POSITION DESCRIPTION
Academic Positions
(In addition to the Position Classification Standards)

Position Title:	Associate Research Fellow	Level:	A
Faculty:	Faculty of Science Medicine and Health	Department:	School of Earth and Environmental Science

Position Environment:

The Faculty of Science, Medicine and Health (SMAH) is committed to quality outcomes delivered via a sustainable model where development and innovation are key elements of all that we do.

SMAH is one of UOW's five Faculties and incorporates the Schools of Chemistry, Biological Sciences, Earth and Environmental Science, Nursing and Midwifery, and the School of Medicine (SOM).

The School of Earth and Environmental Sciences is globally recognised for the quality and impact of its research, teaching and contribution to community. Our school is one of the most research active academic units in Australia for the Earth, Environmental and Archaeological Sciences and a growing global force. We are committed to an interdisciplinary effort to create new knowledge about Earth and its inhabitants for future generations.

Primary purpose of the position:

The Associate Research Fellow will be part of a research team in this school, focusing on studies of climate and long-term environmental change and their impacts on estuaries and associated wetlands. The application of spatial technologies, for which the School has an international reputation, is a key component of this multidisciplinary research. This position will contribute to continuing research within the School into the vulnerability of coasts, and the sustainability of coastal ecosystems and coastal communities, with relevance to the recently initiated Sustaining Coastal and Marine Zones theme of the UOW Global Challenges program.

The appointee will conduct research as part of an ARC Linkage project focussed on modelling the response of estuaries to climate change, with specific attention given to their role as a sediment and carbon sink. The positon will focus on modelling the response of estuaries; modelling approaches may be broad.

Major Accountabilities/Responsibilities:

Responsibilities		Outcome	Office Use Only
1.	Work within a team with key researchers and postgraduate students towards research objectives, ensuring close liaison with chief investigators and other team members	Maintain correct project direction and incorporate all research ideas and feedback from the research team	
2.	Critical review of available literature regarding the geomorphic response of estuaries to climate change and their evolution	Understand current research on estuary evolution and response to climate change	

Responsibilities		Outcome	Office Use Only
3.	Planning and execution of field work and data analyses	High quality research data and results	
4.	Execution of appropriate computational (or spatial) techniques and model development	Exploratory tool for projecting estuary response to climate change	
5.	Contribute to high quality technical publications including peer reviewed journal papers	Dissemination of research outcomes to national and international community	
6.	Prepare technical reports, including appropriate reporting to the ARC	Fulfilment of ARC requirements	
7.	Involvement in related research undertaken within the SEES, and assistance to chief investigators in drafting future research proposals for grant agencies	Secure related research grants for future extensions of this research	
8.	Communicate and consult with staff on workplace and staffing matters	To foster direct relationships with staff and enhance engagement with the organisation	
9.	Observe principles and practices of Equal Employment Opportunity and have WH&S responsibilities, accountabilities and authorities as outlined in the WHS Roles and Responsibilities Document	Ongoing	

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 Colin Woodroffe
The position supervises the following positions:	Nil
Other Key Contacts:	Dr Zenobia Jacobs (Head of School) Dr Kerrylee Rogers

Key Relationships:

Contact/Organisation:	Purpose & Frequency of contact
Dr Neil Saintilan, NSW Office of Environment and Heritage	Research partner, as required
Professor John Dodson, ANSTO	Research partner, as required
Isabelle Ghetti, Shoalhaven City Council	Research partner, as required
Derek van Bracht, Bega Valley Shire Council	Research partner, as required
Heidi Brown, SEES	Spatial data manager
Brent Peterson, SEES	Field technician

Key Challenges:

1. Research Innovation
2. Contribute to high quality publications
3. Research design
4. Knowledge of appropriate modelling approaches

SELECTION CRITERIA - Knowledge & Skills:

Essential:

- Expertise in modelling coastal processes
- Skills in collecting field data and working in a team
- Capacity to model in ARCGIS, ENVI, R language, Matlab or other relevant modelling platform.
- Skills in writing and publishing peer-reviewed scientific publications

SELECTION CRITERIA - Education & Experience:

Essential:

- Bachelor of Science or Bachelor of Environmental or related field, and recent PhD in modelling coastal processes or related discipline
- Experience in modelling coastal processes. Modelling approaches may be broad and include spatial modelling, numerical modelling, statistical modelling or network based modelling
- Experience in writing and publishing peer-reviewed scientific publications, evident through a developing publication record.

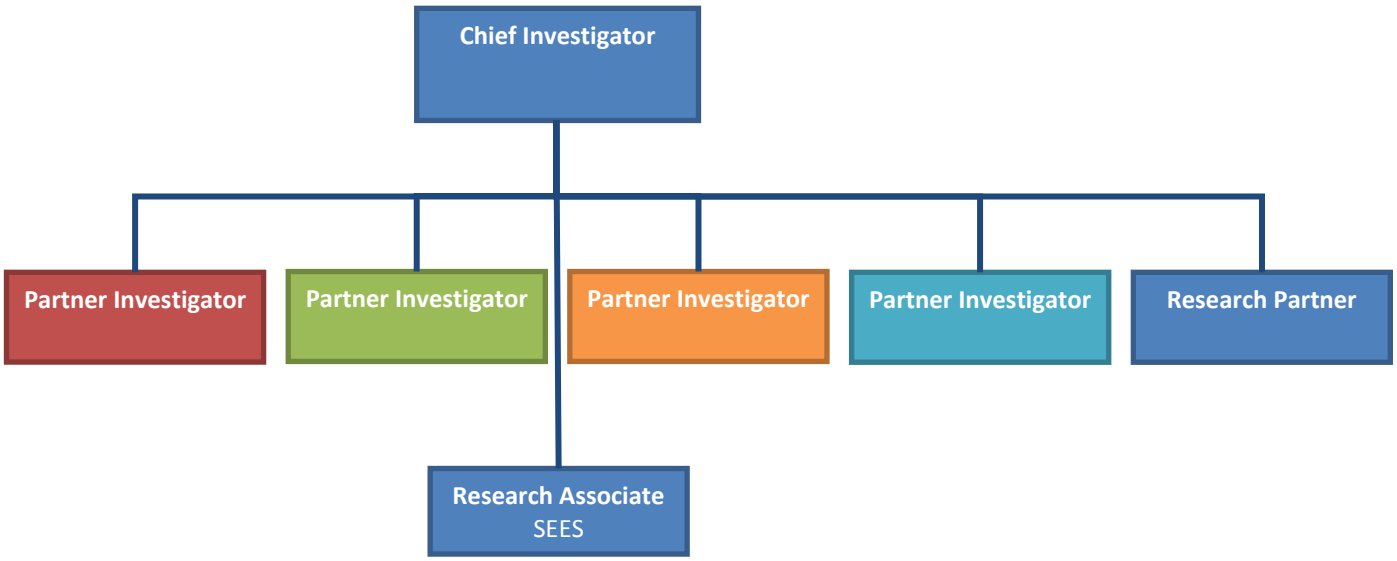
Personal Attributes:

Energetic, adaptive, independent and innovative

Special Job Requirements:

Field trips (and campaigns) to estuaries in South Eastern Australia

Organisational Chart:



Approval:

Approved by Head of Unit: _____

Date: _____

Approved by Human Resources: _____

Date: _____

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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.