



## ONE BASIN COOPERATIVE RESEARCH CENTRE PROGRAM LEADER POSITION INVITATION TO APPLY

The One Basin CRC is inviting applications for a Program Leader role, to lead a high impact R&D program focused on supporting regions across the Murray-Darling Basin to be sustainable, productive and resilient.

Our priority is for applications from research leaders with a track record of working with government, industry and/or community in delivering high quality research with practical impacts. We have flexibility in terms of the disciplinary field of the applicant and employment arrangements (see below).

The position is funded by the One Basin CRC and the appointment will be made at Level D or E (Assoc. Professor or Professor) via one of our partner universities which include: The University of Melbourne, The University of Sydney, ANU, University of Adelaide, Charles Sturt University, Flinders University and University of Southern Queensland. The successful candidate may already be in a position with one of these universities or this may be a new appointment.

Subject to agreement with the university host, the role may be undertaken from one of our Regional Hubs located at Loxton, Mildura, Griffith or Goondiwindi or a campus of the host university.

We expect the appointment will be for a period of between 3-5 years and at a fraction of between 0.3FTE and 0.5FTE, although appointments for longer periods and at a higher FTE fraction may be possible with the support of the host university.

Each One Basin CRC Program Leader has responsibility for a thematic area of research. The thematic area for this advertised role will be shaped in discussion with the successful applicant and to compliment the skills of the other three Program Leaders (further details are in the PD).

Program Leaders in the One Basin CRC are focused primarily on research leadership including leadership of program design, delivery and review. Program administration is largely managed by a supportive professional team including our Head Office administrative staff and four Regional Hub Managers.

We are a distributed team working across multiple sites. We meet on-line to coordinate our work. Regular meetings include a 30min Scrum Meeting each week as a touch point for the whole team, and a weekly one-hour Program Leader meeting to coordinate research leadership across the programs. We routinely review our team meeting rhythm and design to ensure meetings are useful and productive. In addition, we hold an annual two-day event with our partners, and a 3-5 day leadership retreat. These annual events are held in-person, somewhere in the Murray-Darling Basin.

The One Basin CRC is committed to creating and supporting a diverse and inclusive team with an environment that welcomes and values all people. Applications for flexible working arrangements will be fully considered subject to meeting the inherent requirements of the position.

Please email your application to [admin@onebasin.com.au](mailto:admin@onebasin.com.au) including your CV and a brief statement of your experience against the selection criteria. More information about the One Basin CRC is available at [onebasin.com.au](http://onebasin.com.au). Inquiries should be sent to Prof. Seth Westra (Research Director) [seth.westra@onebasin.com.au](mailto:seth.westra@onebasin.com.au)



## ONE BASIN COOPERATIVE RESEARCH CENTRE

### PROGRAM LEADER POSITION DESCRIPTION

#### **Acknowledgement of Country**

The One Basin CRC acknowledges and pays respect to the Traditional Owners of the Murray-Darling Basin and their Nations. We pay respect to Traditional Owners of the lands and waters upon and around which our organisations are situated. We acknowledge their deep cultural, social, spiritual, environmental and economic connection to their lands and waters. We pay respect to their Elders – past, present and future.

#### **One Basin CRC Overview**

The One Basin CRC is a focused research collaboration developing policy, technical and financial solutions to support and reduce exposure to climate, water and environmental threats in the Murray-Darling Basin. The CRC includes more than 85 partners across industry, governments, research organisations and not for profits working to achieve a more productive, resilient and sustainable Murray-Darling Basin. The CRC commenced on 1 July 2022 supported by a commonwealth grant of \$50m from the Commonwealth CRC Program and \$106.5m co-investment of our partners over 10 years. The One Basin CRC is an incorporated company under the Corporations Act and is governed by an Independent Board.

The CRC has a strong commitment to work collaboratively with our partners and stakeholders across the basin to achieve real world outcomes and impact. The One Basin CRC is a values-based organisation. Effective engagement and communication are central to our value proposition and are embedded as core values of the organisation.

The CRC has a distributed team working across regions and organisations led by an executive and administrative 'Head Office' staff. The CRC has a commitment to place-based research in the Basin with focus around four Regional Hubs located at Loxton, Mildura, Griffith and Goondiwindi. Three quarters of our staff will be based in the Basin focussed in and around these regional hubs.

#### **Program Leader responsibilities**

Each One Basin CRC Program Leader has responsibility for a thematic area of research. The thematic area for this advertised role will be shaped in discussion with the successful applicant and to compliment the skills of the other three Program Leaders. We invite potential applicants to review our projects at <https://onebasin.com.au/projects/> to understand the scope of the CRC's research investments to-date. Based on identified areas of likely future investment, it is possible that the program could integrate elements of the existing Foresight and Decisions program, and/or a possible new program that focuses on river and land health.

The ongoing Program Leaders are Prof Seth Westra who has a background in hydrology and climate risk and leads the Technology and Opportunities program, Prof Neville Crossman, who has background in economics and leads the Adaptation and Innovation program, and Prof Troy Meston, who has a background in Indigenous studies at the interface between education, technology and Indigenous studies, and leads the First Nations research program. We are searching for a Program leader with relevant and complementary expertise.



## **One Basin CRC Values**

- COLLABORATIVE : Our solutions are codesigned by partners with diverse perspectives and capabilities.
- PRACTICAL : We work in regions to develop useful, relevant and trusted products.
- COURAGOUS : We show courage and ambition in tackling complex problems with entirely new solutions.
- NURTURING : We train the next generation of leaders to support innovation and adaptation in the future.
- ACCOUNTABLE : We are accountable to the highest standards of R&D program leadership and management.

## **Diversity, Inclusion and Flexibility**

The One Basin CRC is strongly committed to creating and supporting a diverse and inclusive environment that welcomes and values all people. Applications for flexible working arrangements will be fully considered subject to meeting the inherent requirements of the position.

## **Occupational Health & Safety**

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. Employees must abide by the One Basin CRC OH&S Policy at all times.

ROLE OVERVIEW			
ROLE TITLE	Program Leader		
REPORTING TO	Director, Research	<b>TERM (months)</b>	36 - 60
FTE EQUIVALENT	0.3-0.5 FTE and open to discussing how this might work as part of a broader role	<b>SALARY</b>	Level D-E (Assoc Prof /Professor)
PROBATION	6 Months	<b>SUPERANNUATION</b>	17%
LOCATION	Any location within the Murray-Darling Basin, or within any of the CRC's partner universities. Travel will be required to regional areas including our 4 regional hubs Goondiwindi, Loxton, Mildura and Griffith		

POSITION DETAILS	
ROLE PURPOSE	<p>The Program Leader provides research leadership within their program area to ensure research resources and activities are well targeted towards the aims of the One Basin CRC. This includes providing overall leadership and strategy input into the program development, supporting initial project co-design work, contributing to the monitoring and evaluation and reporting of research projects, and facilitating and enabling activities to maximise project and program impact.</p> <p>The thematic area for this advertised role will be shaped in discussion with the successful applicant and to compliment the skills of the other three Program Leaders. Based on identified areas of likely future investment, it is possible that the program could integrate elements of the existing Foresight and Decisions program, and/or a possible new program that focuses on river and land health.</p> <p>The program leader will work closely with our Regional Hub Managers and other members of the CRC leadership team to deliver a successful program of industry-led research. The Program Leader will engage One Basin CRC partners to identify research priorities, and through the building and engagement of research teams, facilitate the design and delivery of approved research projects. Reporting requirements include providing timely summary updates to the One Basin CRC Board, Partner Forum, Cross-Hub Advisory Committee, Regional Advisory Committees and the Commonwealth government. The Program Leader will also participate in research activities where this is appropriate to the Program Leader role and aligned with Program Leader expertise.</p>
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> <li>• PLAN: Provide research leadership and vision for program planning. This includes: <ul style="list-style-type: none"> <li>○ overall leadership and strategic planning of the program area;</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ working with the Program Leader cohort to lead operational planning of One Basin CRC programs in addressing industry-defined challenges; and</li> <li>○ overseeing project co-design for the Program.</li> </ul> <ul style="list-style-type: none"> <li>● MENTOR: Lead and mentor project leaders through all phases of project development and delivery to ensure: <ul style="list-style-type: none"> <li>○ effective engagement of researchers with industry throughout planning, delivery and reporting;</li> <li>○ high quality research in this Program area; and</li> <li>○ robust project management to ensure timely delivery of products and reporting, operation within budgets and project compliance with One Basin CRC policies and procedures.</li> </ul> </li> <li>● RESEARCH: Participate in research activities that are aligned with the leader’s expertise and appropriate to the leadership role including strategic, reflexive and review activities.</li> <li>● ADVISE: Bring high-level applied research expertise to: <ul style="list-style-type: none"> <li>○ reviewing of project delivery as a member of Project Advisory Committees;</li> <li>○ engaging with One Basin CRC partners as needed; and</li> <li>○ supporting external partnerships.</li> </ul> </li> <li>● LEAD: Participate as a member of the One Basin CRC Leadership Team in contributing to: <ul style="list-style-type: none"> <li>○ One Basin CRC leadership meetings including the Partner Forum and other governance committees as required;</li> <li>○ contribute to development and maintenance of One Basin CRC plans, policies, procedures and other administrative instruments relevant to their Program area; and</li> <li>○ engagement with One Basin CRC Partners and external advocacy and thought leadership for the One Basin CRC in industry, research and public forums.</li> </ul> </li> <li>● DELIVER: Responsibility for delivering on the One Basin CRC Commonwealth milestones in the relevant Program area and contribution to reporting on progress towards their delivery</li> <li>● COMPLY: Apply One Basin CRC Work Health and Safety Policies and other policies of the One Basin CRC.</li> </ul>
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QUALIFICATIONS AND COMPETENCIES	
ESSENTIAL SELECTION CRITERIA	<ul style="list-style-type: none"> <li>● PhD in a relevant discipline</li> <li>● A research track record directly relevant to this Program</li> <li>● Research leadership experience in a relevant field</li> <li>● Successful management of a substantive research program</li> </ul>

	<ul style="list-style-type: none"> <li>• A track record of successful industry or government research partnerships.</li> <li>• Excellent engagement and communication skills, with the ability to communicate to a wide range of stakeholders.</li> <li>• Demonstrated capacity to work effectively as a member of a team</li> <li>• Alignment and commitment to the CRCs organisational values.</li> <li>• A driver's licence for one of the Australian states, or an overseas license with eligibility for an Australian license</li> </ul>
DESIRABLE SELECTION CRITERIA	<ul style="list-style-type: none"> <li>• Excellent research track record.</li> <li>• Well established and relevant research networks.</li> <li>• Well established and relevant industry and/or government networks.</li> <li>• Experience in working in regional Australia</li> <li>• Experience in co-design and/or other participator research practices</li> <li>• Experience of research engaging First Nations people</li> </ul>