

Position Description



Position title	Postdoctoral Fellow
Primary work unit	Designing Future Productive Landscapes Centre of Excellence, hosted by the Faculty of Agriculture and Life Sciences.
Responsible to	Head of CoE
Responsible for	No direct reports
Position status	Full time, fixed term
Hours of work	37.5 per week, 1.0 FTE
Remuneration	This position will be offered on an individual employment agreement. The starting salary is negotiable and is dependent on relevant skills, qualifications and experience of the successful applicant.
Our values	Students at our core - students are our reason for being Innovation - innovation is encouraged through collaboration and partnerships Leadership - taking responsibility as a leader Integrity - doing the right thing in a reliable way

Lincoln – our university

As the longest-running agriculturally-based university in the Southern Hemisphere, Lincoln University's story begins with farming, but it certainly doesn't end there. As New Zealand's economy diversified, so have we. Lincoln University is here to enhance and enrich lives. To grow the knowledge of our students so they can shape a world that benefits from a greater understanding of the relationship between our land, the food produced from it and the ecosystems within it. With three academic faculties, one teaching division, several research centres (including the new 27,000sqm joint facility, in partnership with AgResearch, commencing build soon), and a range of corporate service units, Lincoln University draws its students from throughout New Zealand and from over 60 countries. Lincoln University has a student roll of around 3,000 and approximately 600 staff.

Lincoln is a progressive university with ambitious strategic goals and a commitment to having a professional workforce that reflects the diversity of its community. Professional staff engage with academic staff, students, parents, Government, Iwi, community groups and many other external stakeholders. All staff are expected to uphold the reputation of Lincoln through the way they undertake their work.

Lincoln is committed to the Treaty of Waitangi and the objectives and values as set out in its Māori Strategy, which is linked to Lincoln's Strategic Plan.

For further information about Lincoln go to www.Lincoln.ac.nz.

Position purpose

We are seeking an interdisciplinary-backgrounded postdoctoral researcher with training in social science or human-environment relations, political ecology, environmental sociology, geography or anthropology, etc.). The position requires familiarity with research approaches and ontologies of social science as well as theory (Actor Network Theory, Governmentality, Assemblage, etc.). Ideally, the researcher will be sufficiently aware of the value, concerns and sensibilities of social research and systems modelling approaches.

Position location

Designing Future Productive Landscapes Centre of Excellence.

Strategic context

Designing Future Productive Landscapes Centre of Excellence supports the Lincoln University strategy of being New Zealand's specialist, land-based university, through its portfolio of programmes and research focussed on 'feeding the world, protecting the future and living well'. The Centre does this through the delivery of national and international related research and effective engagement with relevant industry and professional organisations that focus on agro-ecosystems, regional landscape design and Mātauraka Māori.

Key responsibilities**1. Research**

Outcome Collaborative research activity at a level appropriate to the career stage of a Postdoctoral Fellow as evidenced by:

- Key responsibilities include:
1. Research on relevant topics as agreed with the Professor, Department of Agricultural Sciences.
 2. Publishing in disciplinary-relevant internationally refereed journals (i.e. where the refereeing process is of international standing) and/or with academically reputable national and/or international presses.
 3. Indicators of the impact and significance, or potential for impact and significance, of research activities.
 4. Where appropriate, encouraging, contributing to and producing research outputs in the form of substantial creative works (e.g. creative performance etc.).
 5. Where appropriate, contributing to research which provides cultural innovation or socio-economic benefits, nationally and internationally.
 6. Participating in research teams that may include members from other disciplines and institutions and that address national or international priority areas.
 7. Where possible, incorporating Maori and Pasifika perspectives and interests into your research.
 8. Engaging constructively and productively on research interests with colleagues within and outside the University.
 9. Seeking and successfully attracting internal and/or national level funding for research activities as required.

2. Administration

Outcome: Contribution to the functioning of the Department and Faculty

- Key responsibilities include:
1. Participation in meetings, seminars and workshops as required.
 2. Comply with all legal and University requirements in respect of the administration and management of university records.
 3. Carrying out other such duties as may be reasonably required by the Head of Department or Dean of the Faculty.
 4. Contribute to relevant undergraduate and postgraduate courses as agreed with the Head of Department.

3. Service

- Outcome: Commitment to service to the University and the wider community as evidenced by:
- Key responsibilities include:
1. Contributing to the collegial development of the Programme, School and Faculty through respectful and transparent interactions with colleagues.
 2. Contributing to the University's Treaty of Waitangi and equity obligations and/or objectives.
 3. Developing a role in your professional body or disciplinary community.
 4. Fostering relations with industry, government, professional bodies and the wider community.

4. Behavioural Indicators

- Outcome: The person appointed to this role will understand and be committed to the following:
- Key responsibilities include:
1. Academic Integrity – committed to the discipline and to collegial decision-making, maintains high professional and ethical standards, and has enthusiasm for teaching and research.
 2. Innovation – encourages the discussion, free debate and generation of creative ideas and solutions in teaching and research.
 3. Equity and Diversity – considers equity/diversity perspectives (e.g. Maori, Pasifika, international students/staff, gender, disability) and supports increased participation and success of colleagues and students in these groups.
 4. Communication – communicates clearly and in a variety of ways to suit the situation and needs of the recipients.
 5. Collegiality – deals with colleagues and others in a respectful and fair way.
 6. External Relationships – builds and maintains productive external relationships and networks that benefit the individual and the University.

5. Treaty of Waitangi

- Outcome: Demonstrates, and encourages others to demonstrate, support for the University's commitment to the Treaty of Waitangi.
- Key responsibilities include:
1. Support the University to meet its obligations under the Treaty of Waitangi

6. Health & Safety

- Outcome: To support a safe working and teaching environment for staff and students
- Key responsibilities include:
1. Accepts responsibility for own safety and wellbeing
 2. Be aware of and follow the university's Health & Safety Policies, procedures and guidelines
 3. Undertake all health and safety training and induction, as required
 4. Ensure that all appropriate personal protective equipment is worn or used as required
 5. Report all incidents and hazards, and unsafe behaviours

Key relationships

The Postdoctoral Fellow will develop and maintain excellent working relationships with staff in the Designing Future Productive Landscapes Centre of Excellence and across Lincoln University. To perform effectively in the position the Postdoctoral Fellow will also work Local and Central Government agencies, Iwi, farmers and external stakeholders (including individual and relevant agencies) as required.

Delegations

There are no delegated authorities for this position.

Competencies

Competency	Demonstrated by
Client focus	Understands and believes in the importance of client service; listens to and understands the needs of internal and external clients; displays professional, courteous and empathetic approach; considers equity and diversity issues in interactions; meets and exceeds client needs to ensure satisfaction
Self-management	Effectively plans and organises work to achieve desired outcomes; proactive, remains focused, takes action to overcome obstacles and follows through to completion
Integrity	Is fair, open, honest and consistent in behaviour and can be relied upon; is receptive to Māori, Pasifika and multicultural issues; generates confidence in others through professional and ethical behaviour
Innovation	Thinks in terms of opportunities and possibilities. Recognises the value of creative and new ideas and harnesses their benefits. Encourages the discussion, free-debate and generation of creative ideas and solutions. Develops unique solutions that are not limited by previous solutions.
Analysis and judgement	Identifies and analyses issues and problems, considers alternatives, makes sound decisions and commits to a course of action
Communication	Clearly and concisely communicates with a wide range of people in all situations, both orally and in writing; effectively listens; understands cultural differences in regard to communication
Relationship building	Builds and maintains positive and productive working relationships and networks; consults widely; is sensitive towards different peoples and cultures

Selection criteria

Education

A PhD in a relevant field, or other relevant qualifications commensurate with the role. Relevant disciplines include social sciences or human-environment relations, political ecology, environmental sociology, geography or anthropology.

Technical or professional knowledge, skills and experience

Essential

- Interdisciplinary background that includes training in social science (geography, sociology, political studies, anthropology, etc.). It is important to have familiarity with the research approaches and ontologies of social science.
- Capacity for statistical analysis and modelling using survey data

Desirable

- Experience conducting surveys to collect social data.
- Training and research experience in human-environment relations (political ecology, environmental sociology, etc.)
- Familiarity with relational social theory (Actor Network Theory, Governmentality, Assemblage, etc.)
- A developing record of scholarly research and publication and/or creative work
- Demonstrated evidence of good oral and written communication skills
- Good interpersonal skills and demonstrated ability to work with students and staff from a diverse range of backgrounds
- The ability to contribute to teaching within a multi-and inter-disciplinary setting, and to stimulate, encourage and facilitate learning at undergraduate and postgraduate levels.

Desirable

- Evidence of commitment to the use of technology and innovation to enhance teaching and research.
- Experience in statistical analysis and modelling using survey data.

Special role requirements

As the work is based in a specific region, it will be necessary for the Postdoctoral Fellow to travel to the around Canterbury and New Zealand, and at times may have to base themselves in specific locations for up to 2 days at a time.
