POSITION DESCRIPTION

THE UNIVERSITY OF MELBOURNE

School of Agriculture, Food and Ecosystem Sciences
Faculty of Science

Research Fellow in Biodiversity Sensitive Urban Design (policy)

POSITION NO	3557825
CLASSIFICATION	Level B
SALARY	$124,656 - $148,023 per annum (pro rata for part-time)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full time (1 FTE)
BASIS OF EMPLOYMENT	Fixed term available for 3 years
	FLEXIBLE EMPLOYMENT The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Sarah Bekessy Email sarah.bekessy@unimelb.edu.au *Please do not send your application to this contact*

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Last Reviewed: 01/04/2026

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

This research fellow role in Biodiversity Sensitive Urban Design offers the opportunity to participate in world-class research addressing pressing challenges at the interface of nature and cities. The position provides access to strong research infrastructure, established collaborations across disciplines, and extensive partnerships with government, industry, and community stakeholders.

The position requires a PhD in Urban Planning/Policy, Urban Ecology or Urban Design. The appointee will be employed under an ARC Industry Laureate Grant titled ‘Biodiversity Sensitive Urban Design’. The project aims to transform the urban design and development industries through action research on live projects, generating innovative design and delivery. Expected outcomes of this project include demonstration sites where nature and people thrive, novel methods for modelling success and evidence for benefits and mainstreaming of BSUD in urban development. The research fellow will contribute to a work package that seeks to identify and trial new approaches to policy, regulation and certification that will motivate and mainstream BSUD.

The appointee will ideally have experience in both urban planning/policy and ecology and experience with both quantitative and qualitative research approaches.

We encourage applicants from under-represented groups, including Aboriginal and Torres Strait Islander people. To allow us to consider performance relative to opportunity, we also invite applicants to provide a brief statement (up to 1 page) that describes circumstances that may have affected their career development or progression, including career interruptions or delays, periods of part time work, or forms of bias they have experienced.

1. Key Responsibilities

As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.

The position description should be read alongside Academic Career Benchmarks and Indicators.

A level B academic has well developed academic skills and strong academic performance (approaching or progressing towards the benchmarks).

1.1 RESEARCH AND RESEARCH TRAINING

The appointee will be expected to:

- Significantly contribute towards the research effort of the team and to develop your research expertise with an increasing degree of autonomy
- In collaboration with Senior Academic staff conduct internationally competitive research, resulting in publications in high impact journals
- Contribute to and publish academic papers and other scholarly outputs to a high academic standard in accordance with the research expectations of the University of Melbourne
- Actively participate in research seminars and conferences to disseminate research findings in their area of expertise as opportunities arise
- Contribute to the preparation, or where appropriate individual preparation of research proposal submissions to internal or external funding bodies as relevant
- Undertake administrative functions and obligations primarily connected with the staff member's area of research
- Contribute to and assist in the co-supervision and training of research students at graduate and undergraduate level
- Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships

1.2 EDUCATION AND LEARNING

The appointee will be expected to:

- Contribute to training, scientific mentoring and supervision of students
- Contribute to effective supervision of junior research staff in the appointee's area of expertise with the goal of production of publications

1.3 LEADERSHIP AND SERVICE

The appointee will be expected to:

- Actively participate at School meetings and contribute to planning activities or committee work to support capacity building in the School/discipline
- Contribute to, or present research to the public to elevate public awareness of educational and scientific developments and promote critical enquiry and public debate within the community where appropriate
- Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

1.4 OTHER DUTIES

The appointee will be expected to:

- Perform other tasks as requested by the supervisor or the Head of School
- Actively participate in the University Professional Development Framework

- Ensure timely completion of required University compliance courses and declarations, such as, but not limited to, Appropriate Workplace Behaviour, PDF for Staff and Supervisors and OH &S training courses, Conflict of Interest declarations and Foreign Interest disclosures
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4

2. Selection Criteria

2.1 EDUCATION/QUALIFICATIONS

- The appointee will have a PhD in Urban Planning/Policy, Urban Ecology or Urban Design

2.2 ESSENTIAL

- Demonstrated experience in researching policy, regulation and/or certification that would motivate and mainstream Biodiversity Sensitive Urban Design
- Demonstrated experience with quantitative and qualitative methods
- A passion for urban nature and a desire to work with industry partners to make change
- A demonstrated aptitude for independent research, with a sound publication record in relevant areas, commensurate with experience and opportunities
- Demonstrated ability to prepare research reports and manuscripts for publication
- Strong evidence of ability and desire to build an academic research career trajectory
- Demonstrated ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships
- Excellent interpersonal and both written and oral communication skills in English
- Excellent ability to work co-operatively and positively in a multi-disciplinary research-based team environment and liaise with people from diverse backgrounds
- Demonstrated excellent organisational skills to meet deadlines and bring projects to a timely completion
- Demonstrated ability to develop, administer and see through to completion appropriately designed research projects with limited supervision

2.3 DESIRABLE

- The ability to attract external funding through grant applications and/or support in funded joint projects with others internal or external to the university
- Experience in assisting with supervision of students undertaking undergraduate or higher degree research projects
- Experience working with industry in action research projects

2.4 OTHER JOB-RELATED INFORMATION

- Occasional work out of ordinary hours and travel.
- This position requires the incumbent hold a current and valid Working with Children Check. The University of Melbourne is dedicated to safeguarding the welfare of all community members, especially those most vulnerable. As part of our commitment to child safety and in line with the Victorian Child Safe Standards, this position will be required to hold a valid Employee WWCC, regardless of where in the University an employee may work or what work they do

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in our Diversity and Inclusion Strategy 2030 that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach our strategic targets.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Governance

The Vice-Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance

6. Strategy 2030: Resilience

As set out in the University of Melbourne's Strategy 2030, our purpose is to benefit society through the transformative impact of our education and research. This can only be achieved by building a resilient institution, empowering our people, and working toward shared ambitions.

Our aspiration for 2030 is to be a world-leading, globally connected Australia university with students at the heart of everything we do. Strategy 2030 provides a sharp focus to advance our shared ambitions and guide us through to 2030.

It elevates three core ambitions:

• Exceptional Education: Educating our outstanding students to thrive in complexity

• Transformational Research: Creating knowledge, fostering innovation and transforming lives

• Our Resilient University: Serving and connecting Country, people and community

The strategy identifies our University's distinctive capabilities including Indigenous scholarship, world-class curriculum, our diverse community and our global research networks and precincts.

Four focus areas for action guide decision-making and ensure the University is equipped for challenges ahead. These are: Empowering people and performance, Improving student experience, Partnering for impact and Leading with a future-focus.

For more information, visit https://about.unimelb.edu.au/strategy/strategy-2030

7. Other Information

7.1 SCHOOL OF AGRICULTURE, FOOD AND ECOSYSTEM SCIENCES

www.safes.unimelb.edu.au

The School of Agriculture, Food and Ecosystem Sciences (SAFES) has a vision of flourishing environments and communities. The School brings together diverse discipline strengths to lead the development of new interdisciplinary thinking and high-impact solutions for global challenges relating to climate change, food security, healthy food systems, biodiversity conservation, sustainable forest management, invasive species, and environmentally and economically sustainable agricultural practices. Our expertise spans biophysical, social and technical sciences, and we support a large cohort of PhD students across these domains.

The School teaches a range of undergraduate and postgraduate programs, including the Bachelor of Agriculture, several majors of the Bachelor of Science and, and six Master coursework programs: Master of Agricultural Sciences, Master of Ecosystem Management and Conservation, Master of Food and Packaging Innovation, Master of Food Science, Master of Urban Horticulture and Master of Environment.

The School is situated across four University campuses, with dedicated agriculture, forest and fire, and urban horticulture facilities that enable exceptional and tailored research capacities as well as unique hands-on learning experiences. The School is actively engaged in partnerships with industry, government, alumni, and the community to share knowledge and co-develop solutions to real-world problems. Join a vibrant community committed to benefiting people and nature through education and research.

7.2 FACULTY OF SCIENCE

www.science.unimelb.edu.au

Science at Melbourne is a global leader across discovery and applied scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

Our strength is our breadth of expertise. The Faculty is home to seven schools: Agriculture, Food & Ecosystem Sciences; BioSciences; Chemistry; Geography, Earth & Atmospheric Sciences; Mathematics & Statistics; Physics; and Melbourne Veterinary School.

The Faculty is also custodian of the Bio21 Molecular Science and Biotechnology Institute, Melbourne Energy Institute, Melbourne Biodiversity Institute, Oceania Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI) and the Indigenous Knowledge Institute and home to numerous Centres.

We are committed to the values of curiosity, excellence, impact and integrity. With deep disciplinary knowledge our faculty is uniquely positioned to take a globally leading role in understanding, exploring and shaping our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees, enrolling and supervising 12,239 undergraduates, 3,384 Master's students and over 1,000 PhD researchers in 2025.

We are dedicated to delivering transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty's focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across five of the University's campuses – Parkville, Dookie, Burnley, Creswick and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

7.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University of Melbourne employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers