



Title:	Research Fellow/Research Associate, GeoHistory Facility, John de Laeter Centre		
Work Function:	Research Only	Category:	Research Academic (RA)
Level	ALA/ALB		
Date last updated:			

1. Purpose of Position

This role exists to support an expansion of the laser ablation ICPMS capability within the John de Laeter Centre GeoHistory Facility. The position involves a combination of research and professional support activities involving a range of instruments accessed daily by academic, government and industry collaborators/end users. The incumbent is expected to work effectively in a team environment, and develop a research program and deliver research outputs with increasing degrees of autonomy.

2. Accountabilities and Responsibilities:

Technical Operations and Maintenance

- Support maintenance and operation of a state-of-the-art ELA-ICP-MS Facility, including but not limited to:
 - 2 Resonetics Class I, 193 nm excimer laser systems
 - 1 Agilent 7700X inductively coupled plasma mass spectrometer
 - 1 Agilent 8900 QQQ inductively coupled plasma mass spectrometer
 - 1 Nu Plasma II multi-collector mass spectrometer
 - wet chemistry and microscopy laboratories
- Maintain written records of instrument use and calibration, as well as operating manuals and associated documentation
- Support the development of chemical and mass spectrometric methods for isotopic and trace element analysis
- Support the development of research projects in a range of applications including minerals, petroleum, environmental and fundamental research
- Integrate LA-ICP-MS capabilities with existing JDLC research activities and facilities.

Research and End User Support

- Advise end users about access conditions, sample preparation and processing requirements.
- Train new users in safe and effective use of instruments, operating systems and software.
- Supervise users during data collection, data reduction and quality assurance/quality control.
- Participate in applications for nationally competitive research grant funding.
- Disseminate research findings through seminars, workshops and conferences.
- Contribute to the publication of research papers in refereed journals.
- Undertake supervision of honors and research masters, and co-supervision of doctoral candidates where appropriate.
- Undertake administrative functions associated with research activities.
- Oversee/undertake software development as required.

3. Compliance and Legislative Requirements

- Comply with University policies and procedures and relevant appropriate legislation; and
- Meet Occupational Safety and Health, anti-discrimination, equal opportunity and other legislative requirements in accordance with the parameters of the position.

Staff must familiarize themselves and comply with all other University policies and procedures and legislation relevant to the position.

4. Selection Criteria

Applicants are not required to address each element of the selection criteria, but should provide sufficient information in their application to enable the selection panel to make an informed assessment of their suitability for the role.

Applicants need to consider Curtin's Values and how they apply to the advertised position. Curtin is looking for a demonstrated commitment in their professional and/or personal life to the Values of Curtin which are:

- ***Integrity – to act ethically, honestly and with fairness***
- ***Respect – to listen, value and acknowledge***
- ***Courage – to lead, take responsibility and question***
- ***Excellence – to strive for excellence and distinction***
- ***Impact – to empower, enable and inspire***

Essential

1. A doctoral qualification in the geosciences.
2. At least 2 years of experience with LA ICPMS laboratory equipment including proficiency in operations, maintenance and troubleshooting.
3. Demonstrated proficiency in LA ICPMS data reduction techniques.
4. Highly developed interpersonal and relationship management skills that facilitate a collegial and supportive working environment, excellence in customer service, and a willingness to support the analytical end user community with training and supervision.
5. Demonstrated competency in the development of techniques and applications using two or more of the following platforms:
 - i. RESOlution excimer laser
 - ii. Agilent single quadrupole mass spectrometer
 - iii. Agilent triple quadrupole mass spectrometer
 - iv. Nu Plasma II multi-collector mass spectrometer
6. Established research track record or evidence of potential to conduct quality research.
7. Demonstrated high level organizational skills.

Desirable

1. Demonstrated ability to develop data reduction protocols for new applications.
2. Experience in developing analytical projects with industry and government end users.
3. Experience in split stream and/or triple quadrupole mass spectrometry.
4. Experience integrating LA ICPMS methods with other characterization techniques (e.g., cathodoluminescence, electron microprobe).

 Curtin University	Academic Role Statement
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Title:	Research Associate		
Work Function:	Research Only	Category:	Research Academic (RA)
Level	ALA		
Date last updated:	September 2016		

1. Purpose of Position

This role contributes primarily to research based activities, either independently or as part of research team.

The incumbent is expected to work with the support and guidance of more senior staff and to develop a research program and deliver research outputs with increasing degrees of autonomy.

2. Accountabilities and Responsibilities may include:

Research

- Contribute to research output, normally as part of a research group.
- Participate in applications for competitive funding.
- Disseminate research findings through seminars, workshops and conferences
- Publish/exhibit in high quality journals/outlets (often in collaboration with colleagues) in manner consistent with disciplinary practice.
- Undertake principal supervision of honours and research masters, and cosupervision of research doctoral supervision where appropriate.
- Undertake administrative functions associated with research activities.

Teaching

- Participate in the delivery of research led educational programs as required by the Head of School.

Service

- Contribute to academic service and leadership, engagement and management within the University
- Contribute to external activities relevant to the discipline/profession and community engagement.
- Foster and promote relationships with professional bodies, industry and affiliated associations, government departments, and the wider community.

Other

- Undertake other activities associated with the organizational area, which the incumbent might reasonably be expected to do, and which are consistent with the specific accountabilities and responsibilities outlined above.
- Engage in appropriate professional development and mentoring programs.

- Model a high standard of professional behaviour consistent with the University Code of Conduct and Vision, Mission and Values.

3. Compliance and Legislative Requirements

Occupational Safety and Health

All supervising staff are required to undertake effective health and safety measures to ensure compliance with the Occupational Safety and Health Act 1984 and related legislative requirements.

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.

Ethics Equity and Social Justice

All staff are responsible for informing themselves of their obligations and responsibilities in relation to Ethics, Equity and Social Justice. In particular, all staff must demonstrate appropriate and professional workplace behaviours in accordance with the University's Values and Code of Conduct.

Staff must familiarise themselves and comply with all other University policies and procedures and legislation relevant to the position.

4. Selection Criteria

Applicants are not required to address each element of the selection criteria, but should provide sufficient information in their application to enable the selection panel to make an informed assessment of their suitability for the role.

Applicants need to consider Curtin's Values and how they apply to the advertised position. Curtin is looking for a demonstrated commitment in their professional and/or personal life to the Values of Curtin which are:

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Essential

1. Progress towards a doctoral qualification in relevant discipline.
2. Demonstrated relevant subject/discipline knowledge and knowledge and experience in relevant research techniques.
3. Demonstrated competency in a range of qualitative and quantitative research tasks.
4. Emerging research track record/potential to conduct quality research and contribute productively to research teams under supervision.
5. Demonstrated high level organisational skills.
6. Demonstrated high level communication and interpersonal skills with a commitment to the development of a collegial and supportive working environment and the ability to interact with students and staff with cross cultural sensitivity.
7. Demonstrated commitment to applying relevant and applicable policies, procedures and legislation in the day-to-day performance of the functions of this position.

Desirable

1. A doctoral qualification in relevant discipline.
2. Experience of working collaboratively with industry and community engagement.
3. Commitment to quality teaching at undergraduate and postgraduate level.

5. Capabilities and Behaviours (Curtin Leadership Framework)

It is a requirement that staff in leadership roles exhibit and model capabilities and behaviours consistent with the Curtin Leadership Framework (see http://odu.curtin.edu.au/curtin_leadership_framework.cfm). These include:

Managing Self	Leading Others	Leading Innovation & Change	Leading Strategically	Managing Operations
Understanding self & others	Building & leading high performance teams	Thinking creatively & fostering innovation	Thinking strategically & having vision	Managing Curtin resources
Modelling Curtin Values	Developing staff capability	Managing change	Setting goals & objectives	Continuous quality improvement
Managing time and wellbeing	Facilitating participative decision making	Influencing and inspiring others	Thinking analytically to solve problems	Managing complex projects
Building working relationships	Dealing with conflict			
Effective Communication				

 Curtin University	Academic Role Statement
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Title:	Research Fellow		
Work Function:	Research Only	Category:	Research Academic (RA)
Level	ALB		
Date last updated:	September 2016		

1. Purpose of Position

This role contributes primarily to research based activities, conducting nationally competitive research, either independently or as part of research team, as well providing a significant contribution to service and leadership. Limited teaching may also be undertaken as part of the role.

The incumbent is expected to have a growing profile in research and service/leadership. They are likely to coordinate or lead the work of other staff.

2. Accountabilities and Responsibilities may include:

Leadership & Service

- Contribute to the development of a collegial and supportive working environment.
- Contribute to academic service and leadership, engagement and management within the University
- Provide leadership and foster and promote relationships with professional bodies, industry and affiliated associations, government departments, and the wider community.
- Participate in professional body and other external activities as required.
- Model a high standard of professional behavior consistent with the University Code of Conduct and Vision, Mission and Values.

Research

- Undertake nationally competitive and high quality research in discipline/field.
- Develop a coherent program of research (to be agreed through WPPR process).
- Participate in and act as co or chief investigator in applications for competitive funding.
- Disseminate research findings through seminars, workshops and conferences
- Publish/exhibit in high quality refereed journals/outlets in manner consistent with disciplinary practice.
- Provide effective supervision of research honours, research masters, and research doctoral students.
- Aspire to be recognized nationally for research in the field.
- Undertake administrative functions associated with research activities.

Teaching

- Participate in the delivery of research led educational programs as required by the Head of School.

Other

- Undertake other activities associated with the organizational area, which the incumbent might reasonably be expected to do, and which are consistent with the specific accountabilities and responsibilities outlined above.
 - Engage in appropriate professional development and mentoring programs.
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3. Compliancy and Legislative Requirements

Occupational Safety and Health

All supervising staff are required to undertake effective health and safety measures to ensure compliance with the Occupational Safety and Health Act 1984 and related legislative requirements.

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Essential

1. A doctoral qualification in relevant discipline.
2. Evidence of a record of research outputs/creative works in high quality refereed journals/outlets consistent with the discipline.
3. Evidence of quality and impact of research outputs/creative works including journal ranking, citation indices, patents awarded, reputation and standing of publishing house or other outlets, independent review from distinguished scholars or critics, or equivalent esteem measures as appropriate to the discipline.

4. Demonstrated high level communication and interpersonal skills with a commitment to the development of a collegial and supportive working environment and the ability to interact with students and staff with cross cultural sensitivity.
5. Demonstrated commitment to applying relevant and applicable policies, procedures and legislation in the day-to-day performance of the functions of this position.

Desirable

1. Commitment to quality teaching at undergraduate and postgraduate level.
2. Demonstrated ability to supervise HDR students
3. A history of successful competitive grant applications.

5. Capabilities and Behaviours (Curtin Leadership Framework)

It is a requirement that staff in leadership roles exhibit and model capabilities and behaviours consistent with the Curtin Leadership Framework (see http://odu.curtin.edu.au/curtin_leadership_framework.cfm). These include:

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