



Research Fellow

FACULTY OF SCIENCE
ACADEMIC DIVISION



About the Position

The Sustainable Agroecosystem Program within the Centre for Agriculture and Bioeconomy (CAB) and the School of Biology and Environmental Science are seeking to appoint a Research Fellow in Soil Science to further grow and enhance research capabilities within soil science and its relationship to plant production and reducing greenhouse gas emissions.

This position provides an exciting opportunity as a key member of a dynamic team to contribute to the development of agronomic practices in both crop and pasture ecosystems which result in an increase in soil carbon levels and a reduction in greenhouse gas emissions.

The successful applicant will have a doctorate in Environmental Science, Agriculture, or a closely related field, with a strong research background in soil and plant relationships.

This position reports to the Professor of Global Change for supervision, workload management and for Performance Planning and Review (PPR).

Drivers licence is essential.

Key responsibilities for appointment at Level A include:

- Exploration of soil chemical, physical and biological relationships to carbon and nitrogen cycling and sustainable plant production in tropical soils through field, simulation, and spatial analysis.
- Provide expert support to projects developing agronomic practices that increase soil carbon, increase nitrogen use efficiency and reduce greenhouse gases in crop and pasture systems.
- Undertake high quality research, independently and with other team members, on emerging research and industrial developments in Environmental Science and in particular soil and plant relationships.
- Writing Scientific papers and attending workshops.
- Develop and maintain relationships with academic and professional staff, the community and industry partners.
- Contribute to the research efforts in the areas of sustainable agriculture and soil science.
- Undertake scholarship and research administration activities and service.

- Implement and administer University policy within the Faculty with respect to equitable access to education and workplace health and safety.
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Additional responsibilities for appointment at Level B:

- Lead the development and submission of proposals and funding applications to external bodies.
- Supervision of undergraduate, research master's or PhD students as a formal academic supervisor and day to day point of contact.

To ensure job flexibility the successful appointee may be required to:

- perform any other duties as nominated by the University consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- participate in job rotation or multiskilling in consultation with their supervisor;
- work across campuses.

The successful candidate may be appointed at Research Fellow, Level A or Research Fellow Level B depending on their level of attainment against the position classification standards outlined in the [QUT Enterprise Agreement \(Academic Staff\)](#). The position classification standards provide the basis to differentiate between the various levels of appointment and define the broad relationships between classifications. The University reserves the right to appoint at either classification level.

Type of appointment

This appointment will be offered on a fixed-term, full-time basis for two (2) years.

Location

Gardens Point campus.

Selection Criteria

1. Completion of a doctoral qualification in a relevant discipline area which may include the environmental sciences, agriculture or closely related fields or equivalent accreditation.

2. Demonstrated research experience in the use of stable isotopes of nitrogen including gaseous emissions is highly desirable.
3. Demonstrated research experience in simulation, spatial analysis, and remote sensing is an advantage.
4. Demonstrated research experience in the use of stable isotopes of nitrogen including gaseous emissions is highly desirable.
5. Proven success at establishing and developing internal and external partnerships that extend best practice.
6. Evidence of support on national and international research outcomes including relevant publications.
7. Demonstrated ability to collaborate and engage effectively with internal/external stakeholders.

Additional Selection Criteria for Level B

8. Post-doctoral experience, including experience in supervision of undergraduate and higher degree research students.
9. Demonstrated ability to plan and execute research independently, manage multiple research projects, and operate to a milestone-driven research plan.
10. Experience in successfully leading and developing proposals and funding applications.

Remuneration and Benefits

The classification for this position is:

- Academic Level A (LEVA) which has an annual remuneration range of \$87,917 to \$119,296 pa. Which is inclusive of an annual salary range of \$74,291 to \$100,806 pa, 17% superannuation and leave loading; or
- Academic Level (LEV B) which has an annual remuneration range of \$125,576 to \$149,137 pa. Which is inclusive of an annual salary range of \$106,113 to \$126,022 pa, 17% superannuation and leave loading.

We actively seek to attract and retain the best talent to the organisation, and in exceptional circumstances, the successful candidate may be granted a salary loading in addition to the above salary range.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

Further benefits can be found at the [Life at QUT](#) page.

Information for applicants

The position is open to Applicants who have unrestricted work rights in Australia for the duration of the fixed-term appointment. In support of our strategic priority of Indigenous Australian success, Aboriginal Australians and Torres Strait Islander people are encouraged to apply. Please note that current staff wishing to be considered for secondment to this position must seek prior approval from their supervisor before submitting an application.

For further information about the position, please contact Professor Peter Grace, Professor of Global Change on (07) 3138 4104; or for further information about working at QUT contact Human Resources on (07) 3138 5000.

QUT welcomes applications from candidates outside the greater Brisbane area. QUT may meet some travel and relocation expenses involved in the interview and employment commencing process.

Candidates who are interested in the position are encouraged to apply even though they may feel they are not strong on individual selection criteria.

In assessing merit, the panel will take into consideration “performance or achievement relative to opportunity”. We recognise that many staff today have a range of personal circumstances, and career histories that challenge traditional ideas of an academic staff member. This may mean, for example, prioritising the quality of achievement rather than the quantity, as considerations of part-time employment, career interruptions and significant periods of leave are taken into account when assessing performance or achievement.

The selection panel is also committed to conducting a process which is fair and free from bias, including unconscious bias.

How to Apply

For further information and to apply, please visit www.qut.edu.au/careers for reference number **23202**.

When applying for this position your application must include the following:

- A current resume
- A written response to the selection criteria
- A list of publications, and roles played (first author and co-author contributions) in each publication and succinct description of research outcomes.

Applications close 28 March 2023

About QUT

QUT is a major Australian university with a global reputation and a 'real world' focus. Our courses equip our students and graduates with the skills and mindset they need to realise their full potential in a rapidly changing world.

With more than 50,000 students across two inner-city campuses in Brisbane, QUT offers academic programs in fields spanning business, creative industries, education, engineering, health, law, science and social justice across five faculties.

We are transforming the learning experience—embedding work integrated learning and focusing on developing entrepreneurial skills. We offer executive education and professional development through QUTeX, flexible learning through QUT Online and pathways into our undergraduate programs through QUT College.

With a history of access, innovation and inspiration, QUT has maintained a strong ethos of being the university for the real world. Our students experience award-winning teaching, high levels of satisfaction and excellent graduate employment outcomes.

We are an ambitious institution, with strong research programs which connect with fundamental enquiry into societal outcomes.

QUT is well known for our strong links to industry and government, and our interdisciplinary teams create high-impact

research in areas as diverse as climate change mitigation, digital media, materials science and biomedical innovation.

Our Vision

With a commitment to enhancing the staff and student experience and doubling Indigenous enrolments over the next five years, *Connections*—the QUT Strategy 2023 to 2027—is a bold plan to transform the learning experience.

Our strategy establishes QUT as 'the university for the real world', and charts our provision of transformative education, student experiences, and research that is relevant to our communities.

The strategy connects aspiration to opportunity for our students and staff, it expands pathways for our Indigenous Australian students, and it builds supportive research environments.

QUT will also develop a curriculum transformation approach that responds to demand from students to support their journey from high school to graduation and beyond and reinforces the value of professional connections within the curriculum.

QUT Values and Priorities

Aligned to and supporting our vision are the QUT Values:

- Ambition
- Curiosity
- Inclusiveness
- Innovation
- Integrity
- Academic Freedom

Underpinned by our Priorities:

- Creativity and entrepreneurship
- Health and wellbeing
- Inclusion and social justice
- Recognising and fostering Indigenous Australian excellence
- Sustainability and the environment

About the Faculty

The Faculty of Science aims to explore the frontiers of our physical and digital worlds to drive innovation and develop solutions to complex, real-world challenges. We deliver

distinctive programs in Information Technology, Mathematics and Science to meet industry demands for data-driven and technological solutions.

Strong connections and long-standing partnerships with governments and industry enable us to address complex challenges through learning, teaching, research, and innovation. We facilitate learning that is delivered on campus, online and in the real-world through relevant and practical learning experiences.

Our Schools are established around disciplines that promote collaboration in teaching and research. These include:

- School of Biology and Environmental Science
- School of Chemistry and Physics
- School of Computer Science
- School of Earth and Atmospheric Sciences
- School of Information Systems
- School of Mathematical Sciences

The Faculty is renowned for its translational research expertise in areas such as climate change, energy, geosystems, food security and water resource management led by world-class and internationally recognised researchers. The Faculty is home to both University and Faculty based Research Centres, including:

- Centre for Agriculture and the Bioeconomy
- Centre for Data Science
- Centre for Materials Science
- Centre for Clean Energy Technologies and Practices
- Centre for the Environment
- Centre for Waste Free World

The Faculty is led by the Executive Dean and the Executive Management Team which includes the Deputy Dean, Associate Deans, Heads of School, and the Faculty Operations Manager.

About the School of Biology and Environmental Science

The School of Biology and Environmental Science seeks to understand how microorganisms, fungi, plants, and animals – grow, sense, adapt, interact, and evolve. It studies how genes, species and ecosystems function and can be managed, conserved, and restored; and where appropriate apply this

knowledge to biotechnological solutions. Our school brings together multidisciplinary research teams to address global challenges, ranging from food security to climate change. We work across all levels of complexity, from genes to whole organisms, and in natural to modified ecosystems. Through research, we aim to:

- significantly contribute to the advancement of food production,
- develop more resilient and nutritional crops,
- understand groundwater-soil-vegetation interactions,
- treat plant and animal diseases, and
- prevent and control pests and invasive species.

The school has an outstanding record of producing impactful pure and applied research outcomes, with ERA ratings for fields of research either at or well above world standard (ERA 2015). We are the partner of choice for research and innovation at federal, state and regional government levels, and with industry and end-users. Our researchers currently play a leadership role in the Australian Research Council's (ARC) Industrial Transformation Research Centre for Fruit Fly Biosecurity Innovation and the ARC Centre of Excellence in Synthetic Biology.

School members have leadership roles and are affiliated with a number of University research centres including the Centre for Agriculture and Bioeconomy, Centre for the Environment and Centre for a Waste-Free World. Mindful of the way in which science and engineering must be done in the 21st century, the school creates an environment where issues can be discussed, researched and resolved in a way that attends to competing priorities. Our courses in science and engineering reflect this approach as we seek to provide students with learning experiences appropriate to real world problems.