



POSITION DESCRIPTION

Resource Management and Geography
Faculty of Science

Research Fellow (Values and Bushfire Risk)

POSITION NO	0033954
CLASSIFICATION	Research Fellow, Grade 2 (Level B)
SALARY	\$89,955 – \$106,817 p.a. (pro rata)
SUPERANNUATION	Employer contribution of 9.5%
EMPLOYMENT TYPE	Part-time (0.6 FTE) fixed-term position available to 20 December 2016. Fixed term contract type: Research.
OTHER BENEFITS	http://hr.unimelb.edu.au/benefits
CURRENT OCCUPANT	New
HOW TO APPLY	Online applications are preferred. Go to http://hr.unimelb.edu.au/careers , under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Dr Kathryn Williams Tel +61 3 8344 3094 Email kjhw@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our websites:

hr.unimelb.edu.au/careers
joining.unimelb.edu.au

Position Summary

As Research Fellow you will join a research project exploring how social values can be effectively integrated in bushfire risk management and planning. Bushfire agencies are tasked with managing for multiple outcomes valued by different groups within society, including human life and communities, infrastructure and the natural environment. Policy makers often conceptualise the task of incorporating these diverse values as one of 'balancing' diverse and sometimes conflicting expectations. The project draws on frameworks from environmental and social psychology to explore social values in the context of fire risk management, and draws on a range of social science and policy perspectives to explore how an understanding of social values might better inform fire risk decision making. The project is funded by the Victorian Department of Environment and Primary Industries.

The Research Fellow will plan and conduct social research within this project. Initial responsibilities include conducting a review of key literature and working with the Chief Investigator to develop the detailed research plan. You will also play a key role in analysis and reporting of project outcomes and contribute to the organisation of workshops with researchers, industry partners and the project reference group

Reporting to Associate Professor Kathryn Williams you will work within a small social science team with chief investigators having some responsibility for overseeing work of junior researchers.

This role would provide you with the opportunity for personal and professional growth and development while supporting the research that addresses the major environmental issues of our time.

1. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address all of the following Essential Selection Criteria in their application. For information on how to address selection criteria, please visit: <http://hr.unimelb.edu.au/careers/info/selection-criteria>

1.1 ESSENTIAL

- ▶ A PhD **or** equivalent awarded in environmental psychology, environmental sociology or a closely related field.
- ▶ Demonstrated capacity to independently plan, conduct, analyse and report social research using a range of methods, including interviews and large scale surveys
- ▶ Demonstrated knowledge of psychological and sociological frameworks regarding social values, and the application of these to natural resource management policy
- ▶ Proven record of independent original research productivity in environmental social sciences, evidenced by a record of peer-reviewed publications, journal articles as well as oral and written presentations to industry and lay audiences Demonstrated ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Demonstrated evidence of the ability to attract and sustain research funding from competitive research grants and other funding sources.
- ▶ Excellent communication skills in English, written and oral, appropriate for scientific audiences as well as excellent organisational and administrative abilities and strong inter-personal skills.

- ▶ Demonstrated capacity to provide academic mentoring, counselling and consultation to students and/or more junior staff.
- ▶ Demonstrated ability to work with people of diverse cultural backgrounds.

1.2 DESIRABLE

- ▶ Knowledge of bushfire risk policy and frameworks in Victorian or other contexts
- ▶ Knowledge of organisational and/or sociological frameworks used to explain and evaluate environmental policy and management practices
- ▶ Demonstrated capacity for design and analysis of research using case study, action research and participant observation

2. Special Requirements

- 2.1 As The University of Melbourne is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.
- 2.2 The successful applicant must possess a full driver's licence valid in the state of Victoria.
- 2.3 Overnight travel for field work may be required from time to time.

3. Key Responsibilities

The University of Melbourne sets 'Minimum Standards for Academic Levels' (MSALs) which are expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

Below is the MSALs for Level B academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

MSAL Level B – Lecturer or Research Fellow (Grade 2)

A level B academic will undertake independent teaching and/or research in their discipline or related area. In research and/or teaching and/or scholarship, a level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A level B academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline. They will undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.

At level B an academic will have experience in research or scholarly activities, which have resulted in refereed journals or other demonstrated scholarly activities. Research may be carried out independently and/or as part of a team. Level B academics may supervise postgraduate research students or projects and be involved in research training.

3.1 TEACHING AND LEARNING

- ▶ This position is a research only role and there is no expectation to teach, however, you may be required teach occasional guest lectures and to supervise or co-supervise postgraduate students.

3.2 RESEARCH AND RESEARCH TRAINING (ADVANCEMENT OF THE DISCIPLINE)

This is a research position within the Project 'Assessing and incorporating social, economic, ecological and community safety values of forests in bushfire risk decision-making'. The project will:

1. identify the outcomes and processes that are valued by Victorian publics, and related expectations of government and other key decision making bodies;
2. examine how these values might be incorporated into key decision making frameworks; and
3. identify agency processes and framework that can assist decision makers to draw on information about social values and prioritise these in risk decision making.

You will also:

- ▶ Initiate, lead and undertake independent original research with particular focus on bushfire risk and social sciences resulting in the publication of research in peer-reviewed journals, articles and oral and written presentations to industry and lay audiences.
- ▶ Identify, attract, and sustain research funding from competitive research grants and other funding sources.
- ▶ Lead and foster research activities of staff and students as well as act as mentor, where appropriate.
- ▶ Promote, develop and foster strategic partnerships with industry organisations, funding bodies and government agencies, particularly in the field of bushfire risk and forest management.
- ▶ Be responsible for assisting the Principal Investigator in the timely delivery of milestones.
- ▶ Supervise research students and ensure completions in a timely manner.
- ▶ Identify sources of funding to support individual or collaborative projects relating to the teaching and engagement discipline.
- ▶ Attend relevant conferences, funding permitting, and incorporate learning into practice.

3.3 ENGAGEMENT

- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Expand the knowledge of the discipline which impacts the field.

3.4 LEADERSHIP AND SERVICE

- ▶ Lead and foster research activities of staff and students as well as act as mentor, where appropriate.
- ▶ Participation in the communication and dissemination of information relating to the discipline.

- ▶ Contribute to and participate in committees, events such as Discovery Day and other activities at the Department and Faculty levels.
- ▶ Undertake administration primarily relating to the activities of the role.

3.5 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.

4. Other Information

4.1 DEPARTMENT OF RESOURCE MANAGEMENT AND GEOGRPAHY

<http://land-environment.unimelb.edu.au/about-us/our-departments/drmg.html>

4.2 FACULTY OF SCIENCE

<http://www.science.unimelb.edu.au/departments>

The Faculty of Science was formally constituted in 1903, although science has been taught since 1854 when the first Professors of mathematics and natural science joined the University. It is one of the University's largest faculties with some 7,000 undergraduate and postgraduate students, and has an annual budget in the order of \$200M.

The Faculty of Science has a deserved reputation for the delivery of high quality teaching and research programs across a breadth of disciplines. The subjects and courses offered are integral to the quality of a significant number of the educational programs in other faculties. The Faculty has a long-standing and distinguished record of providing postgraduate education at the Masters and Doctoral levels and it has established strong international research and research education linkages within the USA, Europe and throughout the Asian region.

The Faculty is made up of four Schools and six Departments as follows: Schools of Botany, Chemistry, Earth Sciences and Physics; and the Departments of Genetics, Mathematics and Statistics, Optometry and Vision Sciences, Forest and Ecosystem Science, Resource Management and Geography and Zoology. The Faculty also has custodial responsibility for the Bio21 Molecular Science & Biotechnology Research Institute and Office for Environmental Programs.

The Faculty, through its Departments and Research Centres, is active in professional development, continuing education nationally and internationally, and in links to schools and the community.

4.3 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities.

Further information about our reputation and global ranking is available at www.futurestudents.unimelb.edu.au/explore/about/reputation-rankings

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide range of knowledge-based industries.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded. Further information about working at The University of Melbourne is available at hr.unimelb.edu.au/careers.

4.4 GROWING ESTEEM, THE MELBOURNE MODEL AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

- ▶ Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. www.growingesteem.unimelb.edu.au
- ▶ The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Model. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.
- ▶ The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://www.unimelb.edu.au/research/research-strategy.html>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.

Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of *Research at Melbourne: Ensuring Excellence and Impact to 2025*.

4.5 EQUITY AND DIVERSITY

Another key priority for the University is access and equity. The University of Melbourne is strongly committed to an admissions policy that takes the best students, regardless of financial and other disadvantage. An Access, Equity and Diversity Policy Statement, included in the University Plan, reflects this priority.

The University is committed to equal opportunity in education, employment and welfare for staff and students. Students are selected on merit and staff are selected and promoted on merit.

4.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at www.unimelb.edu.au.

5. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.