

## POSITION DESCRIPTION

### Academic Positions

*(In addition to the Position Classification Standards)*

Position Title: Research Fellow Level: B  
 Faculty/Division: Law, Humanities and Creative Arts  
 Department/Location: Australian National Centre for Ocean Resources and Security

#### Primary Purpose of the Position:

This new position is being established to support the implementation of an ACIAR Community Based Fisheries Management research project in Kiribati. The position will undertake research on Community Based Approaches to Fisheries Management in Kiribati, and more generally across the Pacific Islands region.

#### Position Environment:

The Australian National Centre for Ocean Resources and Security (ANCORS) is Australia's only multidisciplinary university-based centre dedicated to research, education and training on ocean law, maritime security and natural marine resource management. We also provide authoritative policy development advice and other support services to government agencies in Australia and the wider Asia-Pacific region, as well as to regional and international organizations and ocean-related industry.

#### Major Accountabilities/Responsibilities:

Responsibilities		Outcome	Office Use Only
1.	Undertake critical analysis of community based approaches to fisheries management in the Pacific island region, focusing on Kiribati.	Research papers and reports produced on alternative approaches to community based fisheries management.	
2.	Support the design and implementation of CBFM in Kiribati communities in collaboration with Island Councils and national agencies.	CBFM implemented in Kiribati	
3.	Research and develop mechanisms to accelerate scaling-out of CBFM in the Pacific region	CBFM regional insights reports and papers produced.	
4.	Lead and Co-author papers on Community Based Approaches to Fisheries Management.	Collaborative Research Papers	
5.	Undertake field research in Kiribati and support local community fisheries management projects.	Strengthened community fisheries management	
6.	Supervisory roles: Communicate and consult with staff on workplace and staffing matters.	To foster direct relationships with staff and enhance engagement with the organisation.	Ongoing
7.	Observe principles and practices of Equal Employment Opportunity	To ensure fair treatment in the workplace	
8.	Have OH&S responsibilities, accountabilities and authorities as outlined in the	To ensure a safe working environment for self & others.	

	<a href="http://staff.uow.edu.au/ohs/commitment/responsibilities/document">http://staff.uow.edu.au/ohs/commitment/responsibilities/document</a>		
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**Reporting Relationships:**

Position Reports to:	Quentin Hanich
The position supervises the following positions:	n/a
Other Key Contacts:	SPC staff in Kiribati and other CBFM offices. Worldfish CBFM staff.

**Key Relationships:**

**Contact/Organisation:**

Worldfish Center and SPC

**Purpose & Frequency of contact**

Regular - Collaborative project between ANCORS, SPC and Worldfish Center

**Key Challenges:**

1. The project will present significant academic and personal challenges. Candidates must be prepared to spend significant periods of time undertaking field work in very basic and challenging condition in small island communities in Kiribati.
2. Candidates must be able to drive outcomes in the field in a patient and culturally sensitive manner.
3. Candidates must be able to develop innovative research methodologies that can deliver applied outcomes for small island communities with minimal resources.
4. Candidates must have strong communication skills and the ability to collaboratively develop management solutions with a diverse range of stakeholders.

**SELECTION CRITERIA - Knowledge & Skills:**

Essential:

- Technical knowledge of fisheries management and Pacific island fisheries in the Pacific islands region.
- High level communication skills in cross-cultural and artisanal communities.
- Ability to develop innovative field research methodologies.
- Knowledge of policy development and governance of Pacific island States.
- Ability to lead and co-author research papers.
- Project support and logistics skills in multi-disciplinary, multi-national teams.
- Expertise in workshop facilitation and rapporteuring.
- Ability to support implementation and develop implementation work plans.

**SELECTION CRITERIA - Education & Experience:**

Essential:

- Post-graduate research degree in rural development, fisheries management, resource economics, fisheries science or fisheries governance.
- Preference will be given to candidates with experience working in small island fisheries or development fields.
- Preference will also be given to candidates with PhDs.

**Personal Attributes:**

Self-motivated, comfortable working in very basic conditions in small island communities, independent, resilient to set-backs and project challenges, ability to work under pressure and to deadline.

**Special Job Requirements:**

This position will be based in Wollongong, but required to work extensively in small island communities. Some of this work may require family surveys.

**Approval:**

Approved by Head of Unit: \_\_\_\_\_

Date: \_\_\_\_\_

Approved by Human Resources: \_\_\_\_\_

Date: \_\_\_\_\_

## 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.