

POSITION DESCRIPTION

Academic Positions

Position Title: Research Fellow in Biometrics Level: A/B
 Faculty/Division: Informatics Department/Location: NIASRA

Primary Purpose of the Position:

The appointee will provide specialist statistical inputs to collaborative research within the Grains Research and Development Corporation (GRDC) funded SAGI-2 project on the design and analysis of experiments for genomic projects within the research portfolio of the GRDC. The appointee will also play a role in maintaining relationships with external clients involving contract research for the Centre for Biometrics and Bioinformatics (CBB). There will also be some opportunity to undertake methodological development motivated by problems encountered in these collaborations.

Position Environment:

The Centre for Biometrics and Bioinformatics (CBB) is one of three centres within the National Institute for Applied Statistics Research Australia (NIASRA). It contributes to agricultural and biological research by providing statistical research, consultancy and training to numerous collaborating organisations. It has major research contracts with the GRDC and CSIRO. NIASRA is a research strength of the university with 17 academic staff, including four professors and the appointee would be expected to work within the CBB as part of a team.

NIASRA aims to enhance the reputation of UOW as a place where research of international significance is carried out and to provide statistical research and consultancy services to government and business organisation. The appointee will work collaboratively with other members of NIASRA to produce concrete research outcomes in the form of papers published in internationally recognised journals.

Major Accountabilities/Responsibilities:

Responsibilities		Outcome	Office Use Only
1.	Undertake industry focussed research, contract research and major consulting projects involving biometric methodology, for the research portfolio of the GRDC or with other research units as directed	High quality research and consulting reports produced on time.	
2.	Develop relevant areas of methodological research motivated by these collaborations	Publications in good quality refereed journals. Research outputs that make and impact.	
3.	Participate in the development of the Centre for Biometrics and Bioinformatics.	Secure external funding for research projects; publish in peer-reviewed journals.	
4.	Assist in the management of CBB	Effectively work with Professor Cullis in the operation of the centre.	
5.	Comply with the University's research reporting requirements	Publications logged on database	
6.	Apply for research funding and consultancies	Applications lodged, services provided	
7.	Supervisory roles: Communicate and consult with staff on workplace and staffing matters.	To foster direct relationships with staff and enhance engagement with the	Ongoing

		organisation.	
8.	Observe principles and practices of Equal Employment Opportunity	To ensure fair treatment in the workplace	
9.	Have OH&S responsibilities, accountabilities and authorities as outlined in the http://staff.uow.edu.au/ohs/commitment/responsibilities/ document	To ensure a safe working environment for self & others.	

Inherent Requirements:

This position description outlines the major accountabilities/responsibilities and the selection criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements.

Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position. The University wants to place you in the best situation to use your skills effectively in the position you are applying for at the University.

Reporting Relationships:

Position Reports to:	Professor Brian Cullis
The position supervises the following positions:	Major external clients
Other Key Contacts:	Prof Jacqui Ramagge, Head of SMAS, Prof David Steel Director NIASRA

Key Relationships:

Contact/Organisation:

GRDC

Purpose & Frequency of contact

Assessment of quality, timeliness and focus of support for SAGI-2 related projects

Key Challenges:

1. Developing and maintaining relationships with external organisations involving consulting and contract research.
2. Developing and managing a programme of relevant methodological research in biometrics or related discipline.

Knowledge & Skills:

Essential:

- Demonstrated ability to effectively provide statistical services within an organization or to external clients.
- Experience in statistical consulting in the agricultural or biological sciences.
- Potential to develop a research programme in biometrics methodology.
- A passion for solving real problems with implementation of best practice statistical solutions.
- Ability to prepare and deliver training courses, lectures or seminars.

- Experience in the use of a major statistical package, such as the R statistical computing environment.

Education & Experience:

Essential:

- A postgraduate or honours level qualification in a relevant field of statistics, or equivalent experience
- Experience in the design or analysis of experiments in agricultural or biological research
- For appointment at a higher level evidence of making an independent contribution to research and collaboration
- Experience with the use of mixed models and design of experiments

Personal Attributes:

- Enthusiasm for collaborating with agricultural or biological researchers
- Excellent written, verbal and inter-personal skills
- Demonstrated ability to work with staff in government agencies and businesses
- Demonstrated ability to work in a team environment.
- Timely, proactive, independent, approachable and enthusiastic.

Special Job Requirements:

To effectively undertake the duties of the position the person appointed will need to travel to locations in Australian and occasionally overseas

Organisational Chart:

The appointee will be supervised by the Professor Brian Cullis. The appointee will also be guided by the Prof David Steel, Director of NIASRA and Head of School, currently Prof Jacqui Ramagge

Approval:

Approved by Head of Unit: _____

Date: _____

Approved by Human Resources: _____

Date: _____

POSITION CLASSIFICATION STANDARD - Research Only

Level: A
Title: Associate Fellow

Description

A position classification standard describes the broad categories of responsibility attached to research-only academic staff at different levels. The standards are not exhaustive of all tasks in research-only academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. The standards provide an adequate basis to differentiate between the various levels of employment and define the broad relationships between classifications.

Progression through an academic career will normally be based on research, teaching, administrative functions and contribution to the profession. The balance of functions will vary according to level and position over time. It is only in exceptional circumstances that promotion would be solely on the research only position classification standards.

- General Standard
- Specific Duties
- Skill Base

General Standard

A Level A research-only academic is expected to contribute towards the research effort of the institution, and to develop her/his research expertise through the pursuit of defined properties relevant to the particular field of research.

Specific Duties

Specific duties required of a Level A research-only academic may include

- The conduct of research under limited supervision either as a member of a team or, where appropriate, independently, and the production or contribution to the production of conference and seminar papers and publications from that research.
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Limited administrative functions primarily connected with the area of research of the academic.
- Development of a limited amount of research-related material for teaching or other purposes with appropriate guidance from other staff.
- Occasional contributions to teaching in relation to his/her research project(s).
- Experimental design and operation of advanced laboratory and technical equipment or conduct of advanced research procedures.
- Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental and/pr faculty meetings and/or membership of a limited number of committees.
- Advice within the field of the staff member's research to postgraduate students.
- A Level A research-only academic shall work with support, guidance and/or direction from staff classified at Level B and above and with an increasing degree of autonomy as the research academic gains in skill and experience.

Skill Base

A Level A research-only academic will normally have completed four years of tertiary study in the relevant discipline or have equivalent qualifications or research experience. In many cases a position at this level will require an honours degree or higher qualifications or equivalent research experience. Research experience may have contributed to or resulted in publications, conference papers, reports or professional or technical contributions which give evidence of research potential.

POSITION CLASSIFICATION STANDARD - Research Only

Level: B
Title: Fellow

Description

A position classification standard describes the broad categories of responsibility attached to research-only academic staff at different levels. The standards are not exhaustive of all tasks in research-only academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. The standards provide an adequate basis to differentiate between the various levels of employment and define the broad relationships between classifications.

Progression through an academic career will normally be based on research, teaching, administrative functions and contribution to the profession. The balance of functions will vary according to level and position over time. It is only in exceptional circumstances that promotion would be solely on the research only position classification standards.

- General Standard
- Specific Duties
- Skill Base

General Standard

A Level B research-only academic is expected to carry out independent and/or team research within the field in which he/she is appointed and to carry out activities to develop his/her research expertise relevant to the particular field of research

Specific Duties

Specific duties required of a Level B research-only academic may include

- The conduct of research either as a member of a team or independently, and the production of conference and seminar papers and publications from that research.
- Supervision of research-support staff involved in the staff members' research.
- Guidance in the research effort of junior members of research-only academic staff in his/her research area.
- Contribution to the preparation, or where appropriate individual preparation, of research proposal submissions to external funding bodies.
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Administrative functions primarily connected with his/her area of research.
- Occasional contributions in the teaching program within the field of the staff member's research.
- Co-supervision, or where appropriate supervision, of major honours or postgraduate research projects within the field of the staff member's area of research.
- Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental and/pr faculty meetings and/or membership of a limited number of committees.

Skill Base

A Level B research-only academic will normally have completed a doctoral qualification or have equivalent qualifications or research experience. In addition he/she may be expected to have had post-doctoral research experience which has resulted in publications, conference papers, reports or professional or technical contributions which give evidence of research ability.