long term success through careful planning and well-established strategic direction.

Other job requirements

- The role is located on the CQUniversity's Gladstone Marina campus (Coastal Marine Ecosystems Research marina-side facility) and will respect and adhere to the guiding principles and objectives of that campus.