POSITION DESCRIPTION

Position Title: Lecturer / Senior Lecturer in Soil Science
Organisation Unit: School of Agriculture and Food Sciences
Position Number: TBA
Type of Employment: Full time, Continuing
Classification: Academic Level B or C

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (39), the US News Best Global Universities Rankings (45), QS World University Rankings (47), Academic Ranking of World Universities (54), and the Times Higher Education World University Rankings (62). UQ again topped the nation in the prestigious Nature Index, and our Academic Ranking of World Universities result in the field of Life and Agricultural Sciences is the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences,
sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniqest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

**Organisational Environment**

The School of Agriculture and Food Sciences is one of the largest Schools of this type in Australia, comprising research and teaching experts in plant and soil science, animal science, agricultural business, environmental science, and food, nutrition and technology. With a diverse group of internationally regarded scientists, our experts deliver knowledge, skills and research that provide solutions to world issues in climate change, feeding the world, managing the environment, replacing fossil fuels with biofuels, maintaining biodiversity, and supporting economic and community development.

Located at St Lucia and Gatton, the School is a large and dynamic multidisciplinary hub focused on applied research and teaching within the Faculty of Science, and committed to finding innovative and technology focused solutions to global challenges. The School offers a range of undergraduate and postgraduate coursework and research degrees encompassing agriculture and related disciplines, ranging from Bachelor Degree to Doctorate. Quality laboratories and facilities, and strong partnerships with industry, community and government bodies, provide an environment that enables world class research and research training in a collaborative and cooperative spirit for postgraduate students and researchers.

**Soil Science and plant nutrition**, within the School of Agriculture and Food Sciences, is a highly productive research group with a strong track record of research funding spanning the agriculture / environment spectrum. The group teaches soil science courses into agricultural science and environmental science programs, and contributes to underpinning science courses such as ecology and chemistry. This appointment is to enhance the group's research capacity, and to provide undergraduate and postgraduate students with an understanding of soil science in the context of our changing agricultural and environmental setting. This position is based at the St Lucia campus, but the associated teaching and research activities extend to the Gatton campus (and beyond).

Further information on the School’s teaching programs, research focuses and community activities can be accessed at www.uq.edu.au/agriculture. Faculty of Science information covering 6 Schools and 2 Centres is available at http://www.uq.edu.au/science and information on the Queensland Alliance for Agriculture and Food Innovation – a joint initiative between The University of Queensland and the Queensland State Government, which the School is closely aligned with, is available at www.qaafi.uq.edu.au.

**Information for Prospective Staff**

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

The University of Queensland **Enterprise Agreement** outlines the position classification standards for Levels A to E.
DUTY STATEMENT

Primary Purpose of Position

To engage, as a lecturer/senior lecturer in Soil Science. The appointee will contribute to the teaching of soil science into the undergraduate agricultural science and environmental science programs, and also contribute to the delivery of an introductory inorganic chemistry course. The appointee will be expected to contribute to the national and international research profile of the School, and will be expected to supervise research students, establish a research program, and obtain external grant funding.

Expertise in an area of soil science or plant nutrition is essential. Experience of working in agricultural production systems would be highly regarded, as would experience addressing environmental issues. The applicant must be able to teach in the formal classroom setting as well as by flexible delivery and through demonstration, practical assessment and laboratory techniques. The successful applicant will work within a teaching team, have a commitment to and enthusiasm for student education, have the ability to supervise Honours and postgraduate students and be able to contribute to the School’s research in soil science and engage with industry.

Duties

Research

Level B and C

- Develop a program of fundamental, applied and contract research in the area of soil science that is funded by external granting agencies.
- Publish scholarly, peer-reviewed papers in high quality international journals and present research findings at scientific conferences, industry meetings and other relevant forums.
- Achieve national recognition in a discipline area that contributes to the School’s strategic research strengths.
- Enhance the research profile of the School through collaborative research, especially interdisciplinary projects, with colleagues and postgraduates students, other organisations and involvement in relevant professional activities.
- Provide appropriate mentoring, supervision and academic support for students.

Level C

- Undertake independent research.
- Develop, lead and manage substantial externally-funded research projects.
- Develop a research profile of international standing that contributes to the School’s strategic research strengths.

Teaching and Learning

Level B and C

- Coordinate courses, prepare and deliver lectures, tutorials and practicals for both internal and external delivery; and undertake assessment and marking for undergraduate and postgraduate courses.
• Initiate the development of new course material by applying current research and scholarship. Participate in educational practice and innovative curriculum design including online learning and alternative teaching methods.

• Maintain and continually improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.

• Participate in program and course development activities in the School and Faculty, including consulting with program advisors and stakeholders to ensure courses are engaging, relevant and contemporary.

• Understand and apply University Rules relevant to teaching and learning practice.

• Teach and supervise research Honours and postgraduate students.

• Provide support to other academic positions as needed and during absences.

**Level C**

• Continually develop the curriculum, teaching resource and approaches to improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.

• Successfully coordinate a significant component of the Agricultural Science Program.

**Service and Engagement**

**Level B and C**

• Create, foster and enhance national and international links with relevant industry, business, government departments, professional bodies and the wider community that assist in the advancement of University and School strategic objectives.

• Consult as appropriate with stakeholders to ensure courses are relevant, contemporary and engaging.

• Contribute to the processes that enable the academic team to manage the work of the School, including participation in School decision-making and serve on School committees.

• Perform a range of administrative functions in the School of Agriculture and Food Sciences.

• Any other duties as reasonably directed by your supervisor

**Level C**

• Effectively perform higher level internal duties.

• Make a high level / leadership contribution to external roles.

**Other**

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

• the [University’s Code of Conduct](#)

• requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University or Institute/School
• the adoption sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures

• requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

Organisational Relationships

The position reports to Professor Neal Menzies, Head of School.
SELECTION CRITERIA

- A PhD and appropriate postdoctoral training in an area of Soil Science.
- Demonstrated ability to develop and teach innovative courses in one or more areas of soil science and introductory inorganic chemistry, and to deliver information in a variety of formats at undergraduate and postgraduate levels.
- Demonstrated expert knowledge in soil science, including a scholarly research track record of external grant success and publications in peer-reviewed, leading multidisciplinary journals.
- Ability to effectively supervise postgraduate research students from Honours to PhD.
- An ability to establish effective relationships and to represent and promote soil science at a university and wider community level, including industry, government and professional bodies.
- Research interests that complement those of other staff members as outlined on the School website.

Additional selection criteria for Level C
- Demonstrated capacity for independent research, with a track record of experience as a chief investigator or lead on substantial externally-funded research projects.
- Demonstrated track record of curriculum innovation and the development of teaching resources that foster critical and strategic thinking.
- Track record as an effective principal supervisor of higher degree research students.

Seminar
Applicants invited for interview may be expected to present a seminar in conjunction with the selection interview process.

Qualification Verification
An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to (recruitment@uq.edu.au)