



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Senior Research Fellow
– Crop Physiologist /
Research Agronomist



CONTENTS

Queensland Alliance for Agriculture and Food Innovation	01
Role of the Senior Research Fellow – Crop Physiologist / Research Agronomist	02
About you	04
Conditions of employment	05
How to apply	05
The University of Queensland	06
Governance	07
Strategic direction	07
Strategic Plan 2022–2025	08
UQ Leadership Framework	09
About Warwick	10
Further information	11



Queensland Alliance for Agriculture and Food Innovation

The Queensland Alliance for Agriculture and Food Innovation (QAAFI) is a unique research institute in Australia as it is a jointly funded initiative of UQ and Agri-Science Queensland and Biosecurity Queensland, part of the Department of Agriculture and Fisheries (DAF). QAAFI conducts research and development to benefit the food and fibre sector both nationally and internationally. The Institute's strengths are reflected in its four research centres – the Centre for Horticultural Science, the Centre for Crop Science, the Centre for Animal Science and the Centre for Nutrition and Food Sciences. QAAFI brings together scientists from UQ and DAF to conduct high-end science that delivers higher impact outcomes for industry and the community.

The Centre for Crop Science consists of over 140 research staff and students, with three main research hubs at the UQ St Lucia and Gatton campuses and the DPI Hermitage Research Facility in Warwick, approximately 160 km from Brisbane. The sorghum team at Hermitage, consisting of 20 UQ staff and students and 5 DPI staff, has an international reputation for its sorghum genetics, genomics and plant physiology research. It attracts funding from a wide range of sources including the Australian Research Council, the Grains Research and Development Corporation and The Bill and Melinda Gates Foundation. The team has access to excellent facilities for field-based research including precision planting and harvesting equipment, equipment for detailed physiological studies and a range of remote sensing systems. The group is characterised by high levels of collaborative inter-disciplinary research, with strong research activities both within and outside of Australia.

Details of the research interests of QAAFI may be accessed on the Institute's [website](#).



Role of the Senior Research Fellow – Crop Physiologist / Research Agronomist

About this opportunity

In this role, you will lead and contribute to research programs in crop physiology and/or agronomy to improve agricultural productivity and sustainability. The position requires strong expertise in plant performance under varying environmental conditions, crop improvement strategies, and farming system optimisation. You will engage with industry, government, and research collaborators, fostering partnerships that deliver outcomes aligned with regional and national agricultural priorities. This role involves independent research, supervision of students, and leadership within multidisciplinary teams.

Duties

Research

- Design, develop, and lead research projects in crop physiology or agronomy with relevance to major crops such as sorghum, mung bean, or wheat.
- Apply advanced research methodologies to enhance crop performance under biotic and abiotic stress.
- Conduct experiments in field and controlled environments, managing research data with rigor and integrity.
- Publish research outcomes in high-impact journals and present findings at national and international conferences.
- Secure competitive research funding through grants, industry contracts, and other sources.
- Translate research into practical applications for end-users in agriculture and food production sectors.
- Build strong partnerships with industry bodies, government agencies, and producers

Supervision and researcher development

- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrates and leads others in the responsible conduct of research.
- Demonstrates personal effectiveness in supervision and management and development of researcher capability and skill.
- Lead the facilitation of engagement opportunities for supervisees
- Effective lead and develop employee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.



Citizenship and service

- Consistently demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and a responsibility for staff wellbeing.
- Demonstrate a track record of achievement in relation to internal service roles, including high level of collaboration and participation in decision-making and service on relevant committees.
- Undertake administrative processes as required.
- Establish a track record of collaboration in relation to external service activities.
- Advance external links and partnerships by collaborating on external activities and sustain relationships with industry, government departments, professional bodies and the wider community.

Teaching

- Where undergraduate and postgraduate teaching is undertaken achieve teaching quality as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University [sustainability responsibilities and procedures](#).
- Requirements of the *Education Services for Overseas Students Act 2000*, the *National Code 2007* and associated legislation, and related [responsibilities and procedures](#) developed by the University.

Organisational relationships

This position reports to the Director of the Centre for Crop Science, at the Queensland Alliance for Agriculture and Food Innovation. The position will also report day-to-day to Professor David Jordan at the Hermitage Research Facility, Warwick.



About you

Essential

- A PhD in Crop Science, Agronomy, Plant Physiology, or a related field.
- A strong track record of independent and collaborative research, including peer-reviewed publications.
- Demonstrated success in securing research funding and delivering research projects on time and within budget.
- Expertise in crop physiology, agronomy, or related areas, preferably in tropical or subtropical cropping systems, with a focus on plant-environment interactions, with linkages to crop improvement programs.
- Experience in experimental design and analysis, field trials, and/or controlled environment research, including familiarity with digital agriculture technologies (e.g., remote sensing, precision agriculture).
- Demonstrated ability to supervise postgraduate research students and mentor early-career researchers.
- Proven ability to engage with industry partners, government agencies, and producers to deliver impactful research.
- Strong leadership and teamwork skills, with experience contributing to multidisciplinary research programs.
- Excellent written and verbal communication skills, with the ability to communicate research outcomes to diverse audiences.



Conditions of employment

Employment type

This is a full-time, fixed-term position at Academic Level C, based at the Hermitage Research Station, Warwick.

The position will be available for five years from the agreed start date. There is the possibility for a further five year term, based on performance of the candidate. This will be subject to a rigorous interview process in 2029.

Salary and benefits

The full-time equivalent base salary will be in the range of \$134,846 – \$155,246 plus super of up to 17%. The total FTE package will be in the range of \$157,769 – \$181,638 per annum.

Classification

This position is classified at Academic Research Level C

Relocating from interstate or overseas?

Visa sponsorship may be available for this appointment. We may be able to support you with the visa sponsorship process and/or a relocation support package. You can find out more about life in Australia's Sunshine State [here](#).

How to apply

All applicants must upload the following documents through the [UQ Careers](#) portal in order for your application to be considered:

- Resume
- Cover letter
- Responses to the 'About You' section



The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (40), Academic Ranking of World Universities (63), and Times Higher Education World University Rankings (77).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy a rich campus experience, including a range of accommodation options, as well as innovative and flexible learning pathways, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 55,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's 4 beautiful campuses in South East Queensland at St Lucia, Herston, Gatton and Dutton Park. They include around 20,000 postgraduate and approximately 21,500 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ's 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 PhDs.

UQ's 6 faculties, 8 globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 2,500 scientists, social scientists and engineers, who champion research excellence and continue UQ's tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (452 awards worth \$339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$57 billion.

UQ is one of only 4 Australian members of the global Universitas 21, a founding member of the Group of Eight (Go8) universities, a member of Universities Australia, and a member of the Association of Pacific Rim Universities (APRU).

UQ employs more than 7,500 academic and professional staff (full-time equivalent) and has a \$2.47 billion annual operating budget.



Governance

The University of Queensland is governed by a 22-member Senate representing University and community interests. Senate is led by the Chancellor, elected by the Senate. The University of Queensland Act 1998 grants Senate wide powers to appoint staff, manage and control University affairs and property, and manage and control finances to promote the University's interests.

uq.edu.au/about/governance

Strategic direction

By 2032, UQ will be known as a university that:



Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences



Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities



Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world's most pressing challenges



Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation



Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific



Breaks down barriers to education through the targeted and effective Queensland Commitment



Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives



Strategic plan 2022-2025

Our vision

Knowledge leadership for a better world.

Our mission

Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national and global.

Our values

What we strive for

Creativity

We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities

Excellence

We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

Central to what we do

Truth

Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

How we work together

Integrity

We always act with integrity. As stewards of the University's resources and reputation, we are honest, ethical and principled.

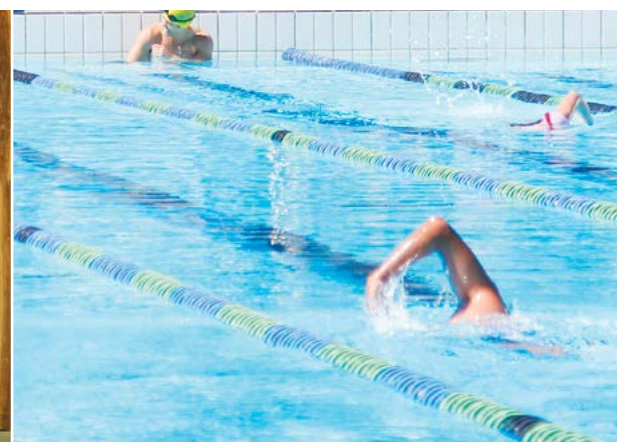
Courage

We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

Respect and inclusivity

We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.

about.uq.edu.au/strategic-plan

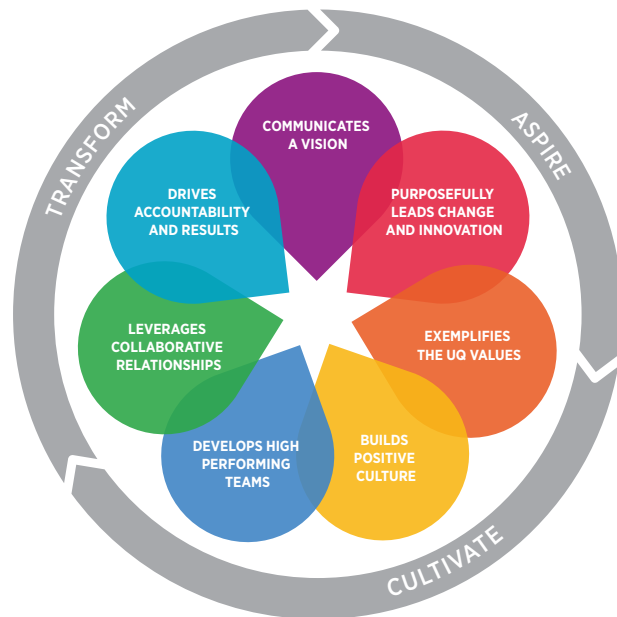


UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.



Aspire

Enact UQ's vision, anticipate change and leverage innovation.

1. Communicates a Vision

Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

2. Purposefully leads change and innovation

Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

Cultivate

Exemplify the UQ values and develop high performing teams and positive culture.

3. Exemplifies the UQ Values

Role models UQ values and demonstrates loyalty to the University.

4. Develops high performing teams

Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

5. Builds positive culture

Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

Transform

Deliver results that make a difference and create long-term value.

6. Leverages collaborative relationships

Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

7. Drives accountability and results

Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



About Warwick

Warwick is a town in southeast Queensland, Australia, located approximately 160 kilometres southwest of Brisbane. Situated in the picturesque Southern Downs region, it is known for its stunning natural landscapes and rich agricultural heritage. With a population of around 15,000, it is less than one hour drive from the major regional centre of Toowoomba. Warwick offers a welcoming, family-friendly atmosphere, providing a range of educational options, including primary and secondary schools, and is well-serviced with amenities and recreational facilities, including the Warwick Indoor Recreation and Aquatic Centre.

Warwick has a vibrant cultural and sporting scene, with many parks, galleries, and annual events, including a Jazz festival and the renowned Warwick Rodeo. The nearby Granite Belt wine region produces excellent wines and fresh fruit, complemented by the cool climate. Outdoor enthusiasts are drawn to the region's World Heritage Listed national parks, including Girraween, Goomburra, and Main Range, which feature dramatic granite outcrops, cascading waterfalls, and scenic hiking trails, making Warwick a hub of natural beauty and community vitality.

Additional information is available via:

- southernqueenslandcountry.com.au/destinations/warwick
- queensland.com/au/en/places-to-see/destinations/southern-queensland-country/what-to-do-warwick

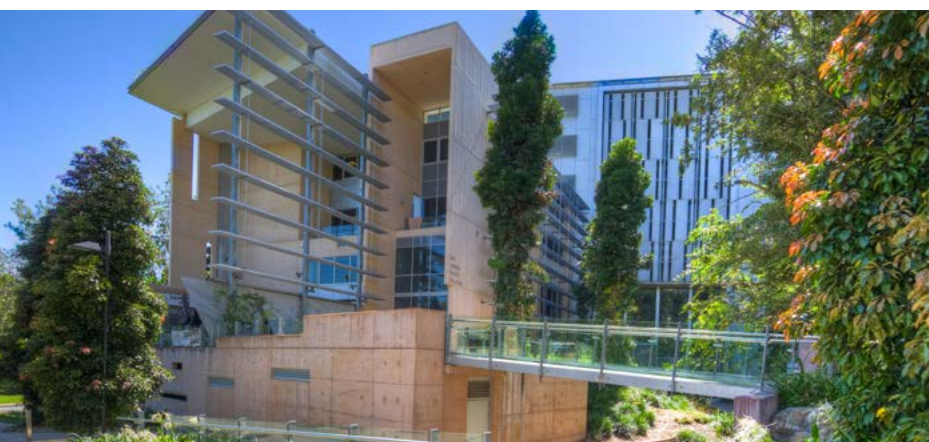


Further information

General information on the University is available through the University's website: uq.edu.au

Other documents which you may wish to refer to include:

- Annual Report: about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports
- Governance: about.uq.edu.au/governance
- Key statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
- Organisation chart: about.uq.edu.au/files/5643/org-chart.pdf
- Research at UQ: research.uq.edu.au
- Strategic Plan 2022–2025: about.uq.edu.au/strategic-plan
- UQ Global Strategy: global-strategy.uq.edu.au
- UQ Reconciliation Action Plan: about.uq.edu.au/reconciliation/plan
- UQ Aboriginal and Torres Strait Islander Employment Strategy: staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf





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