

POSITION DESCRIPTION

Job Title:	Lecturer in Climate Change Adaptation and Biodiversity Conservation
Organisation Unit:	School of Biological Sciences and CSIRO Climate Adaptation National Research Flagship
Position Number:	3020729
Type of Employment:	Full time, 3 years fixed term
Classification:	Academic Level B

BACKGROUND

Organisational Environment

The Federal Government's 2010 Excellence in Research for Australia survey confirmed The University of Queensland as one of the nation's top two universities, measured on a combination of research quality and breadth. ERA reported that research at UQ is above world standard in more broad fields than at any other Australian university: this reflects UQ's leading global role in many areas of discovery. More researchers at UQ are working in research fields that ERA has assessed above world standard than at any other Australian university. UQ's outstanding critical mass offers researchers significant interdisciplinary capability.

UQ integrates its research strengths with excellent teaching and learning and has won more national teaching awards than any other Australian university. The Times Higher Education-QS table ranks UQ in the top 100 universities globally, and the Shanghai Jiao Tong University World Rankings names UQ as a top 20 Asia-Pacific institution. UQ is one of Australia's Group of Eight, and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

UQ's 45,500-strong student community includes more than 10,000 postgraduate scholars and more than 11,000 international students from 162 countries. The University has more than 7,000 academic and professional staff and a \$1.6 billion annual operating budget. Its major campuses are at St Lucia, Ipswich, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six faculties and eight institutes. The institutes — funded by government and industry grants, philanthropy and commercialisation activities — have built scale and focus in research areas that UQ regards as strategically important.

The CSIRO Climate Adaptation National Research Flagship and the School of Biological Sciences UQ have collaborated to fund a position in climate change adaptation to develop and enhance research capability, skills, delivery and impact relating to climate change and biodiversity.

The School of Biological Sciences is part of the Faculty of Science and is one of the largest and most successful of its type in Australia, with 49 full-time academic staff, and over 250 enrolled PhD students. The School has broad expertise across ecology and evolution, molecular and quantitative genetics, paleobiology, developmental biology, behaviour, plant and animal physiology, and

conservation biology. Our research programs involve a diverse array of taxa, ranging across microbes, animals and plants, including a particular focus in the areas of marine biology and entomology. Unique opportunities for biological research are provided by our proximity to a stunning array of marine and terrestrial subtropical habitats and their endemic biodiversity. A number of research programs in the School take advantage of major model-organism systems, including *Drosophila*, *C. elegans*, and *Arabidopsis*, and many include a strong quantitative and modelling focus.

Further information and details of the research interests of academic staff may be accessed on the school's web site at <http://www.biology.uq.edu.au>

Through the **Climate Adaptation Flagship**, CSIRO's leading scientists are working in partnership with governments, industries and communities to address the urgent national challenge of how to adapt to climate change. The research in this area focuses on regional and national scale climate change projections and vulnerability assessments; the vulnerability of urban coastal settlements; conservation strategies to maximise the resilience of marine and terrestrial ecosystems threatened by climate change; developing effective adaptation options for Australia's primary industries and rural regions; and supporting our neighbours in the Asia-Pacific in their efforts to adapt to climate change. Further details of CSIRO Climate Adaptation National Research Flagship research programs can be found at <http://www.csiro.au/org/ClimateAdaptationFlagship.html>

Information for Prospective Staff

Information can be found at <https://www.uq.edu.au/uqjobs>.

Schedule 10 of The University of Queensland Enterprise Agreement 2010 – 2013 outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

To engage as a Lecturer in undergraduate and postgraduate teaching, postgraduate supervision, and further development of the School of Biological Science's program in ecology, biodiversity and conservation, in addition to administrative and other activities associated with the School. Since this is a joint position with the CSIRO Climate Adaptation Flagship, the research program of the successful applicant will be aligned with CSIRO. The position will have a half teaching load at The University.

While the teaching role is primarily linked to UQ and the research role is primarily linked to CSIRO, the underpinning objective of this joint position is to foster linkages and generate synergies between UQ and CSIRO leading to enhanced teaching and research in the area of climate change adaptation.

Duties

Duties and responsibilities include, but are not limited to:

Research

- Work with colleagues and postgraduates at UQ, CSIRO and other agencies to develop a mutually beneficial collaborative research program and agenda into the future.
- Seek external funding for this research program.
- Publish world leading scholarly papers and engage in communication of research activity within the scientific community.
- Deliver research impact with emphasis on improved management and policy at the local, regional, state and national level within Australia, and in some instances potentially influencing international policy.

Teaching and Mentoring

- Teach undergraduate subjects in area of expertise (50% teaching load).
- Coordinate courses where appropriate.
- Teach and supervise at honours and postgraduate level.
- Consult with students and CSIRO staff
- Provide support for other positions during absences.

Community Service and Communication

- Foster relations with industry, government departments, professional bodies and the wider community.
- Communicate to the wider community the implications of research achievements

Administration

- Perform a limited range of administrative functions in the School and CSIRO
- Comply with the University's Code of Conduct (see the University's web site at <http://www.uq.edu.au/staff/employment/>) and CSIRO's Code of Conduct (see <http://www.csiro.au/org/ppst.html#2>)

Occupational Health and Safety:

- Comply with requirements of Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or CSIRO.

Reporting Relationships

The position reports to the Head of the School of Biological Sciences (direct line manager, Professor Mark Blows) and Dr Tara Martin of the CSIRO Climate Adaptation Flagship.

SELECTION CRITERIA

Qualifications

Essential

- PhD in a relevant area.

Knowledge and Skills

Essential

- Demonstrated expert knowledge in any field of climate change impact and adaptation relevant to biodiversity and environmental management, with preference for interests in the following areas:
 - Predicting the responses of natural ecosystems to climate change, and developing adaptation options to improve their resilience;
 - Reducing the threats posed by invasive species, bushfires and habitat decline during climate change, through development of well prioritised response strategies;
 - Incorporating climate change adaptation measures into conservation and natural resource management, strategies and decision-making.
- Ability to develop innovative research as part of research teams.
- Demonstrated success in attracting external research funding.
- Demonstrated ability to develop a path to impact from the research.
- Ability to supervise postgraduate theses.

Desirable

- Ability to develop industry liaisons and professional contacts.
- Demonstrated teaching skills at undergraduate and postgraduate levels.

Experience

Essential

- Evidence of publication in high-ranking refereed journals.

Desirable

- Experience in teaching in the area of climate change adaptation and biodiversity or related fields
- Experience in liaising and collaborating with external agencies to develop co-operative research initiatives.
- Evidence of a contribution to research, including successful external grant funding

Personal Qualities

Essential

- Ability to work collaboratively in team environments and develop enhanced professional relationships between CSIRO and UQ staff
- High-level communication, inter-personal and communication skills.
- Ability to work flexibly and balance responsibilities across two organizations.

Seminar

Applicants invited for interview will be expected to present a seminar in conjunction with the selection interview process.

The University of Queensland is an equal opportunity employer.

Smoking is prohibited in all University buildings.