Occupational Category	1325
Industry Class	8102
Industry Subdivision	81

Position Profile

Position title	Research Fellow – Wetland Ecology
Position number	10356
Position classification	Research Focused Academic Level A
Organisational unit	RIEL, CEITE
Location	CDU Casuarina Campus with co-location at CSIRO Berrimah Darwin Laboratories
Reporting to title	Lecturer in Environmental Science
Special provisions	• Appointment is contingent upon receipt of a satisfactory National Criminal History check • Ability to travel to regional and remote locations • It is a requirement of the position for the occupier to hold a current NT driver's licence.

SECTION 1: Purpose of the position

The position falls within a collaborative partnership between Charles Darwin University and CSIRO titled 'The development of scientific capability in freshwater ecology and the use of new technologies in natural resource management in northern Australia'. The position is one of four as part of this partnership. The position conducts quantitative research, processes data, contributes to project management, undertakes field work in remote locations and contributes to the preparation of research reports and scientific manuscripts to achieve the objectives of the CDU-CSIRO partnership. The role may also participate in teaching, post-graduate supervision and other relevant research projects from time to time subject to agreement of the relevant project partner representatives. The research undertaken by this position will be closely aligned with existing and developing research strengths of the University and CSIRO as partner organisations. The position will endeavour to contribute to the CDU-CSIRO collaboration in the Northern Territory with a focus on high quality engagement and research impact as well as facilitating career development, mentoring and retention of world class researchers in the Northern Territory.

SECTION 2: Key accountabilities

The following accountabilities are not exhaustive and may include others as directed from time-to-time.

- Conduct research to develop and apply methods to monitor and predict trajectories of wetland condition in northern Australia under climate change and water management scenarios.
- Participate in collaborative research projects on freshwater ecology in northern Australia, with the long-term goal of developing a productive and lasting research partnership with CDU and CSIRO.
- Liaise with government and industry researchers and identify potential future opportunities for collaboration and funding, and prepare high quality proposals and applications.
- Contribute to supervising high-quality Higher Degree by Research candidates.
- Undertake statistical analysis and modelling of complex datasets.
- Engage with communities, government and other stakeholders through project development and contribute to community and stakeholder needs in freshwater research through technical input where required.

- Enhance the visibility and reputation of CDU and CSIRO through active participation in public outreach activities as an individual and through participation in CDU events.
- Undertake oral and written presentation of research findings including liaison with research collaborators, research end users and other project stakeholders.
- Lead the write-up of the research for Q1 publications / leading international journals and take an active role in the assistance of students with the write-up of their component.
- Present results at national and international scientific meetings; and communicating the research program with the broader community via a range of media.
- Promote workplace safety, equity and diversity and participation in the workplace.
- Organise and implement detailed work plans to ensure delivery of agreed research objectives and project milestones.
- Proactively undertake development to grow effective researcher capabilities to support career goals.
- Demonstrate a commitment to CDU and CSIRO values, policies and Code of Conduct.

Work Health & Safety

For areas of operational responsibility:

- Ensure all activities comply with WHS legislation and university policy & procedure.
- Implement & monitor risk management activities (eg workplace inspections, incident/hazard investigation and follow-up, implementation of risk controls).
- Analysis of WHS training requirements for staff including the provision of training and monitoring of training to ensure completion and currency.

University Expectations

All staff are expected to:

- Contribute to the efficient and effective functioning of their team or work unit in order to meet University objectives. This includes demonstrating appropriate and professional workplace behaviours in accordance with the Code of Conduct, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisors;
- Read, understand and comply with all University policies and procedures;
- Undertake risk management and actively support and participate in the risk management processes adopted by the University which include identifying, analysing and evaluating risk that may impact on the University;
- Work at and travel between other University campuses from time to time as may be required during the course of employment;
- Complete all mandatory training such as required by the University;
- Demonstrate understanding of the principles of anti-discrimination, staff and student equity, work health and safety and other relevant legislation, and show the willingness and capacity to implement equal employment opportunity and work health and safety plans, policies and programs.

SECTION 3: Selection competencies

Essential competencies

1. PhD in environmental science, or aquatic ecology, or other appropriate field, or an equivalent combination of postgraduate qualifications and/ or experience.
2. Theoretical and applied understanding of aquatic ecosystems.
3. Demonstrated quantitative modelling proficiency, and experience analysing ecological datasets.
4. Evidence of publishing scientific papers in high impact international journals.
5. Ability to generate and deliver effective presentations and papers to research colleagues, government policy makers and the wider community.
6. A record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and approaches into scientific workflows.

Desirable competencies

1. Experience in applying remote sensing techniques to ecological questions.
2. Experience in the development and/or application of quantitative models for understanding environmental systems and processes.
3. Demonstrated ability to identify research and collaboration opportunities and secure research funding.
4. Ability to undertake fieldwork and laboratory analysis, including experience in sampling aquatic ecosystems in remote locations.
5. The ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.”.
6. Experience in working effectively and respectfully with First Nations communities in research.