



POSITION DESCRIPTION

Job Title:	Post-doctoral Associate in Benthic Ecology
Type of Employment:	One year fixed term, with the possibility of extension subject to continuation of funds. Full time appointment, 35 hours per week.
Remuneration:	A salary package consisting of: <ul style="list-style-type: none">• Salary commencement of AUS \$96,404 p.a. (Academic Level A step 6)• Employer superannuation of 9.5%• Employment specific training
Closing Date:	10th May 2020
Further Information:	Mark.Scognamiglio@sims.org.au

BACKGROUND

The Sydney Institute of Marine Science (SIMS) is a multidisciplinary marine research institute formed as a collaborative partnership of four universities (Macquarie University, University of Sydney, University of NSW and the University of Technology Sydney). Partnerships with the NSW State Government, including co-location of NSW Department of Primary Industry scientists, further enhance SIMS' capacity. The SIMS' partnership enables marine scientists and students in Sydney and NSW to conduct research on nearshore marine environments, urban harbours, climate change, fisheries and marine biodiversity.

SIMS hosts the NSW Node of the Integrated Marine Observing System (IMOS), a federal government initiative under the National Collaborative Research Infrastructure Strategy program that supports key marine infrastructure to collect valuable long-term data from Australia's marine environment. SIMS was recently awarded a Research Attraction and Acceleration Program (RAAP) grant through the NSW State Government's Office of the Chief Scientist and Engineer to support NSW IMOS by facilitating cross-disciplinary integration of IMOS data.

A post-doctoral position in benthic ecology is being offered by SIMS under this new RAAP grant. The successful candidate will work with two other post-docs currently supported by previous and continuing RAAP funding. The overarching aims of this collaborative RAAP project are to: 1) Transform IMOS benthic measurements into monitoring indicators that can be used to evaluate ecosystem status and the impacts of pollution, factors influencing fisheries production and climate change and; 2) provide the data and analytical platform for a NSW-wide marine ecosystem model. This position will be responsible for analysing existing benthic data sets, derived primarily from visual imagery from both IMOS and NSW State government programs. They will work to integrate the benthic data with other biological and physical data sets so as to accomplish the overarching aims.

DUTY STATEMENT

Primary Purpose of Position

The successful candidate will undertake research as part of the NSW Integrated Marine Observing System (NSW-IMOS) Program and collaborate with related programs such as the NSW Marine Estate Management Strategy, at the Sydney Institute of Marine Science (SIMS). The role will contribute to improving understanding of large-scale patterns in NSW benthic communities, how these communities respond to a variety of high-level drivers, and how benthic communities interact with water column processes and communities, i.e. benthic-pelagic coupling. It is anticipated that outcomes of this project will include high impact data-products and research publications. The successful candidate will also be part of a team of other post-doctoral researchers at SIMS in contributing to the development of a vibrant research culture at the Institute.

Key Responsibilities

- Analysis of historical and current NSW-wide visual (and other datasets as appropriate) to identify patterns in NSW benthic communities and habitat forming organisms (e.g., kelp) and how these relate to potential physical or biological drivers.
- Identify monitoring indicators at the species and community level that can be used to evaluate overall ecosystem status, factors influencing fisheries production and the impacts of pollution and climate change on the NSW Marine Estate.
- Use these data and analyses to contribute to the integration of benthic and planktonic marine datasets to set the platform for a more formal NSW-wide marine ecosystem model.
- Conduct field research on benthic communities as necessary to supplement existing datasets.
- Assist with supervision and training of research students.
- Prepare and submit, high-quality outputs from all research undertaken (publications in quality and top-ranked journals and conference proceedings or equivalents).
- Liaise with other post-docs involved in the RAAP project to achieve maximum scientific integration across the IMOS portfolio.
- Contribute to and help build a vibrant research community at SIMS

Reporting Relationship

The successful candidate will report to and be supervised by Professor Peter Steinberg and other members of the SIMS-IMOS team, including Dr. Ezequiel Marzinelli from the University of Sydney and Dr. Melinda Coleman from the NSW Department of Primary Industries.

The successful candidate will collaborate and communicate with:

- The SIMS Director and other researchers within SIMS.
- The multi-institutional supervisory team.
- The other RAAP funded post-doctoral researchers working on other elements of this project (e.g. biological and fisheries oceanography/modelling, microbial oceanography and machine learning).
- Professional staff in SIMS and across its university, government and industry associates.
- Researchers in relevant areas, in Australia and internationally, to build IMOS research links and reputation, and partner in seeking research funding and undertaking research.

SELECTION CRITERIA

Qualifications

- PhD in quantitative benthic ecology
- Car driver's licence
- Scientific SCUBA diving certificate highly desirable

Knowledge and Skills

- A strong and broad understanding of contemporary marine benthic ecology
- High level quantitative and analytical skills, with some exposure to/understanding of modelling useful
- An understanding of the role of climate change and other anthropogenic drivers on benthic ecosystems
- Familiarity with linkages between benthic systems and oceanographic phenomena
- Demonstrated high level written and verbal communication skills.
- Excellent interpersonal skills, experience with liaising with researchers within and across research teams to resolve issues, negotiating access to data and resources, documenting results to meet project goals and timelines, and preparing publications for leading international journals.
- Demonstrated ability to work flexibly and independently under broad direction and working conditions (including where appropriate for field-based work), within a multidisciplinary research focussed team environment.

Personal Qualities

- Commitment to accuracy and attention to detail
- Ability to work with a diverse range of people and as part of a large research network
- Ability to work autonomously as well as part of a team
- Good organisational skills

Experience

- Excellent publication record relative to opportunity and stage in career

APPLICATION

Applications must consist of the following:

- **Covering Letter.** The covering letter should include your email or postal address and telephone number. This is an opportunity in not more than one page to introduce yourself and outline the key reasons why you should be considered for the role.
- **Curriculum Vitae or Resume.** This is a history of your education, research, employment and experience that covers the following areas:
 - Educational qualifications that detail the full title of the qualification, year attained and awarding institution.
 - Research projects on which you have participated, in what capacity that was, and any outputs that emanated from that research.
 - Employment history in chronological order, starting with the most current position and specifying dates of employment, title of position, name of employer, main duties or accountabilities and achievements.
 - The names and contact details (preferably phone & email) of three referees, including if possible a senior person (preferably your supervisor) closely associated with your current position.
- **Selection Criteria.** A statement addressing how you meet each of the selection criteria is required to assist the Selection Committee to determine whether you have the relevant qualifications, knowledge/skills, experience and personal qualities.

Applications are to be sent to:

Sydney Institute of Marine Science c/o People and Culture, 19 Chowder Bay Road
Mosman NSW 2088, to the following email: peopleandculture@sims.org.au

Please note:

Applications should be typed

Retain a copy for your reference, applications will not be returned to the applicant

Selection Process

A Selection Committee will consider all applications and shortlist for interview candidates who appear to meet the selection criteria at the highest levels. They will be invited to attend an interview and the remaining unsuccessful applicants will be notified accordingly.

We strongly encourage the application of people from a diversity of backgrounds.

Starting Date

1 July 2020 or negotiable, noting the potential impact of current restrictions in NSW imposed by COVID-19 protocols.