



Position Information

Position Title	Research Scientist OR Research Associate (ParaBoss)
Position Level	Level C OR level B (research-only)
School	School of Environmental and Rural Science
Reports to	Senior Research Fellow (ParaBoss Executive Officer)
Nature of Employment	3 year fixed-term position, with the possibility of extension
Salary Range	\$114,074 to \$131,360 per annum (Level C). \$96,796 to \$110,619 per annum (level B).
Employer Superannuation Contribution	17%
Employee Superannuation Contribution	7% (flexible contributions available). Salary packaging is available.
Staff Collective Agreement	UNE Academic and ELC Teaching Staff Collective Agreement 2014 - 2017
Position Purpose - Research Scientist	A Level C research-only academic is expected to make independent or original contributions to the research effort within his/her field of research expertise and to the organisational unit or inter-disciplinary area of which he/she is part. An academic at this level is expected to play a major role in research including the exercise of some leadership in research.
Position Purpose - Research Associate	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 his/her research expertise relevant to the particular field of research.

About the Role

UNE is a regionally based, globally networked university that attracts staff nationally and internationally. It is a leading national educational and research organization, the School of Environmental & Rural Science (ERS) provides national and international leadership in areas of on-farm research especially in the grazing industries.

ParaBoss is funded by Meat & Livestock, Australia, Australian Wool Innovation Ltd and UNE and administered by UNE. ParaBoss is the national authority for ruminant livestock parasite management; funded, endorsed and used by industry to improve parasite management of sheep, goats and cattle. It leads the development of national best practice and industry information, training and extension tools for parasite management and engages industry participation in this process.

The Research Scientist or Research Associate position within ERS comprises the role of ParaBoss Technical

Manager (0.6) and Research Scientist/Associate (0.4). This position will join the ParaBoss team consisting of Executive Officer, Executive Assistant and Newsletter Editor supported by Technical and Steering Committees. The Research Scientist role in livestock parasitology will contribute to improved parasite management of sheep, goats and/or cattle. The position will join the ERS academic and technical team covering a range of disciplines with access to UNE SMART Farms, Cooperative Research Centres and Animal Genetics and Breeding Unit.

Summary of Position Duties

1. Work with the Executive Officer in the management and implementation of ParaBoss including external projects.
2. Contribute to the financial management and preparation of budget for ParaBoss and research grants received for research projects (appropriate to the level of appointment).
3. Develop, manage and lead a strong portfolio of ruminant livestock parasitology research.
4. Develop advanced scientific skills and knowledge and build research and industry networks and collaborative opportunities.
5. Provide technical knowledge to maintain and develop existing and new ParaBoss products and initiatives.
6. Prepare and present extension, communication and evaluation materials.
7. Prepare and present conference and peer-reviewed papers.
8. Supervision of ParaBoss staff and subcontractors and those staff and postgraduate students involved in the successful candidate's research.
9. Occasional contributions to the teaching program within the field of the staff member's research.

Research Scientist – Level C

Specific duties required of a Level C research-only academic may include:

- The conduct of research and the production of conference and seminar papers and publications from that research.
- Supervision of research-support staff and administrative staff involved in the staff member's research.
- Supervision, where appropriate, of the research of less senior research-only academic staff.
- Involvement, where appropriate, in the promotion of research links with outside bodies.
- Preparation of research proposal submissions to external funding bodies.
- Significant role in research projects including, where appropriate, leadership of research teams or management of projects.
- Responsibility for the oversight of financial management of grants received for his/her research projects.
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Occasional contributions to the teaching program within the field of the staff member's research.
- Supervision of major honours or postgraduate research projects within the field of the staff member's area of research.
- Various research-related administrative functions.
- 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 C research-only academic will normally have a relevant doctoral qualification or have equivalent accreditation and standing together with subsequent research experience. A position at this level will require a demonstrated strong record of publications, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.

Research Associate – Level B

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 staff member's research.
- Guidance in the research effort of junior members of research-only academic staff in his/her 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 his/her areas of research.
- Occasional contributions in the teaching program within the field of the staff member's research.
- Co-supervision, or where appropriate supervision, of major honours or postgraduate research projects within the field of the staff member'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.

***Please ensure you provide a statement addressing each criteria (including desirable if applicable), and special requirements, relevant to the level of your application.**

Selection Criteria – Research Scientist

1. A PhD in livestock science, livestock parasitology or a similar related field with at least three years post-PhD experience in livestock parasitology (sheep worms, flies or lice and/or cattle worms, flies, lice or ticks).
2. Demonstrated experience with a high level of ability to develop industry solutions for livestock parasitological problems, based on current scientific knowledge.
3. Demonstrated experience and initiative in the pursuit and/or development of research or other industry projects.
4. Demonstrated excellent written and oral communication skills fit for research and industry audiences.
5. Demonstrated ability to work independently, lead initiatives, develop networks and work as part of a team.
6. An excellent research record as demonstrated by contribution to publications; conference papers, reports or technical contributions to industry.
7. Experience in managing, or assisting with the management, of projects and budgets.

Selection Criteria – Research Associate

1. Appropriate qualifications and research training relevant to the duties, including completion of a PhD degree (or equivalent) and postdoctoral research experience in a relevant field e.g. livestock science, livestock parasitology.
2. Demonstrated ability to develop industry solutions for livestock parasitological problems, based on current scientific knowledge.
3. Demonstrated initiative in the pursuit and/or development of research or other industry projects.
4. Demonstrated excellent written and oral communication skills fit for research and industry audiences.
5. Ability to work independently, lead initiatives, develop networks and work as part of a team.
6. An emerging record of research achievement as demonstrated by a list of publications, conference papers, reports or technical contributions to industry.
7. Demonstrated understanding and/or experience of project and budget management.

Desirable Criteria – both levels

1. Knowledge and experience in ruminant parasitology at the farm level in Australia is highly desirable.
2. Post-PhD experience in livestock parasitology (sheep worms, flies or lice and/or cattle worms, flies, lice or ticks).

Special Requirements – both levels

1. A current driver license for motor vehicle (NSW Class C or equivalent).
2. Some travel is involved and the incumbent will need to have some flexibility around working hours.