



POSITION DESCRIPTION

Postdoctoral Fellow/National Centre for Groundwater Research and Training

SCHOOL OF THE ENVIRONMENT

Vacancy Reference No:	10265
Major Cost Centre:	School of Environment
Organisational Unit:	National Centre for Groundwater Research and Training (NCGRT)
Classification:	Research Academic Level B
Salary Range:	\$73 969 to \$87 836 pa (wef 20 November 2010)
Superannuation:	Employer contribution of 17% of salary Employee contribution of 7% of salary
Total Remuneration Package:	\$86 544 to \$102 768 p.a. The total remuneration package includes salary and employer superannuation contributions.
Employment Type:	Fixed-term, full-time (3-year appointment)
Supervisor (Title):	Dr. Huade Guan (Senior Lecturer), Program 4, NCGRT
Closing date:	11.00 am Monday, 22 November 2010

KEY PURPOSE

The postdoctoral position for NCGRT Program 4 (Groundwater-Vegetation-Atmosphere Interactions) at Flinders University will focus on the impacts of climate and vegetation changes on groundwater recharge and discharge. Vegetation response to climatic variability and changes and its feedback on groundwater resources is an important part of the study. The successful applicant will be required to contribute to the management and conduct of the project including research design, field data collection/interpretation, and computer modelling as may be required by the project; and provide supervision and guidance for Honours and Higher Degree Research students involved in Program 4 research.

ORGANISATIONAL ENVIRONMENT

The School of Environment is a multi-disciplinary school of experimental sciences within the Faculty of Science & Engineering at Flinders University, with an emphasis on interdisciplinary approaches to environmental teaching and research.

This position will operate within the NCGRT, which is a federally funded (NWC/ARC) multi-institutional organisation headquartered at Flinders University. NCGRT has funding of \$55 million, and is focussed on research and post-graduate training in

hydrogeology. NCGRT is located in the School of the Environment, Flinders University. The groundwater research areas of NCGRT are relevant to the new position, and are outlined at: www.groundwater.com.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: <http://www.flinders.edu.au/ppmanual/staff/acprofiles.html>.

- Develop a program of original and scholarly research within research priority areas of Program 4 of the NCGRT, in collaboration with Program Leaders, Chief Investigators and the Director of the NCGRT.
- Contribute to the supervision of Honours, Masters and PhD students.
- Actively foster links with researchers from other Programs within NCGRT, with NCGRT industry partners, and with other researchers within Program 4, in collaboration with Program 4 leadership and as necessary to enhance NCGRT research outcomes.
- Undertake other related responsibilities at the request of the Program 4 leadership and the Director of NCGRT.
- Promote and provide a safe working environment for students, staff and visitors with attention to the requirements of relevant Occupational Health & Safety, Workers Rehabilitation & Compensation, and Equal Opportunity Acts applicable to the State in which the position is located. Federal and State/Territory EO legislation is detailed at url: http://www.eoc.sa.gov.au/site/eo_resources/faqs_and_links/links/legislation.jsp and specific OH&S responsibilities applicable to all Flinders University staff are available at url: <http://www.flinders.edu.au/ppmanual/ohsw/OHSWPP.html#responsibilities>.

SUPERVISION PROVIDED TO OTHERS

This position has no supervisory responsibilities for either general or academic staff.

WORKING RELATIONSHIPS

The appointee will:

- report to the leadership of Program 4, NCGRT
- work closely and cooperatively within the NCGRT organisational structure, i.e. with Programs Leaders, the NCGRT Director and other Chief Investigators; and
- liaise with NCGRT-partners and relevant community and industry-based organisations and Government departments, under the direction of Program 4 leadership.

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 *Occupational 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. A PhD (or evidence of pending completion of a PhD) in terrestrial ecohydrology, vadose zone hydrology or a related field; and strong technical skills in the research area of water transfer measurement and modelling in the soil-plant-atmosphere continuum, moisture isotope measurements and interpretation, and/or statistical analysis (complementary to the priority areas of Program 4 of the ARC/NWC NCGRT, see www.groundwater.com.au)
2. Strong evidence of commitment to research and research skills, demonstrated by publication in refereed journals, presentations at conferences, research grants received and/or other appropriate measures.
3. Demonstrated capacity or potential ability to supervise Honours and/or Postgraduate students effectively.
4. Ability and willingness to contribute effectively to the design and management of research.
5. Effective high level oral and written communication skills.

Desirable criteria

1. Demonstrated ability to work effectively in an interdisciplinary environment
2. Demonstrated project management and organisational skills, including an ability to establish priorities, and to meet project deadlines, budgets and objectives.

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: <http://www.flinders.edu.au/employment/app.php>. 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: http://www.flinders.edu.au/employment/why-work-flinders/why-work-flinders_home.cfm.

CONTACT DETAILS

For further information about the position, contact:

Dr. Huade Guan
School of the Environment
E-mail: huade.guan@flinders.edu.au
Phone: 61-8-82012319

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://www.flinders.edu.au/employment) at url: <http://www.flinders.edu.au/employment>. For details of the on-line application process, please refer to [Jobs @Flinders - How to Apply](http://www.flinders.edu.au/employment/apply.cfm) available at url: <http://www.flinders.edu.au/employment/apply.cfm>.

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

Name of Authorising Officer: Professor Andrew Millington
Name of Authorising Officer in Human Resources: Mr Craig Petho
Senior HR Adviser
September 2010