

Position Statement

Faculty:	Research Services	Position Number:	TBC
Faculty:	Animal Genetics and Breeding Unit	Classification Level:	Level B
Reports to:	0000007563	Location:	Armidale
Number of direct reports:	Nil		

University of New England

The University of New England (UNE), Armidale is a regionally based, globally networked university that is renowned for the quality of its student experience and the excellence of its research specialisations. UNE pioneered teaching to external students making it the most experienced provider of distance and innovative online education. Currently there are over 26,000 students (84% of whom are distance/online students) and approximately 1,200 academic and general staff. The UNE decadal strategic plan 2021-2030, Future Fit, has been developed to guide the University to deliver on its enduring vision to support the aspirations of individuals in communities, and communities within regions, in a digital age.

- [Future Fit 2021-2030](#)

The Department

Research Services facilitates and supports the University's research effort through provision of administrative services and support to manage, develop and promote research, research training, knowledge transfer and innovation. Further information can be found on the website <https://www.une.edu.au/research>

The School

Initiated in 1976, AGBU is an unincorporated joint venture of the UNE and NSW Department of Primary Industries (DPI). The unit carries out research and development in genetic improvement for agricultural industries and is Australian agriculture's leading genetic evaluation systems research group. The unit develops and delivers improvements in genetic evaluation systems, used to increase the economic value to industry (collectively) and for individual producers, from investing in genetic improvement.

AGBU's core strengths are; its critical mass of scientists with unique skills in analysing large datasets and designing large scale genetic evaluations for industry; a track record of delivering practical genetic tools and research outcomes across several species; strong relationships with leading breeders and companies; and an international reputation in leadership and innovation in livestock genetics. AGBU has been a pioneer in big data methods in genetic improvement, developing practical improvement programs with an international reach, and AGBU has lead the implementation of genomic technologies in key industries nationally.

AGBU's work program includes development of new traits and breeding programs for industry, development of theory and methods for genetic evaluation and improvement, development and

delivery of computing systems for very large-scale industry application, and deep engagement with industry partners to drive implementation of R&D outcomes.

Key industry products developed by AGBU include BREEDPLAN, Sheep Genetics (LAMBPLAN, MERINOSELECT, and KIDPLAN), PIGBLUP and TREEPLAN, which are all systems used by breeders across Australia and internationally.

The AGBU team includes 21 research scientists who have close working relationships with implementation teams in beef cattle, sheep, pigs and forestry, and with the UNE Animal Science and CSIRO groups in Armidale. The unit is governed by a Board, comprising senior representatives from UNE and NSW DPI and two independent members, and is funded through a mix of partner contributions, industry grants and private partnerships. Further information can be found on the website: <https://agbu.une.edu.au/>

The Role

AGBU is seeking a research scientist who can drive innovation and help the Australian livestock industry meet the grand challenges of the future with fit for purpose genetics that are more resilient and have less impact on the environment. The applicant will be a demonstrated thought leader in practical tools for genetic improvement and will have the ability to match the best science with practical application in industry. Your work will underpin AGBU's role in delivery of leading, industry relevant selection tools to meet genetic evaluation needs in sheep and beef cattle and ensure that the genetic evaluation and improvement systems developed and supported by AGBU are technically leading edge and place industry partners in a position of competitive advantage, globally.

The role will include contributing to scientific vision, supervision of staff and Ph.D. students, and close coordination with industry partners. The role requires the ability to build scientific and industry collaborations internally and nationally.

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 the employee's 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 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 employee's research.
- Guidance in the research effort of junior members of research-only employees in their 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 concerned with the employee's areas of research.
- Occasional contributions in the teaching program within the field of the employee's research.
- Co-supervision, or where appropriate supervision, of major honours or postgraduate research projects within the field of the employee'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/or Faculty meetings and/or membership of a limited number of committees.

Skill Base

A Level B research-only academic will normally have completed a relevant 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.

How you will be assessed for the role

The UNE Core Capability Framework describes six core capabilities for all staff at UNE. Your merit will be assessed based on the demonstration of all or most of the following UNE core capabilities as they relate to the role:

- Shapes and Supports Strategy
- Leads and is Open to Change
- Acts with Courage and Integrity
- Delivers and Achieves Results
- Develops and Maintains Relationships
- Communicates with Influence

You will also need to exhibit the knowledge, educational requirements, skills and attributes required for the position.

Selection Criteria

1. PhD in Animal Genetics.
2. Capacity to invent and develop new traits for selection in animal breeding programs.
3. Experience in management of research projects related to animal breeding problems.
4. Capacity to take ownership of and ability to drive innovation related to breeding more resilient livestock and reducing greenhouse gas emissions from the livestock sector through breeding.
5. A working knowledge of the Linux operation system, a script language and a programming language as applied to genetic analyses of livestock breeding data.
6. Experience with, and in-depth knowledge of, the extensive livestock industries in Australia.
7. A current and focused track record of research activity commensurate with experience, including developing potential for success in obtaining research grant funding.
8. Excellent communication, teamwork and organizational skills, and the ability to relate well to colleagues and industry stakeholders.