



## POSITION DESCRIPTION

### Lecturer in Molecular Ecology School of Biological Sciences

<b>Vacancy Reference No:</b>	14144
<b>Faculty/Portfolio:</b>	Faculty of Science and Engineering
<b>Organisational Unit:</b>	School of Biological Sciences
<b>Classification:</b>	Academic Level B
<b>Salary Range:</b>	\$82,404 to \$97,852 pa full-time
<b>Superannuation:</b>	Employer contribution of 17% of salary Employee contribution of up to 7% of salary
<b>Total Remuneration Package:</b>	\$96,413 to \$114,487 The total remuneration package includes salary and employer superannuation contributions.
<b>Employment Type:</b>	Full-time, fixed-term for 4 years
<b>Probation:</b>	It is standard University practice to apply a probationary period to all appointments.
<b>Supervisor (Title):</b>	Dean, School of Biological Sciences
<b>Closing date:</b>	11:00 am, Monday 19 May 2014

## KEY PURPOSE

This position is available from mid July 2014 for the purpose of replacing an awardee of a Future Fellowship from the Australian Research Council. The incumbent will be responsible for the delivery of undergraduate teaching in the area of conservation and ecological genetics and for conducting ecological genomics research as a member of the Molecular Ecology Laboratory at Flinders University (MELFU). Research responsibilities include collecting, analysing and interpreting genomic data, generating research outputs (including writing and submitting manuscripts for publication) and contributing to fieldwork on an Australian Research Council funded project titled 'Evolution, adaptation and resilience of Australian freshwater fishes' (FT130101078).

## ORGANISATIONAL ENVIRONMENT

The School of Biological Sciences from its inception has been an integrated school comprising a range of biology disciplines and has a long history of innovation in research and teaching. The School has over 30 research group leaders and has current research strengths in Molecular Ecology, Palaeontology, Marine Biology and Aquaculture, Health and Disease, Forensic Biology and Plant Science. The atmosphere is collegial and energetic. The scientific questions explored span a wide range and continue to grow as biological disciplines arise. Our School is enriched by

collaborations with local, State and Commonwealth government agencies as well as national and overseas organisations. These connections help us keep up to date and relevant in the rapidly changing world of science. The teaching and research activities of the School are supported by a range of technical and administrative infrastructure services.

This position will be located in the School of Biological Sciences in the Faculty of Science and Engineering on the Flinders University main campus and based at the Molecular Ecology Laboratory at Flinders University (MELFU)  
[www.molecular ecology.flinders.edu.au](http://www.molecular ecology.flinders.edu.au).

### **KEY RESPONSIBILITIES**

The key responsibilities and selection criteria identified for this position should be read in conjunction with the Flinders University *Academic Profiles* for the relevant academic classification, available at url: [www.flinders.edu.au/hr/forms.cfm](http://www.flinders.edu.au/hr/forms.cfm) (scroll down to Academic Profiles).

The Lecturer in Molecular Ecology will be required to:

- Contribute to the delivery and coordination of topics in the School's teaching programs in conservation and ecological genetics.
- Provide supervision and advice to undergraduate, Honours and postgraduate students as required.
- As a member of a team, conduct research in biodiversity and related areas including attracting competitive national and international research grant funding.
- Independently contribute to successful research outputs in ecological genetics and genomics.
- Prepare and regularly publish refereed journal publications arising from the research.
- Interact and consult with academic professionals, research colleagues, etc. in the appointee's area of expertise.
- Cooperate and contribute to day-to-day laboratory operations in a shared research laboratory environment.
- Active involvement in professional activities including attendance at conferences and seminars (subject to the availability of funds).
- Attend and actively participate in meetings associated with relevant teaching and research projects.
- Undertake administrative functions associated with teaching and research activities as required.

Staff responsibilities may be varied by the University in order to allow the University to respond to operational needs or requirements.

The Lecturer in Molecular Ecology is expected to promote and provide a safe working environment for students, staff and visitors with attention to the requirements of the Work Health & Safety (WHS) Act, the Workers Rehabilitation and Compensation Act, University OHSW and Injury Management policies and Equal Opportunity Acts applicable to the State in which the position is located. Specific responsibilities are detailed at:

[www.flinders.edu.au/ppmanual/health-safety/work-health-and-safety-policy.cfm](http://www.flinders.edu.au/ppmanual/health-safety/work-health-and-safety-policy.cfm)  
[www.flinders.edu.au/equal-opportunity/tools\\_resources/legislation.cfm](http://www.flinders.edu.au/equal-opportunity/tools_resources/legislation.cfm).

### **SUPERVISION PROVIDED TO OTHERS**

The incumbent is responsible for managing and supervising undergraduate, Honours and postgraduate students according to the University's policies, practices and standards.

## **WORKING RELATIONSHIPS**

The incumbent is responsible to the Executive Dean, Faculty of Science and Engineering through the Dean, School of Biological Sciences. Research directions and activities will be guided by the Head of the Molecular Ecology Group, Professor Luciano Beheregaray.

## **UNIVERSITY EXPECTATIONS**

All staff are expected to:

- contribute to the efficient and effective functioning of the team or work unit in order to meet organisational objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's *Work Health and Safety* and *Equal Opportunity* policies.

## **SELECTION CRITERIA**

*(Note for intending applicants – applicants should address each selection criterion individually and should argue their case by citing evidence to support their claims rather than presenting a list of facts only.)*

### **Essential criteria**

1. PhD, or equivalent qualifications and standing, in Molecular Ecology or a related research field in the non-human Biological Sciences.
2. Demonstrated ability to obtain external research grants.
3. Previous experience working on research projects in Molecular Ecology.
4. A record of high quality publications in the field of Molecular Ecology.
5. Well developed interpersonal skills and attributes including the following:
  - a. highly motivated and able to work independently and as a member of a team,
  - b. excellent written and verbal communication skills,
  - c. excellent organisational and time management skills.
6. Previous tutoring and/or teaching experience in Biology.
7. Demonstrated ability to communicate scientific results effectively in English.

### **Desirable criteria**

1. Teaching experience at the undergraduate and / or postgraduate level in the field of Molecular Ecology or a related research field in the non-human Biological Sciences.
2. Experience with bioinformatics of next-generation sequence data.
3. Experience with analysis of population genomics datasets.

## **SELECTION OF CANDIDATES**

Candidates will be evaluated on merit against all of the various components that make up this Position Description. Assessment will take into account all information that is determined to be appropriate, e.g. written application, qualifications, interview, work samples, skills testing and referee reports. The final decision regarding appointment to this position will be based on an assessment of the requirements of the total Position Description.

## **INFORMATION FOR PROSPECTIVE STAFF**

All intending applicants should read the *Essential Information for Applicants*, available at url: [www.flinders.edu.au/employment/essential-info/](http://www.flinders.edu.au/employment/essential-info/). If you are unable to access this information on the website, please contact the contact person nominated below.

Information about Flinders University, living and working in Adelaide, and employment at the University is available at url: [www.flinders.edu.au/employment/why-work-flinders/why-work-flinders\\_home.cfm](http://www.flinders.edu.au/employment/why-work-flinders/why-work-flinders_home.cfm).

### **CONTACT DETAILS**

For further information about the position contact Associate Professor Ian Menz, [ian.menz@flinders.edu.au](mailto:ian.menz@flinders.edu.au), telephone 61 (8) 8201 2229, or Professor Luciano Beheregaray, [luciano.beheregaray@flinders.edu.au](mailto:luciano.beheregaray@flinders.edu.au), telephone 61 (8) 8201 5243.

### **SUBMITTING AN APPLICATION**

E-recruitment is the method by which Flinders University now manages its recruitment process. Applications should be lodged on-line at [Jobs@Flinders](http://Jobs@Flinders) at url: [www.flinders.edu.au/employment](http://www.flinders.edu.au/employment). For details of the on-line application process, please refer to [Jobs@Flinders - How to Apply](http://Jobs@Flinders - How to Apply) available at url: [www.flinders.edu.au/employment/apply.cfm](http://www.flinders.edu.au/employment/apply.cfm).

Please do **not** forward applications to the Contact Person.

**Name of Authorising Officer:** *Prof Warren Lawrance,*  
*Executive Dean – Faculty of Science & Engineering*

**Name of Authorising Officer in Human Resources:**  
*Mr Craig Petho*

**Date of last update:** *April, 2014*