



Australian Government

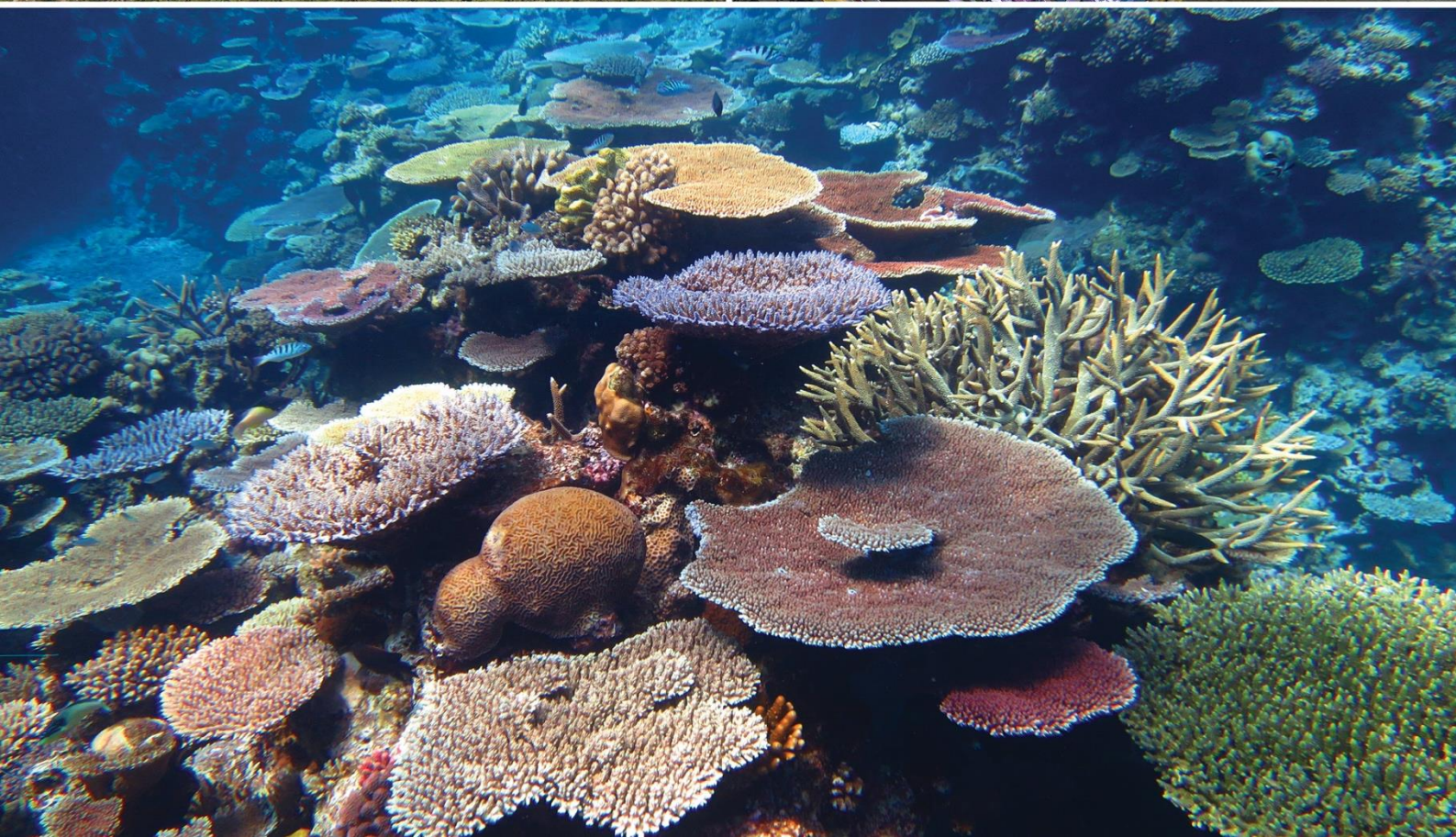


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

AIMS@JCU JANICE LOUGH
POSTDOCTORAL FELLOWSHIP – REEF
RESPONSES TO ENVIRONMENTAL
CHANGE

AIMS@JCU

CANDIDATE INFORMATION PACK



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AIMS was awarded [Athena Swan Bronze status](#) in 2020 by the [Science in Australia Gender Equity \(SAGE\)](#) program. This award recognises AIMS' commitment to improving gender equity, diversity and inclusion in STEMM disciplines.

The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders past, present and future.

Photographic credit: Shaun Hahn, Joe Gioffre, Christian Miller, Steve Clarke, Christian Miller, Chris Brunner, Nick Thake, David Deeley

ABOUT AIMS

The Australian Institute of Marine Science is a corporate Commonwealth entity established under the [Australian Institute of Marine Science Act 1972](#) (AIMS Act). As Australia's tropical marine research agency, it is [our mission](#) to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

To accomplish [our mission](#), AIMS delivers independent science to help realise three key long-term impacts for the nation:

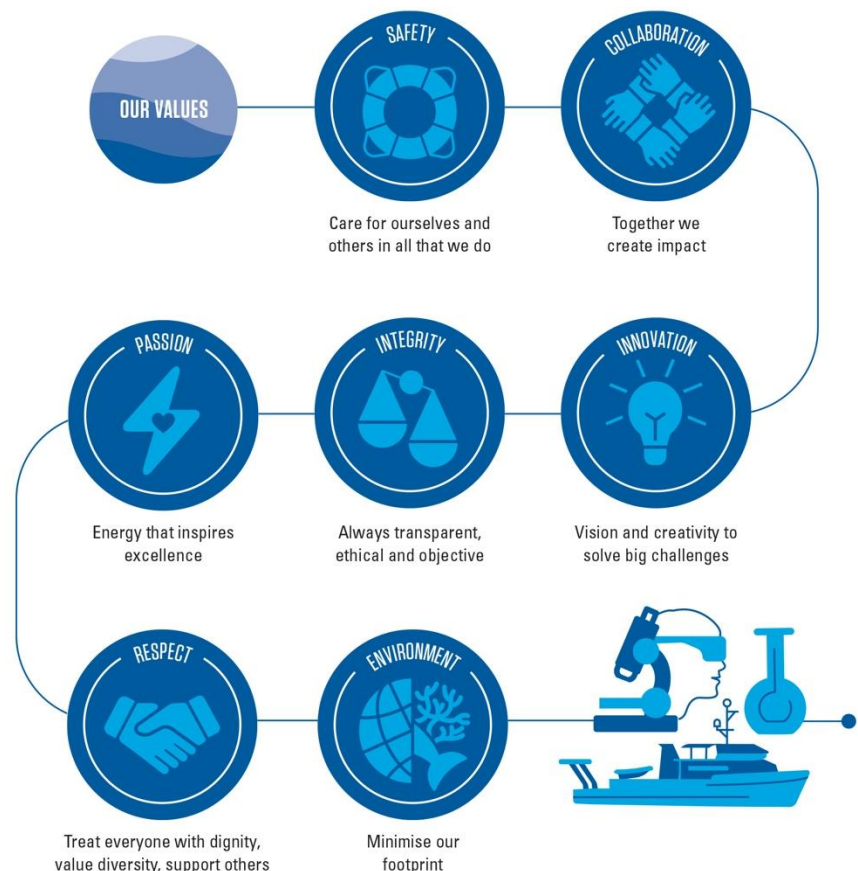
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

Our research is focused on the priorities of Traditional Owners and our stakeholders, including Commonwealth, state and territory governments, and industry. Our research continues to:

- Underpin Australia's environmental management of the Great Barrier Reef (GBR) to ensure that this World Heritage Area remains healthy and resilient.
- Support the sustainable development of coastal industries and ports across northern Australia.
- Provide the environmental baselines and condition and risk assessments required for current and future resource and industrial developments in Northern Australia.

At AIMS, [the way we work](#) guides our team members' on their collective journey towards the successful delivery of our [AIMS Strategy 2030](#) targets.

THE WAY WE WORK



AIMS@JCU is a jointly funded Strategic Alliance between two global leaders in tropical marine science - the Australian Institute of Marine Science (AIMS) and James Cook University (JCU). Leveraging 40 years of collaboration we continue to build a strong base of skilled researchers and apply our diverse professional expertise to bring an increased capacity for world class tropical marine research. We do this by integrating the strengths, synergies, infrastructure and expertise of the two parent institutions to collectively address both national and international priorities with leading edge science outcomes. More specifically, the Strategic Alliance aims to support marine and coastal decision making in an era of rapid change by building knowledge and identifying strategies to bring about rapid, positive, and widespread transformations within and across marine ecosystems towards a more resilient and environmentally sustainable future.

Three (3) Postdoctoral Research Fellowships are available to join our expanding AIMS@JCU team, working to deliver on science priorities articulated in the AIMS@JCU 2022-2024 Triennial Plan, covering the full scope of marine research undertaken by the two organisations. These positions will apply science and technology to describe, understand and support sustainable management of the marine environment for the benefit of all Australians.

Our culture

Our strength lies in our on-going interdisciplinary collaboration, encompassed by people from diverse backgrounds, skills and experiences, all working together to respond to the challenges our marine environment faces.

AIMS and JCU both value diversity in gender, backgrounds, culture, and experiences of our employees and are committed to providing an inclusive workplace culture that ensures everyone has equal opportunity to contribute, participate and progress. Applications from people who reflect this diversity are encouraged.

Our workplaces are committed to the health, safety and wellbeing of our employees and offer a variety of flexible working arrangements to enhance flexibility, including remote working arrangements.

Our teams

The ***Coastal Process and Dynamics*** (AIMS-employed) position will sit within AIMS' Sustainable Coastal Ecosystems and Industries Program and JCU's Centre for Tropical Water and Aquatic Ecosystem Research. These teams comprise of multidisciplinary scientists that acquire, analyse, and interpret marine and coastal oceanographic and water quality data and provide expert information and advice to support government priorities. Together the teams lead the development of new and innovative approaches to characterise and classify coastal to marine environments.

The ***Modelling and Data Science*** (AIMS-employed) and ***Coral Reef Resilience*** (JCU-employed) positions will sit within AIMS' Reef Recovery, Adaptation and Restoration Program and JCU's Marine & Aquaculture Sciences. These teams comprise of multidisciplinary scientists that acquire, analyse, and interpret genetic, molecular, biological and physiological data to assess reef health and stress tolerances, and provide expert information and advice to support government priorities. The teams are partners in the Reef Restoration and Adaptation Program, funded by the Australian Government's Reef Trust and the Great Barrier Reef Foundation.

Joining our teams presents an exciting opportunity to contribute knowledge, insights, data, , and advice to enable the sustainable management of our marine environment and drive growth of a sustainable ocean economy. Your skills, knowledge and expertise will complement those of other members of the teams.



ABOUT THE AIMS@JCU POSTDOCTORAL RESEARCH FELLOWSHIPS 2024

About these opportunities

We are looking to appoint three (3) AIMS@JCU Postdoctoral Research Fellowships (JCU Academic Level A: Postdoctoral Fellow or AIMS Level AOF4.2: Postdoctoral Fellow), all based in Townsville and perfectly located next to Australia's Great Barrier Reef. The successful candidates will be employed through either AIMS or JCU, and, facilitated by the AIMS@JCU Strategic Alliance, will have access to facilities and students at both institutions.

Supported by AIMS@JCU and working closely with both AIMS and JCU researchers, the successful candidates will play a pivotal role in addressing three main components of the 2022-2024 AIMS@JCU Triennial Plan:

- a) Explore and reveal coastal processes and dynamics to quantify changes to and sensitivity of north Australian coastlines to climate change and identify potential solutions that may assist communities to adapt.
- b) Integrate disparate data streams (i.e., genetics and physiology data to field demographic growth, fecundity, recruitment and mortality data) to determine whether or not reefs can adapt quickly enough to keep pace with environmental changes.
- c) Reveal the rate of coral adaptation and evolution and understand how innovations in coral adaptation practices can be scaled to build more resilient reefs.

The successful candidates are each expected to lead substantive contributions towards one or more of these three themes, with the potential to collaborate on and contribute to the other themes.

Each role provides an opportunity to develop and apply your knowledge and experience in the marine sciences to support priority AIMS and JCU activities. Common tasks include:

- Building conceptual and dynamic system models.
- Literature review.
- Contributing to the development and implementation of best practice Standard Operating Procedures and guidelines for marine data to support research in the theme area.
- Acquiring, processing and interpreting marine data.
- Co-supervising PhD, Masters and/or Honours students.
- Providing technical expertise to the team.
- Co-producing high quality peer reviewed academic outputs.
- Disseminating research findings to academic community, marine policy makers, regulators and managers.

In support of AIMS@JCU, you will:

- Build a rapport and presence for AIMS@JCU, e.g., institutional seminar series, project and team meetings and workshops, and establish research collaborations.
- Attend and be actively involved in AIMS@JCU events, e.g. annual AIMS@JCU Seminar Day, bi-monthly AIMS@JCU morning teas, AIMS@JCU Writing Retreat.
- Conceptualise and develop PhD projects and supervise and mentor AIMS@JCU student members.
- Create interest at AIMS and JCU for AIMS@JCU, encouraging scientists and students to engage in AIMS@JCU, e.g., AIMS@JCU Newsletter, media engagement, representing AIMS@JCU at conferences and workshops.
- Establish and strengthen external linkages.
- Report regularly to AIMS@JCU (based on criteria), e.g., AIMS@JCU Newsletter, 6-monthly status update.
- Acknowledge AIMS@JCU on publications as per the AIMS@JCU author affiliation guidelines.
- Acknowledge Country.

To be successful in each role you will:

- Contribute own expertise to achieve outcomes for the theme area.
- Work collaboratively and operate as an effective team member in the office, lab and/or field.
- Build and sustain positive relationships with team members, stakeholders and clients.

ABOUT THE AIMS@JCU POSTDOCTORAL RESEARCH FELLOWSHIPS 2024

- Confidently present messages in a clear, concise and articulate manner, using both written and oral communication.
- Take personal responsibility for meeting objectives and progressing work and see projects to completion.
- Think laterally, identify, implement and promote improved work practices.

What we can offer you

At the core of the AIMS@JCU Strategic Alliance remains our students and alumni. Our pipeline provides JCU higher degree research (HDR) students with financial, infrastructure and pastoral support, as well as training in priority fields, and, through a new initiative – the AIMS@JCU Postdoctoral Research Fellowships - now provides a pathway for meaningful employment and the opportunity to be a part of the collaboration between the world's elite tropical marine research institutions. These three new positions also offer the opportunity to jointly supervise HDR students, with a focus on effective science communication and supporting students' integration into the wider scientific community.

Are you unsure about applying?

- Completion or near completion of a PhD in the discipline area.
- An emerging profile in research in one of the theme areas.
- Evidence of publications in reputed refereed journals and presenting at conferences.
- Evidence of contributions towards successfully obtaining external research funding.

If you think you have what it takes, but don't necessarily meet every single point on what we are looking for, please still apply or get in touch with the contact officer to learn more about the role.

NB. *Non-Australian Citizens must hold an appropriate Visa with working entitlements that allows paid employment with AIMS from commencement and for the term of the appointment, depending on the relevant [Department of Home Affairs](#) current policies. AIMS may be able to consider sponsorship for international applicants for this role, however, please note that visa processing times can impact the ability for AIMS to consider sponsorship for vacancies. AIMS must meet the requirements of the Department of Home Affairs immigration policies and processes, including the necessity to test the local labour market for suitable applicants. This includes international talent pool members who are Australian visa holders who have relevant working rights.*

If, after reviewing the position description (refer pages 10 - 13), you believe that your qualifications, experience and professional capabilities will enable you to successfully deliver the position responsibilities, we would be very interested in hearing from you.

Apply now and join a world leading organisation with attractive working conditions which are detailed in our [Enterprise Agreement](#). The successful candidate for this exciting opportunity will be rewarded with:

- AIMS AOF Level 4.2-4.5 salary (\$97,169 to \$106,895 per annum) plus 15.4% superannuation
- Full-time, 3-year Fixed Term opportunity
- Located in Townsville, Queensland
- Commuter car arrangements to site available
- 9-day fortnight
- Flexible Work Arrangements considered (including tele-working where possible)
- Generous leave provisions
- Free onsite gym and optional Fitness passport
- Relocation assistance available

ABOUT DR JANICE LOUGH

Janice Lough is recognized as a world leader in developing high-resolution environmental and growth histories from corals, assessing the nature and consequences of climate change for coral reefs and for the people who depend on them. Her research career and contributions to science focus on three main areas: i) developing and interpretation of novel high-resolution reconstructions of paleo-climates; ii) determining the nature, causes and consequences of climate variability and anthropogenic climate change for tropical coral reefs; and iii) ground-breaking research on the development and interpretation of coral calcification histories, from coral cores.

She has a BSc in Environmental Sciences (1976) and PhD (1982, based in the Climatic research Unit), both from the University of East Anglia, Norwich, UK. She undertook a post-doc at the Tree-ring Laboratory, University of Arizona, Tucson, USA from 1982-1986. She then moved to Australia to take up a position at the Australian Institute of Marine Science (AIMS; www.aims.gov.au), Townsville where she worked till her retirement in 2021. She has adjunct Research Fellow positions with AIMS and James Cook University and is an elected Fellow of the Australian Academy of Science (2022) and International Coral Reef Society (2020).

<https://www.researchgate.net/profile/Janice-Lough>

<https://scholar.google.com.au/citations?user=I0HajJUAAAAJ&hl=en>



ABOUT THE AIMS@JCU JANICE LOUGH POSTDOCTORAL FELLOWSHIP – REEF RESPONSES TO ENVIRONMENTAL CHANGE POSITION

About this Position

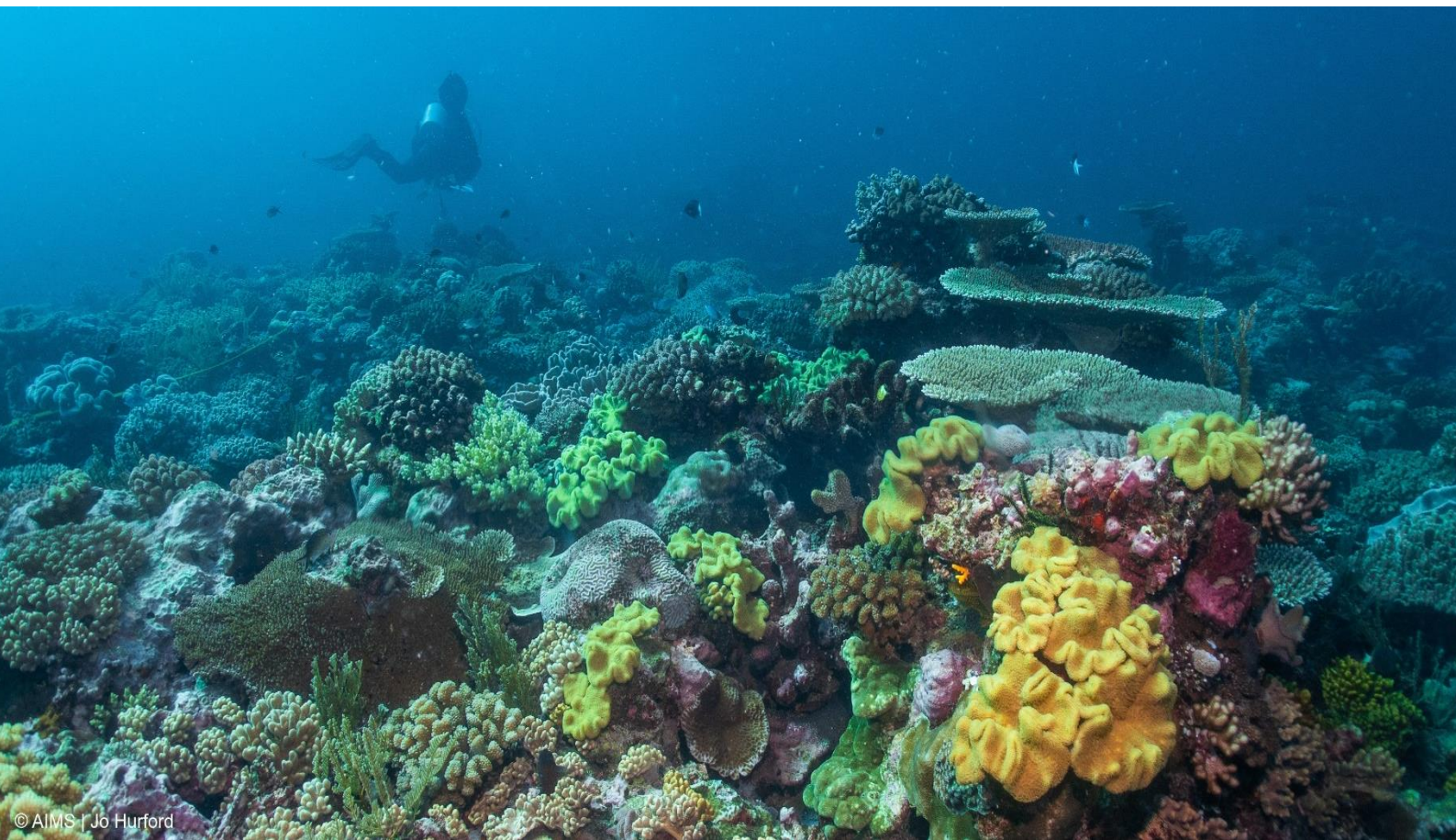
As an AIMS@JCU Postdoctoral Fellow, you will lead and contribute to the integrative research to understand reef responses to environmental change with a focus on ocean heating. With a primary focus of linking environmental change to processes across scales of biological organisation spanning physiology, genetics, demography, ecology, evolution, connectivity and/or biogeography, this research programme is open to approach and taxon. You will collaborate widely to ensure that your research yields results to better predict reef futures.

Taking a lead in your research, you will design and deliver high impact research to understand reef responses to environmental change whilst working closely with AIMS and JCU teams to achieve long term research projects. Your research might include aquarium-based and field experiments and you might also lead empirical research involving genomics, physiology and measurements of fitness. You will be mentored to take a leading role in communicating your research outcomes, project reporting and financial management to further develop your professional skills.

About You

Having completed your PhD in a biological discipline and demonstrated your experience in interdisciplinary research or modelling and working across scales of biological organisation, you will be seeking the next step in your career. Your passion and subject matter expertise in fields of ecology and evolutionary biology enable you to apply this knowledge in a tropic marine context to design and deliver high-impact research.

Your innovation, creativity and ability to explore big picture implications through synthesis or complex modelling are evident in your previous work, supported by your strong quantitative skills. You will have a collaborative style of working to effectively communicate with various key stakeholders, able to engage and relay key information and foster an atmosphere of innovation, creativity, excellence and collaboration. Your emerging reputation for research excellence will be well known, evidenced by your publications that show your leadership and cohesive progression of research. Experience managing large data sets and engagement with diverse stakeholders using multiple platforms would be highly desirable.



HOW TO APPLY

Your application submission for this opportunity should include the following documentation:

- Current Resume (including the contact details for two current referees);
- Document addressing the Key Selection Criteria (refer to page 10) within the scope of the position descriptions (refer to page 11-18); and
- A short cover letter.

NB: Our preference is that you include a list of your qualifications, publications, certificates and/or licences in your resume. Do not attach these documents to your application as these will not be provided to the selection panel.

How to apply: Please submit your application via our [website](https://aims.gov.au) (aims.gov.au).

Further information on the application process and tips for addressing Selection Criteria is available in our [Recruitment Application Guide](#).

Recruitment contact: Position enquiries can be directed to Line Bay, Program Leader – Reef Recovery, Adaptation and Restoration at l.bay@aims.gov.au. *Applications must be made through our website per above.*

Closing date: MONDAY, 19 AUGUST 2024 (midnight, AEST).

NB: *Applicant survey: All applicants will be invited to complete a voluntary survey after the vacancy closing date. Your responses to this survey do not form part of your application for this position. Further information about the purpose of this survey will be provided to you in the invitation.*



KEY SELECTION CRITERIA

Your application submission should address the following Selection Criteria. Please address each Selection Criteria in a separate paragraph (maximum 250 words per criteria) and in a single document. The selection criteria and your CV are the documents against which we assess your suitability for the position.

Essential

- PhD in a relevant biological discipline and experience in interdisciplinary research or modelling and working across scales of biological organisation (not necessarily in marine systems).
- Subject expertise in relevant fields in ecology and evolutionary biology that might include physiology, genetics, or demographic analysis spanning physiology, genetics, demography, ecology, evolution, connectivity and/or biogeography and is able to apply such expertise to a tropical marine context.
- Evidence of innovation, creativity, and a demonstrated ability to explore big picture implications either through synthesis or complex modelling to address questions related to environmental change using strong quantitative skills.
- Excellent interpersonal and communication skills, including working effectively both in a team or independently to tight schedules, with an ability to foster an atmosphere of innovation, collaboration, creativity, and excellence among others.
- An excellent publication record relative to career age and opportunity that shows leadership and building a cohesive progression of research.

Desirable

- Experience in engagement with stakeholders of diverse backgrounds and advanced communication skills across platforms.
- Ability and willingness to train and mentor students and meet the requirements of AIMS@JCU membership including enhancing the visibility and reputation of the AIMS@JCU partnership through active participation in public outreach activities as an individual and through participation in AIMS, JCU and AIMS@JCU events.
- Demonstrated ability to manage large data sets.



POSITION DESCRIPTION:

THE AIMS@JCU JANICE LOUGH POSTDOCTORAL FELLOWSHIP – REEF RESPONSES TO ENVIRONMENTAL CHANGE

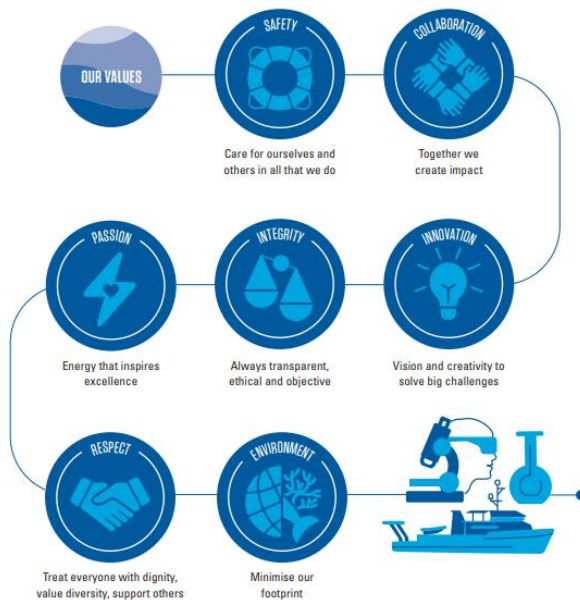
Position Description			
Position Title:	AIMS@JCU Janice Lough Postdoctoral Fellowship in Coral Reef Resilience		
Position Number:	21845		
Organisational Unit Name and Number:	Coral Reef Adaptation (7403)	Program:	Recovery Adaptation and Restoration Program (Program 10)
Salary cost centre:	7403		
Primary Location:	Townsville		
Agreement:	AIMS Enterprise Agreement 2024 – 2027 (and any subsequent agreement)		
Position Classification:	AOF Level 4.2 to AOF 4.5	FTE Status:	Full-time (1.0 FTE)
First Level Supervisor:	Research Team Leader - Coral Reef Adaptation Team (21121)		
Positions under Direct Supervision:	Up to 3		
Functional Area:	Research Scientist		

AIMS Strategy 2030

Our Mission

To provide the research and knowledge of Australia’s tropical marine estate required to support growth in its sustainable use, effective environmental management, and protection of its unique ecosystems.

The Way We Work



Position Summary:

The AIMS@JCU Janice Lough Postdoctoral Fellowship in Coral Reef Resilience will lead and contribute to integrative research to understand reef Responses to Environmental Change with a focus on ocean heating.

The Fellow will:

- Focus on linking environmental change to processes across scales of biological organisation spanning physiology, genetics, demography, ecology, evolution, connectivity and/or biogeography, but is open to approach and taxon.
- Collaborate widely to yield results relevant to better predict reef futures but may deliver additional specialist investigations in one or more of above fields.
- Have a high level of independence but will work with their AIMS and JCU teams and contribute to long term research projects in both places.

POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> • May use aquarium-based and field experiments, and might lead empirical research involving genomics, phenotypes, physiology, and measures of fitness. They could also develop, refine, or apply ecological and evolutionary modelling to understand reef responses to current and future heating.
Position Responsibilities:	<p>Working under limited direction, this position will:</p> <ul style="list-style-type: none"> • Design and deliver high-impact research to understand reef responses to environmental change. • Lead and collaborate on quality scientific papers, technical reports and oral presentations on key research. • Lead and collaborate to deliver experiments and collaborate widely on new and existing projects. • Co-supervise technical staff, research students and interns. • With training and mentorship take a leading role in communication with multiple audiences, and support external activities as required. • With training and mentorship take a leading role in project reporting. • With training and mentorship take a leading role in project financial management. <p>AIMS Core:</p> <ul style="list-style-type: none"> • Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld. • Be an active and contributing employee dedicated to upholding and promoting AIMS' Strategy 2030 and acting in accordance with our Values.
Key Responsibilities and Performance Standards	
Science Outputs:	<p>Milestones: Ensure the successful completion of specific tasks as outlined in fellowship, project and research team plans.</p> <p>Publications: Produce scientific papers for high-impact international refereed scientific journals.</p> <p>Presentations: Present progress and results to AIMS, JCU, other collaborators and the scientific community as required, via meetings, forums and other relevant events.</p> <p>Intellectual Assets: Manage intellectual assets according to Standards and Procedures</p>
Work Health and Safety (For All Staff)	<ul style="list-style-type: none"> • Comply with AIMS' WHS policies and procedures to ensure a safe workplace. • Identify workplace hazards and take corrective action with your supervisor's guidance. • Take reasonable care to ensure your own safety and health at work. • Avoid adversely affecting the safety and physical or psychological health of any other person. • Identify and report health and safety hazards, incidents, injuries or property damage at the workplace. • Comply with health and safety instructions as indicated. • Ensure correct Personal Protective Equipment (PPE) is used for the task or activity as applicable. Take care to follow signage and direction as indicated. • Complete WHS Inductions as directed. • Strong commitment to and sound knowledge of principles and practices of Work Health and Safety and Workplace Diversity and Inclusion. • Ensure early reporting of physical or psychological factors that may impact on the completion of your daily position responsibilities so that reasonable adjustments may be considered. • Comply with Visitor Registration procedures and ensure visitors that you sponsor complete the relevant WHS inductions prior to attendance at the applicable AIMS site.
Work Health and Safety (for Supervisors/Managers/Leadership Team)	<ul style="list-style-type: none"> • Raise WHS awareness throughout AIMS Programs. • Facilitate continuous improvement and cultural beliefs around safety. • Actively promote and disseminate WHS information. • Provide and maintain workplaces, plant, and systems of work such that, so far as is practicable, employees are not exposed to physical or psychological hazards.

POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> • Provide information, instruction, training and supervision of employees as is necessary to enable them to perform their work in such a manner that they are not exposed, and do not expose others to physical or psychological hazards. • Implement components of WHS management systems. • Implement hazard identification, risk assessment and control. • Implement incident investigation, reporting and record keeping. 												
Work Health & Safety – Minimum Functional Requirements	<p>Participate in Manual Task (Functional) Assessments and Fit for Work medical assessments as required.</p> <p>Minimum functional requirements*:</p> <table border="1"> <tr> <td>Maximum lift expected (5kg, 10kg, 25 kg)</td> <td>25 kg</td> </tr> <tr> <td>% role mobilising</td> <td>10 %</td> </tr> <tr> <td>% role sitting</td> <td>50 %</td> </tr> <tr> <td>% role standing/static positions</td> <td>30 %</td> </tr> <tr> <td>% role diving</td> <td>10 %</td> </tr> <tr> <td>Work in offshore or remote locations for extended periods of time</td> <td>No</td> </tr> </table> <p><i>AIMS is an inclusive employer and will assess if modifications to the above work requirements can be made if provided with Reasonable Adjustment criteria from your Treating Doctor or other suitably qualified medical professional. Please consider the inherent physical requirements of the Position when making your request for Reasonable Adjustment.</i></p> <ul style="list-style-type: none"> • Willingness and ability to participate in fieldwork activities at remote, off-shore locations, for extended periods of time. 	Maximum lift expected (5kg, 10kg, 25 kg)	25 kg	% role mobilising	10 %	% role sitting	50 %	% role standing/static positions	30 %	% role diving	10 %	Work in offshore or remote locations for extended periods of time	No
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% role diving	10 %												
Work in offshore or remote locations for extended periods of time	No												
Intellectual Assets:	<ul style="list-style-type: none"> • Ensure compliance with AIMS' Intellectual Property policies, procedures and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed. 												
Financial responsibilities and accountabilities and delegations:	<ul style="list-style-type: none"> • Delegations are in line with Financial and Contract Delegation Policy, which includes authorisation levels for Financial, Enterprise Agreement (supervisory), HS&E and General Administrative activities. • Contribute to positional budget requirements. • Manage AIMS funds and resources in a responsible manner and within delegation. • Comply with AIMS' Fraud Prevention Plan ensuring the standards of conduct and ethical behaviour required of an AIMS staff member are upheld and that suspected fraudulent activity is prevented and/or reported. 												
Working as a team:	<ul style="list-style-type: none"> • Well-developed interpersonal and communication skills including the capabilities to effectively consult, collaborate and liaise with other team members on science/technical and non-science/technical issues for the purpose of achieving team objectives and maintaining a positive team environment. • To work as a member of a multi-disciplinary team that values diversity while ensuring the achievement of AIMS' goals and objectives. Participate in the AIMS Leadership and Culture program including having a personal action plan in place. • Provide direction and achievable goal setting for team members and uphold AIMS Values at all times 												
External Customer, Partner, Collaborator and Stakeholder Requirements:	<ul style="list-style-type: none"> • Nurture existing relationships and initiate new ones in consultation with the CEO and other ALT members. 												
Innovation, problem solving and continuous improvement responsibilities:	<ul style="list-style-type: none"> • Assist in the improvement of the day-to-day operations, systems and processes associated with AIMS. • Support team members to review and analyse processes to identify improvements and celebrate efforts towards continuous improvement. • Approach all tasks and activities from a risk management prospective. 												
Performance management and planning responsibilities:	<ul style="list-style-type: none"> • Plan work activities to ensure the achievement of timelines. • Ensure timely and accurate completion of required tasks. • Actively participate in own personal performance planning and evaluation. 												

POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> • Successfully participate in the AIMS annual Performance and Development program. • Ensure timely and accurate completion of annual performance and development evaluation for staff. • Contribute to positional requirements to operational planning. Identify recruitment needs and recommend to supervisor.
Communication responsibilities:	<ul style="list-style-type: none"> • Comply with AIMS' Social Media policy. • Ensure use of private Social Media accounts and other e-communication platforms are in compliance with AIMS policies and procedures, as amended from time to time. • Refer to Corporate Style Guide for the production of documents, procedures, presentations and other communication material.
Technology and Equipment:	<p>Utilise AIMS Technology and Equipment as required and directed such as:</p> <ul style="list-style-type: none"> • Networked personal computer and general office equipment. • EDMS – TechOne ECM, Procurement, P&C, Finance modules • Microsoft Project, Microsoft 365 applications • AIMS Fleet Vehicles (including Commuter Car Arrangements)
Selection Criteria	
Qualifications, Skills and Experience	
Essential Qualifications and Experience:	<ul style="list-style-type: none"> • PhD in a relevant biological discipline and experience in interdisciplinary research or modelling and working across scales of biological organisation (not necessarily in marine systems). • Subject expertise in relevant fields in ecology and evolutionary biology that might include physiology, genetics, or demographic analysis spanning physiology, genetics, demography, ecology, evolution, connectivity and/or biogeography and is able to apply such expertise to a tropical marine context. • Evidence of innovation, creativity, and a demonstrated ability to explore big picture implications either through synthesis or complex modelling to address questions related to environmental change using strong quantitative skills. • Excellent interpersonal and communication skills, including working effectively both in a team or independently to tight schedules, with an ability to foster an atmosphere of innovation, collaboration, creativity, and excellence among others. • An excellent publication record relative to career age and opportunity that shows leadership and building a cohesive progression of research.
Desirable Qualifications and Experience:	<ul style="list-style-type: none"> • Experience in engagement with stakeholders of diverse backgrounds and advanced communication skills across platforms. • Ability and willingness to train and mentor students and meet the requirements of AIMS@JCU membership including enhancing the visibility and reputation of the AIMS@JCU partnership through active participation in public outreach activities as an individual and through participation in AIMS, JCU and AIMS@JCU events. • Demonstrated ability to manage large data sets.

ABOUT OUR LOCATION



Townsville (QLD) Facility

AIMS headquarters is south of Townsville, Queensland at Cape Ferguson. We are about 50 km from Townsville’s CBD, is an international landmark in tropical marine science and home to the [National Sea Simulator \(SeaSim\)](#). We are adjacent to the centre of the Great Barrier Reef and surrounded by a 207-hectare national park and marine reserve. The area is free from development, is biosecure and has access to clean seawater and a protected harbour.

Finding us (see more on our website):

Head south from Townsville on the Bruce Highway (A1). Approximately 37 km from the city centre, turn left at the signposted turn-off to AIMS, onto Cape Cleveland Rd. Follow this road for a further 16 km until you arrive at the Institute. Please note there is **no public transport** to the Institute however employee commuter car arrangements are detailed in our [Enterprise Agreement \(Part I – Commuting Arrangements – Cape Ferguson\)](#).

Townsville Traditional Owner Groups (visit the [Townsville City Council website](#))

Our Traditional owners and custodians, the Bindal and Wulgurukaba People are the first people to have lived in the Townsville region.

- **The Bindal People**

The Bindal people call the country “Thul Garrie Waja”. An important symbol for the Bindal people is the shooting star. They believe that wherever the star fell, or the direction the star fell meant there was either danger coming or someone from that direction was in need of help or in danger.

- **The Wulgurukaba People**

The Wulgurukaba people call their country “Gurrumbilbarra”. Wulgurukaba means “canoe people”. An important symbol of the Wulgurukaba people is the carpet snake. Wulgurukaba’s creation story tells the story of the creation snake that comes down from the Herbert River, went out to sea, creating the Hinchinbrook Channel, and down to Palm and Magnetic Islands. His body broke up, leaving parts along the coast. The tail of the snake is at Halifax Bay, his body is at Palm Island, while his head rests at Arcadia, Magnetic Island.

Living in Townsville

Townsville is a vibrant and rapidly growing city in North Queensland. Surrounded by the Great Barrier Reef, numerous coastal islands, the Wet Tropics rainforest and the outback, and less than two hours by plane from Brisbane, the region experiences a warm tropical climate with more than 300 days of sunshine each year.

A diverse economic base with strengths in government administration, health, defence, education, marine science, natural resource management, manufacturing and mining, ports and shipping and agriculture supports a current population of over 190,000 people.

Boasting a relaxed lifestyle, residents of Townsville enjoy access to world class educational, medical, sporting and recreational facilities. Townsville attracts high quality national and international festivals, cultural and sporting events.

For further information visit www.townsville.qld.gov.au and [Live North Queensland](#)

