



## POSITION DESCRIPTION

Department of Medicine, Royal Melbourne Hospital  
Faculty of Medicine, Dentistry and Health Sciences

### Research Fellow/Senior Research Fellow, Gerontology & Epidemiology

<b>POSITION NO</b>	0041465
<b>CLASSIFICATION</b>	Level B or C, depending on level of experience
<b>WORK FOCUS CATEGORY</b>	Research Focused
<b>SALARY</b>	\$98,775 - \$117,290 p.a. (level B) or \$120,993 - \$139,510 p.a. (level C) <i>Level of appointment is subject to qualifications and experience.</i>
<b>SUPERANNUATION</b>	Employer contribution of 9.5%
<b>WORKING HOURS</b>	Full-time
<b>BASIS OF EMPLOYMENT</b>	Fixed-term position available for 2 years Fixed term contract type: Research
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Professor Andrea B. Maier Tel +61 3 9342 2635 Email <a href="mailto:andrea.maier@unimelb.edu.au">andrea.maier@unimelb.edu.au</a>  <i>Please do not send your application to this contact</i>

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

## ***Position Summary***

The Research Fellow/Senior Research Fellow will be part of the Gerontology research group, which has recently been established at the Department of Medicine, Aged Care, at the Royal Melbourne Hospital (City Campus). Due to the change in life expectancy over the last decades, the number of older individuals with age-related diseases is steadily increasing. Ageing has been identified as the most important risk factor for age-related diseases and the pathophysiological understanding of its mechanisms has improved significantly over the last decade. The Research Fellow/Senior Research Fellow will undertake research in the interface of Epidemiology and Gerontology, testing epidemiological trades of ageing in well phenotyped cohorts to understand: 1) the interaction between disease and ageing, 2) the interaction of different diseases occurring in individual humans. Establishing tools to determine the biological age (persons rate of ageing) in different age groups will form part of the work.

You will undertake relevant projects in the Gerontology research group lead by Professor Andrea Maier, reporting to her and working in an international, multi-disciplinary, innovative environment. You will be responsible for the primary day to day management of the epidemiological component of the research projects and will be involved in all aspects of the research, including experimental design, analysis of results and reporting of findings in conference presentations and scientific papers. You will be involved in the supervision of students, including Honours, Masters and PhD students.

### ***1. Key Responsibilities***

#### **1.1 RESEARCH AND RESEARCH TRAINING**

- ▶ Design and conduct the epidemiological part of cohort studies in close collaboration with other research team members (bio-gerontology)
- ▶ Participate in research independently and as a member of a research team
- ▶ Produce quality conference, seminar papers, publications and presentations at conferences and seminars where appropriate
- ▶ Prepare research proposals for submission to external funding bodies to obtain external research income
- ▶ Provide effective supervision of honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students within the research field
- ▶ Significantly contribute to research projects including leadership of research teams or management of projects, leading to publications in peer reviewed journals
- ▶ Contribute to data collection and analysis, using specialised programs for qualitative/quantitative data assessment such as SPSS
- ▶ Contribute to publications arising from scholarship and research, such as publication of books and in peer reviewed journals as primary author
- ▶ Occasional contributions to teaching within research field.

#### **1.2 LEADERSHIP AND SERVICE**

- ▶ Assist with drafting and submitting research ethics and governance applications/amendments as required

- ▶ Identification of sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in the discipline
- ▶ Effective training of research support staff and students as required
- ▶ Establish and maintain collaborations with research groups internal and external to the Department, including nationally and internationally to progress the Gerontology group's research objectives
- ▶ Participation in knowledge transfer to medical staff and the general public via various forums and platforms including public lectures and blogs
- ▶ Participate in community and professional activities related to the relevant disciplinary area
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

### 1.3 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Allocate and monitor workload and address associated issues in a timely manner.
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

## 2. *Selection Criteria*

### 2.1 ESSENTIAL

- ▶ PhD or professional qualification in clinical epidemiology or biomedical science and strong research experience in epidemiology/statistics
- ▶ Demonstrated independent and/or team-based research in clinical epidemiology and related fields
- ▶ Demonstrated ability to apply research methodologies and quantitative/qualitative data analysis
- ▶ Extensive experience in cohort studies
- ▶ Developing research profile at a national level as evidenced by:
  - ▶ Identification of funding to support individual or collaborative projects relating to teaching, research and leadership practice in the discipline
  - ▶ Developing publication record in high-impact peer reviewed journals

- ▶ Strong interpersonal and communication skills, with an ability to build and maintain relationships with key collaborators on a national and international level;
- ▶ Demonstrated excellent verbal and written communication skills for effective research collaboration and engagement
- ▶ Ethical scholar who values diversity and works effectively with individual differences

*In addition to the above, essential criteria for a Level C appointment are:*

- ▶ Significant research profile at a national level as evidenced by:
  - ▶ Demonstrated success in obtaining research funding,
  - ▶ Strong, independent and original publication record in high-impact peer-reviewed journals
- ▶ Track record in supervising, mentoring and training junior research staff in their academic trajectory
- ▶ Effective supervision of higher degree and post-doctoral research students
- ▶ Evidence of significant contribution to independent and team-based research in Epidemiology, Gerontology and related fields;
- ▶ Demonstrated experience in the completion of research projects with multiple partners and stakeholders.

## 2.2 DESIRABLE

- ▶ Demonstrated ability to identify and obtain research grants and procurement
- ▶ Experience in the supervision or co-supervision and mentoring of honours and postgraduate students and other staff (PhD contingent)
- ▶ Understanding of ageing mechanisms and experience with ageing related outcomes

## 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 the University's People Strategy 2015-2020 and policies that address 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 the targets of Growing Esteem.

#### **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:

<http://safety.unimelb.edu.au/topics/responsibilities/>

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

#### **5. Other Information**

##### **5.1 DEPARTMENT OF MEDICINE, RMH**

[www.medicine.unimelb.edu.au/medicine-and-radiology](http://www.medicine.unimelb.edu.au/medicine-and-radiology)

The Department of Medicine and Radiology is a large and diverse department in the Melbourne Medical School that undertakes research, postgraduate and undergraduate teaching within the University of Melbourne teaching hospitals. The Department of Medicine at The Royal Melbourne Hospital is the largest node of the Department, and includes staff and students working in the Melbourne Brain Centre at RMH.

The objectives of the Department of Medicine at RMH are to provide clinical and research leadership from the interface of basic science and clinical medicine across the medical disciplines within the environment of the Royal Melbourne Hospital, to teach undergraduate and postgraduate students, to perform high quality research, and to provide leadership in national medical and scientific bodies. The Department has students enrolled in Bachelor of Science (Hons), Master of Biomedical Science, Master of Medicine, Doctor of Medicine and Doctor of Philosophy students. The Department also regularly hosts students for research training on exchange from other Australian and International Universities.

##### **5.2 MELBOURNE MEDICAL SCHOOL**

[www.medicine.unimelb.edu.au](http://www.medicine.unimelb.edu.au)

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of eight clinical departments (General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

### 5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

[www.mdhs.unimelb.edu.au](http://www.mdhs.unimelb.edu.au)

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

### 5.4 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 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>.

### 5.5 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of *Research at Melbourne: Ensuring Excellence and Impact to 2025*.

## 5.6 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 <http://www.unimelb.edu.au/governance>