# Research Fellow (Law and Genomics Health)

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<th>POSITION NO</th>
<th>0060568</th>
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| CLASSIFICATION | Level A: Research Fellow, Grade 1  
                | Level B: Research Fellow, Grade 2 |
| SALARY      | Level A: $80,258 - $108,906 per annum  
                | Level B: $114,645 - $136,136 per annum |
|             | _Level of appointment will be commensurate on qualifications and experience_ |
| SUPERANNUATION | Employer contribution of 17% |
| WORKING HOURS | Full time (1FTE) |
| BASIS OF EMPLOYMENT | Fixed term for 2 years |
| OTHER BENEFITS | [https://about.unimelb.edu.au/careers/staff-benefits](https://about.unimelb.edu.au/careers/staff-benefits) |
| HOW TO APPLY | Online applications are preferred. Go to [http://about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers), select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number. |
| CONTACT FOR ENQUIRIES ONLY | Professor Mark Taylor  
                          | Email taylor.m@unimelb.edu.au |
|             | _Please do not send your application to this contact_ |

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

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

Collecting, storing, sharing and using clinical and genomic data is vital across basic and translational research, clinical care, and population health. However, the creation and effective use of such datasets remains under-developed, under-utilised and disconnected. A key reason for lack of progress in realising a national data governance framework is ongoing tension and uncertainty regarding ethical, legal and social issues (ELSI) of genomic data governance across jurisdictions.

LINEAGE (https://lineagestudy.org.au/) is an ambitious 5-year study (2022-2027) funded by the Medical Research Future Fund that brings together bioethics scholars, legal academics, social scientists, clinical geneticists, genomic scientists, patients, First Nations Scholars and others across multiple universities and partner organisations. It will generate knowledge to enable more effective and sustainable creation, implementation, and use of clinical and genomic datasets in Australia. It is undertaking transdisciplinary research to address emerging ELSI in such datasets and clarify how to govern them effectively and responsibly.

The over-arching objective of LINEAGE is to articulate, deliberate on and resolve emerging ELSI and to use this knowledge to create a new governance framework for clinical and genomic datasets in Australia. The framework will be aligned with relevant international governance instruments, to facilitate the value of clinical and genomic datasets beyond Australia’s borders. The framework will be attuned to current practices in Australian research and clinical care, and will benefit (and be co-designed with) all stakeholders: patients, their families and the public (among them First Nations and culturally, ethnically and linguistically diverse populations), clinicians, researchers and industry. The framework will be developed in such a way that it promotes effective operating of clinical and genomic datasets, to deliver improved health outcomes, while at the same time ensuring their broad social licence and public trust.

In the project to date, work has been completed to identify ELSI in governance in existing scholarship. We now require an experienced post-doctoral researcher to undertake one or more scoping reviews. First, they will synthesise the existing scholarship and regulation on the emerging ELSI issues identified (and their underlying concepts and principles), and identify gaps and overlap. Second, they will consider how the identified emerging ethical, legal and
social issues in governance of clinical and genomic datasets may be addressed from the legal perspective.

Working with colleagues across the LINEAGE consortium, the researcher will support the formulation of an interdisciplinary stance on the identified issues and how this might be articulated in governance. They will flag issues that may be difficult to resolve, and for which reform of law or regulation may be needed. This will provide the foundation for governance solutions and the framework.

The role will be appointed as a Level A or Level B based on the Selection Committee’s determination of the candidate’s application, credentials, academic achievements, and merit. Provided the candidate is awarded their PhD, the entry salary for this position will be Level A6 - $101,460 per annum.

1. **Key Responsibilities**

In accordance with the level appointed:

1.1 **RESEARCH AND RESEARCH TRAINING**

- Synthesise the existing scholarship and regulation on the emerging ELSI issues identified (and their underlying concepts and principles), and identify gaps and overlap;
- Analyse and describe how emerging ELSI in governance of clinical and genomic datasets may be addressed from the legal perspective;
- Support the formulation of an interdisciplinary stance on the identified issues and how this might be articulated in governance;
- Flag issues that may be difficult to resolve, and for which reform of law or regulation may be needed. This will provide the foundation for governance solutions and a proposed governance framework;
- Disseminate research findings through seminars, conference presentations, and publication in peer-reviewed international journals;
- Promote research collaborations across institutions nationally;
- Present to the public to elevate awareness of educational, research and scientific developments, and promote critical enquiry and public debate within the community;

1.2 **LEADERSHIP AND SERVICE**

- Work collaboratively with colleagues across LINEAGE and participate in relevant meetings;
- Attend and contribute to meetings associated with the specific research;
- Foster a respectful, inclusive and harmonious workplace environment that is conducive to productivity, promotes creativity and rewards and recognises individuals and group achievements;
- Undertake administrative duties relating specifically to the activities of the role;

1.3 **RESPONSIBILITY AND COMPLIANCE**

- Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
Reliably follow communications protocols and/or policies as appropriate;

Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5;

Behavioural Expectations - All staff are expected to maintain the following behaviours:

- Treat everyone equitably; act fairly with staff and demonstrate respect for diversity;
- Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration;
- Create ethics applications and report to the ethics committees.

2. Selection Criteria

2.1 ESSENTIAL

To be appointed to Level A

- A PhD awarded in a relevant field or equivalent qualification;
- A sound understanding and knowledge of Australian health law and privacy law and their application to genomics in healthcare;
- Proven record of academic research evidenced by a record of scholarly activities which have resulted in publications in refereed journals or other outputs;
- Demonstrated ability to work effectively under limited supervision;
- Excellent interpersonal and communication skills and capacity to work constructively and collaboratively and the ability to build rapport with all levels of staff within a diverse work environment.

In addition to the above to be appointed to Level B

- A strong track record of original and independent research, evidenced by a record of contributions in peer reviewed journals;
- Demonstrated experience working collaboratively within inter-disciplinary team.

2.2 DESIRABLE

- Experience and/or training in scoping reviews or similar review methods, using appropriate software.
- Experience in public speaking and presenting on complex research to a range of audiences.

2.3 OTHER JOB RELATED INFORMATION

Limited travel may be required: The role will involve regular meetings with LINEAGE collaborators. Meetings will normally take place online (eg via Zoom) but it is possible that occasional in-person meetings may be requested involving travel. Similarly, there is the possibility that travel may be required in order to present work e.g. at academic conferences.
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 Advancing Melbourne strategy that addresses 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 Advancing Melbourne.

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:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

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

5. **Other Information**

5.1 **MELBOURNE LAW SCHOOL**

www.law.unimelb.edu.au

Melbourne Law School is Australia’s first all-graduate law faculty. Melbourne Law School was the first faculty in Australia to teach law, and awarded this country’s first law degrees. The Law School is now fully graduate with its Juris Doctor for admission to practice recognised as a high level qualification in Australia and beyond. Coupled with the unrivalled excellence of the Melbourne Law Masters and its excellent Research Higher Degree programs, the Law School offers a unique opportunity for the integration of scholarship and teaching.

Its faculty is a vibrant community of creative scholars, committed to a highly collegial, research-intensive institutional life. The Law School has particular strengths in
comparative analysis. It aims to integrate teaching with research and engagement activities and to engage with local, national and global communities.

The Law School is a single department faculty located in a custom designed building in University Square. The Law School has approximately 2,200 graduate students (including JD, Melbourne Law Masters and Research High Degrees).

The international reputation of the School is closely linked to the range and quality of its research programs. The School has several research Institutes, Centres, Networks and Groups which provide a focus for scholarly interaction. The University of Melbourne

5.2 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

5.3 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities
proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.4 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 https://about.unimelb.edu.au/strategy/governance