

A Career that **CHANGES LIVES**



POSITION DESCRIPTION

Principal Research Fellow – Horticulture 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 lead a research team located in one of Australia's largest horticultural production regions. Situated at our Bundaberg campus, the Principal Research Fellow will provide key operational and strategic leadership across the current team of horticulture researchers within the CQU Institute for Future Farming Systems. The Bundaberg region contains some of Australia's largest subtropical tree crop and annual vegetable crop industries, and in this role you will build strong linkages with them to leverage into new research opportunities. You will develop and lead a program of research in horticultural science, development/application of AgTech in horticultural industries, or farming systems with a focus on industry impact with both a national and international footprint. You will leverage the skills and experience of CQU research teams to deliver collaborative programs within Australia, with our close neighbours within the Asia-Pacific region and with other international research partners to build upon CQU's internationally recognised research impact. This position provides a unique opportunity for you as a highly motivated research leader to make a significant impact on the horticulture sector in Australia and to advance the field of horticultural science research globally.

You are responsible for:

- Lead a program of research program focused on horticultural production in the Bundaberg and Asia-Pacific regions.
- Conduct independent research – individually or as part of a team – and produce conference papers and high-quality peer-reviewed journal publications, in the FOR codes consistent with CQUni's focus on agricultural research, making significant contributions to research impact assessments.
- Supervise and support research and professional staff, and where appropriate, less senior principal research staff involved in the CQU horticultural research program.
- Manage and lead all aspects of large research projects or teams.
- Promote research links with CQU internal and external (including international) research collaborators.
- Prepare research proposal submissions to external funding agencies.
- Oversee financial management of research grants.
- Be involved in professional activities including attendance at conferences and seminars in the field of expertise.
- Higher-level research-related administrative functions.
- Supervise Honours or postgraduate research projects within the field of research.
- Support the development of research policy.
- Attend meetings associated with research or work of the organisational unit/department/school and play a major role in strategic planning and committee work.

- Contribute significantly to the leadership of the discipline in which the research is 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 (PhD or equivalent) plus significant experience in the relevant discipline. • Understanding of current professional and educational issues in the domain, through a network of industry stakeholders. Desirable • Registration with relevant professional body.	Essential • Demonstrated ability to supervise undergraduate and postgraduate higher education students with a strong track record of quality teaching evidenced by student and/or peer feedback. • Proven ability to contribute to curriculum development, writing and evaluation, particularly using flexible modes of delivery. • Demonstrated capacity to attract competitive external funding grants and the ability to engage in research in areas of research strength. • Demonstrated ability to make a positive contribution to a team culture, through effective communication, interpersonal skills and a commitment to mentoring colleagues. • Demonstrated ability to provide inspiring leadership in research, teaching, and/or academic governance. • Demonstrated capacity to engage and network effectively with industry and community partners and stakeholders. • Demonstrated track record of publications in high quality journals. Applicants must report their Scopus H-index and the current impact factor for each journal publication.
Critical capabilities	Motivational and Job Fit Factors
Achieves results • Inspires and supports the broader organisational view when making decisions and eliminates silo thinking. Engages and connects • Encourages high performance and celebrates successes. Personal drive and integrity • Develops team culture where individual team members are valued and recognised for their diverse skills sets. Shapes the future • Maintains a clear sense of strategic direction within the international, national and state context. 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. • Seeking new opportunities, taking risks and initiating new ventures. • Planning for long term success through careful planning and well-established strategic direction.

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.