Faculty of Science
University of Melbourne

Professor / Associate Professor

POSITION NO  TBC
CLASSIFICATION  Associate Professor (Level D) or Professor (Level E)
SALARY  $169,094 - $186,288 (pro rata part time)
          Level E: $217,805 (pro rata part time)
          Level of appointment is subject to qualification and experience
SUPERANNUATION  Employer contribution of 17%
WORKING HOURS  Full time (1.0 FTE)
BASIS OF EMPLOYMENT  Continuing
          FLEXIBLE EMPLOYMENT
          The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.
OTHER BENEFITS  http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY  Please direct any enquiries and send your application directly to:
                    Dr Rohan Carr or Ms Emily Witts at The Insight Group
                    at applications@insightgroup.com.au or contact by phone on +613 9654 3288.

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers
Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

Position Summary

The Faculty of Science is looking for research leaders with ability and passion to build a world-leading, collaborative research program. Multiple positions exist and successful applicants will be appointed at Associate (Level D) or Full (Level E) Professor, depending on the level of previous experience and accomplishment. Appointees are expected to make outstanding contributions towards research, to contribute to the delivery and development of education programs, and leadership within the host School, Faculty and/or University more broadly.

Desirable areas of research specialisation include, but are not limited to:

- AI/Machine learning in the physical, life and chemical sciences
- Chemical biology and medicinal chemistry
- Climate change, including climate risk, policy, and adaptation
- Critical minerals, resource futures and green technologies
- Earth system interactions
- Environmental hazard management (including bushfires), modelling, and mitigation
- Experimental Condensed Matter Physics
- Fundamental research in the mathematical and/or physical sciences
- Indigenous knowledges
- Mathematical modelling of biological and/or physical systems
- OneHealth – Human and animal health
- Optics and light-based technologies
- Precision horticulture and digital agriculture
- Quantum sensing and computing
- Space, place and social change
- Statistical and mathematical data science
- Sustainable food systems and global change
- Theoretical ecology
- Vertebrate conservation biology
- Veterinary medicine (companion or production animals)

We encourage applicants from under-represented groups, including Aboriginal and Torres Strait Islander people. To allow us to consider performance relative to opportunity, we also invite
applicants to provide a brief statement (up to 1 page) that describes circumstances that may have affected their career development or progression, including career interruptions or delays, periods of part time work, or forms of bias they have experienced.

1. Key Responsibilities

As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.

Appointees are expected to contribute significantly towards research, scholarship and teaching, and, with time, leadership, and will make independent and original contributions in their discipline or across disciplines that are recognised as distinguished internationally and have a significant impact on their field of expertise.

1.1 Research and Research Training

The appointee will be expected to:

- Provide leadership in research and develop new research opportunities in one or more of the areas encompassed by the Faculty.
- Develop research proposal submissions to external funding bodies to support substantial research programs and take responsibility for the oversight and management of research grants.
- Plan, organise and conduct research related to their discipline area.
- Develop, foster, and maintain collaborative links with other researchers in the field and complementary fields, both within the University and with other universities.
- Disseminate and communicate the results of their research through national and international conference presentations, peer-reviewed scientific publications, and other research outputs, as well as engaging with the general public about research findings at local, national and international levels.
- Supervise graduate students and other early career researchers, and participate in planning, mentoring and support for them and their research projects.
- Provide a continuing high level of commitment to, and achievement in, their particular discipline area.

1.2 Teaching and Learning

The appointee will be expected to:

- Actively participate in the School’s undergraduate and graduate teaching program in the appropriate area(s) including subject design; preparation and delivery of lectures, practicals, and tutorials; and coordination of subjects.
- Contribute to the ongoing development and review of curriculum, and develop high quality, innovative subject material.
- Set, participate in, and mark student assessments.
- Teach subjects to a standard that delivers a high-quality learning experience.
- Provide academic mentoring and assistance to students.
1.3 LEADERSHIP AND SERVICE
The appointee will be expected to:

- Initiate and engage in strategic planning, leadership, administration, and management of their School.
- Contribute to School and/or Faculty committees and meetings and play a major role in planning and implementing activities to support the operations of the University and capacity building in the School and its disciplines.
- Facilitate outcome-oriented, collaborative discussions.
- Effective demonstration and promotion of University values including diversity, equity and inclusion, high standards of ethics and integrity, and respectful behaviour.
- Be an effective mentor for staff within the School and create and support opportunities for staff development.
- Engage with external community members, industries, government, or other stakeholders to disseminate research, create opportunities, and promote the School, Faculty and University.

1.4 STAFF SUPERVISION
The appointee will be expected to:

- Undertake staff probationary and performance management processes, ensure regular conversations with staff, and provide positive and constructive feedback to enhance staff and team performance.
- Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- Understand responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- Allocate and monitor workload and address associated issues in a timely manner.
- Ensure new staff participate in the University’s induction program and provide a localised work area orientation.

1.5 OTHER DUTIES
The appointee will be expected to:

- Undertake administrative functions and obligations primarily connected with the staff member’s area of teaching and research.
- Perform other tasks as requested by the Head of School.
- Participate in the University Professional Development Framework.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

Special Requirements

- This position requires the incumbent to hold a current and valid Working with Children Check.
2. Selection Criteria

2.1 ESSENTIAL

- A research doctorate or equivalent in a discipline relevant to the Faculty of Science.
- A record of outstanding research achievement (for level E, Professor), or a rapidly rising research trajectory consistent with the establishment of a globally leading research program within the next 5 years (for level D, Associate Professor). Evidence of a growing and sustained record may include: publications in high quality peer reviewed journals, research funding, commercial or government funding, research student supervision and success, other non-traditional research outputs.
- Evidence of the delivery of research that has had a positive impact on society or the world.
- Strong track record of collaboration with other researchers and relevant stakeholders.
- Demonstrated capacity to attract competitive funding to support their research activities, and to successfully manage those programs.
- Evidence of excellent mentorship and training, with a record of successful supervision of graduate students to completion, and an ability to foster academic achievement in others.
- Demonstrated ability to develop and deliver a highly effective contemporary education program at an undergraduate and/or graduate level.
- Demonstrated ability to lead diverse groups of people to achieve challenging goals.
- Evidence of the ability to work collaboratively across boundaries whether this be academic disciplines, with the government, not-for-profit agencies, the public or industry.
- Evidence of the ability to make significant contributions to the development of highly inclusive, welcoming, and supportive academic environment.
- Excellent oral and written communication skills that enable effective engagement with peers, external stakeholders, and with the wider public.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an
environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. 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/people/community/responsibilities-of-personnel

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

5.1 FACULTY OF SCIENCE

https://science.unimelb.edu.au

Science at Melbourne is a global leader across fundamental and impactful scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

Our strength is our breadth of expertise. We are the second largest faculty in the University comprising seven schools: Agriculture, Food & Ecosystem Sciences, BioSciences, Chemistry, Geography, Earth & Atmospheric Sciences, Mathematics & Statistics, Physics and Veterinary Science.

This depth of knowledge positions the faculty to better understand, explore and impact our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees, enrolling more than 11,500 undergraduate and 3,750 graduate students.

We are dedicated to delivering leading transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty’s focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across five of the University’s campuses – Parkville, Dookie, Burnley, Creswick and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

The Faculty is custodian of the Bio21 Molecular Science and Biotechnology Institute, Melbourne Energy Institute, Melbourne Biodiversity Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI), the Oceania Institute and the Indigenous Knowledge Institute and home to numerous Centres.

5.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville 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. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.
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 http://about.unimelb.edu.au/careers.

5.3 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

➢ We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
➢ We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
➢ We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
➢ We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes: place, community, education, discovery and global.

5.4 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 http://www.unimelb.edu.au/governance