



POSITION DESCRIPTION – Academic Staff

Position Title	Lecturer – Environmental Science and Management
Academic Level	Level B
School / Unit	School of Environmental and Life Sciences
College / Division	College of Engineering, Science and Environment
Reports to	Head of School
Direct Reports	Nil
Indirect Reports	Nil
Contract Type	Full time, Continuing

ROLE DESCRIPTION

The University is seeking to build on its capacity in the field of Environmental Science and Management, within the School of Environmental and Life Sciences. The position is primarily based within the Discipline of Environmental Science and Management at the University of Newcastle's Callaghan Campus. The discipline is a highly applied group that seeks to address the environmental problems facing our planet. The position will contribute to teaching in both the undergraduate and post-graduate environmental degree programs, which cover a broad range of key areas of environmental science including, impact assessment, legislation and policy, natural resource management, sustainability, biodiversity and conservation, and terrestrial and marine ecosystems.

The role requires a research track record commensurate with experience and a vision for evolving a successful future research and innovation portfolio. The successful candidate will be expected to complement and collaborate with fellow Discipline members working in the fields of threatened and invasive species management, restoration ecology, freshwater systems and water quality science, ecotoxicology, sustainability, environmental genomics, and coastal, estuarine and marine ecology.

This role will:

- Foster increased cooperation between the University and allied research affiliates.
- Attract competitive external grant funding, including industry-based research support, in environmental management.
- Establish and build an independent research program to attract undergraduate and higher degree students to the Discipline of Environmental Science and Management.
- Implement new teaching pedagogies (including blended and active learning) within undergraduate and post-graduate programs with a view to enhancing the student experience.
- Work cohesively within a team environment to strengthen current and future research priorities of the Discipline of Environmental Science and Management.

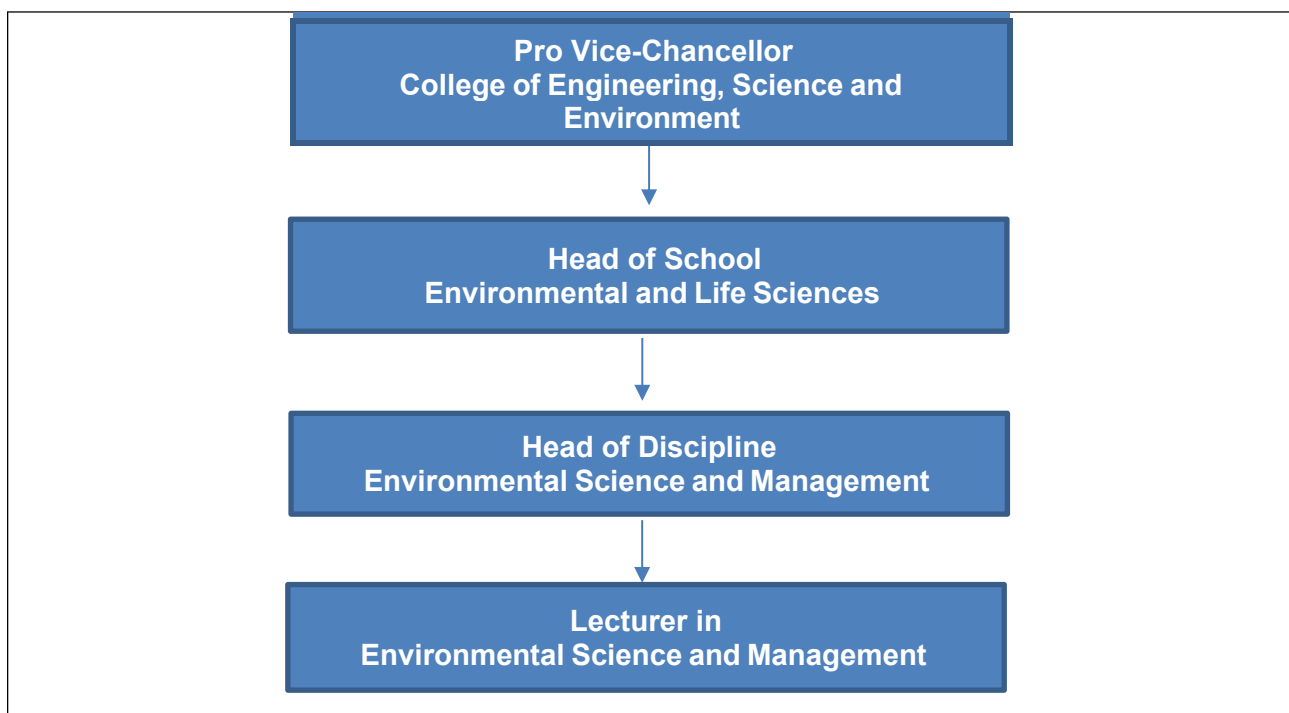
- Participate in activities to maintain academic standards and administrative effectiveness within the School of Environmental and Life Sciences and College of Engineering, Science, and Environment.

OVERVIEW OF THE UNIVERSITY, COLLEGE/DIVISION AND SCHOOL/UNIT AND POSITION CONTEXT

The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence. Our vision is to be a world-leading University for our regions and creating a better future for our regions and the globe. Underpinned by this vision and our values of excellence, equity, engagement and sustainability, [the University of Newcastle's Looking Ahead Strategic Plan 2020-2025](#) outlines the University's commitment to delivering an exceptional student experience and serving our communities.

The College of Engineering, Science, and Environment is a world-class centre for scientific and technology research and innovation. The School of Environmental and Life Sciences (SELS) is the College's largest School, offering a wide range of undergraduate and graduate degree programs. The School maintains numerous internationally significant research activities with substantial numbers of research higher degree students and excellent research facilities. The Environmental Science and Management discipline is one of the most productive in the School, consisting of a vibrant group of academics and students seeking to tackle the problems facing the environment at the local, regional and global scale.

ORGANISATION CHART



ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES

Area of accountability	Core Responsibilities & Typical Activities	Measures of Performance
Research	<p>Build research productivity and develop recognition for expertise.</p> <p>Attract external research funding and develop links with industry and government to facilitate knowledge exchange and translation.</p> <p>Explore and pursue innovative collaborative research opportunities with other discipline members and across disciplines.</p> <p>Deliver effective research outputs in high quality refereed journals/outlets consistent with the discipline.</p> <p>Contribute to the recruitment and development of HDR cohorts and co-publication with HDR candidates where applicable.</p>	Meet the core requirements for a Level B academic staff member.
Teaching	<p>Demonstrate educational leadership at the course level and contribution to the program level by:</p> <ul style="list-style-type: none"> - Actively updating and delivering courses and programs in various formats and locations - Initiating and developing course materials to deliver creative applications and opportunities for students, consistent with professional requirements in the environmental sector. - Participation in the coordination and review of undergraduate and postgraduate courses in the Discipline and contributing to program level engagement activities. - Developing and implementing strategies to address student attrition and deliver student retention outcomes at course level. - Working collaboratively with colleagues to benchmark teaching and assessment activities with others, to uphold standards or support new modes of delivery. 	Meet the core requirements for Level B academic staff member.
Engagement and Leadership	<p>Actively contribute to the School through a range of administrative functions including committee roles, course coordination and involvement in University activities and initiatives as appropriate.</p> <p>Maintain membership of professional associations, building partnerships with industry and developing an emerging public profile.</p> <p>Participate in the education, outreach and student recruitment activities of the Environmental Science and Management Discipline</p>	Meet the core requirements for Level B academic staff member.

Wellbeing Health & Safety and Equity Diversity & Inclusion	<ul style="list-style-type: none"> • Adhere to workplace policies and procedures in the areas of work health, safety, equity, diversity and promoting a respectful workplace culture. 	Policies and procedures are adhered to.
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POSITION CHARACTERISTICS

Organisational Knowledge	Be aware of the University's strategic goals and the key priorities relevant to this position.
Professional / Industry Knowledge	<p>Ensure currency of skills and up to date knowledge of developments in relevant sectors.</p> <p>Establish networks and industry partnerships to facilitate research and innovation opportunities and to integrate students and graduates into industry.</p>
Level of supervision / independence	Be accountable for delivery on personal and team goals and performance targets.
Problem solving and judgement	<p>The position requires initiative and creative approaches to the development and delivery of courses that are interdisciplinary, technologically current and industry relevant.</p> <p>Sound judgement is required in establishing industry and external networks and relationships.</p>
Key relationships (internal & external) & immediate team	<p>Build and maintain positive constructive relationships with University academic and professional staff, students and external stakeholders.</p> <p>Impact course delivery and research through the development of networks that facilitate interdisciplinary collaboration and industry integrated content and practice.</p>
WWC check required	No
Criminal record check required	No
Entrusted role check required	No
Delegated authority required	No

EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with an Individual Contributors Level as outlined in the Leadership Framework.

The University of Newcastle Leadership Framework describes six leadership capabilities for both academic and professional staff. At the University of Newcastle leaders; shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At the University of Newcastle, we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.

INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the selection criteria against which a candidate's suitability for the position are assessed. As such there are specific job requirements that are referred to as Inherent Requirements. Inherent Requirements refer to the ability of the candidate/incumbent to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position.

ESSENTIAL CRITERIA

- **Expertise:** Completed a doctoral qualification in environmental science and management, or related area.
- **High-Quality Research:** Demonstrated record of publication or non-traditional research output in high-quality outlets, including evidence of international and national research collaborations and/or partnerships, and capacity to attract grant funding.
- **Supervision:** Skills and experience in active supervision of honours, masters and/or Higher Degree by Research postgraduate students, in applied environmental research.
- **Quality Teaching:** Demonstrated recent ability to achieve high teaching quality as indicated by internal and external surveys and outcomes for students, that will engage students to participate in environmental science research and practice, particularly in the areas of impact assessment, legislation and policy and natural resource management.
- **Curriculum Design:** Demonstrated recent ability to contribute at undergraduate, honours and postgraduate levels, taking responsibility for the preparation and delivery of course modules and coordinating one or more courses, including collaboration in curriculum design and delivery where appropriate.
- **Engagement:** Ability to efficiently perform in allocated internal roles, sharing academic service responsibilities, contributing to outcomes of internal committees, and developing external collaborations.

DESIRABLE CRITERIA

- The discipline has a particular interest in candidates who possess skills that would both complement and extend the scope of discipline expertise and capacity in research.
- Recent industry and/or research related experience and knowledge, of current environmental legislation and compliance regulations, processes and reporting.
- Ability to contribute to the teaching of various courses across the Environmental Science and Management degree program, especially in the areas of sustainability, biodiversity and conservation, and terrestrial and marine ecosystems.

- Experience in development and delivery of fully online courses.

- Indigenous Australian candidates with the relevant experience and expertise to meet the selection criteria will be considered favourably.

Date PD Last reviewed:	15/07/2024
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