



## POSITION DESCRIPTION

Melbourne School of Population and Global Health  
Faculty of Medicine, Dentistry and Health Sciences

### Academic Specialist - Indigenous Eye Health Policy and Practice

<b>POSITION NO</b>	0043281
<b>CLASSIFICATION</b>	Level B or Level C
<b>WORK FOCUS CATEGORY</b>	Academic Specialist
<b>SALARY</b>	Level B \$98,775 - \$117,290 p.a. or Level C \$120,993 - \$139,510 p.a. Level of appointment subject to qualifications and experience.
<b>SUPERANNUATION</b>	Employer contribution of 9.5%
<b>WORKING HOURS</b>	Full-time
<b>BASIS OF EMPLOYMENT</b>	Fixed term contract position available for 12 months Fixed term contract type: External funding
<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 Hugh R. Taylor AC Tel +61 3 8344 9320 Email <a href="mailto:h.taylor@unimelb.edu.au">h.taylor@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 Academic Specialist – Indigenous Eye Health Policy and Practice will join a dedicated multi-disciplinary team of researchers working on Indigenous eye health. You will be based within Indigenous Eye Health (IEH) in the Indigenous Health Equity Unit, Centre for Health Equity in the Melbourne School of Population and Global Health.

The IEH has developed and is supporting implementation of the Roadmap to Close the Gap for Vision. This is an exciting, evidence-informed and sector-supported set of policy recommendations that outline the whole-of-system approach required to produce long-term, sustainable changes to reduce the disparities in Indigenous eye health. The Roadmap includes activities required at the national, jurisdictional and regional levels, and spans domains such as health system coordination, governance mechanisms, workforce development and health promotion, monitoring and evaluation.

You will support the regional implementation of The Roadmap to Close the Gap for Vision from a health system perspective. The Roadmap is being implemented nationally, across all states and territories and in selected geographic regions across Australia. Advocacy and technical support are required at regional, jurisdictional and national levels.

This position will enable you to contribute to and lead improvements in Indigenous eye health. As part of a small team, you will collaborate with stakeholders within regions, jurisdictions and nationally to implement the Roadmap recommendations and provide technical advice and support. The work is of national and international significance, and provides an opportunity to break new ground in the systematic implementation of evidence-based, sustainable public health strategies using Indigenous eye health as a model. Expected research outcomes include contribution to national and international peer reviewed publications and national conferences and meeting presentations.

IEH encourages applications from Indigenous Australians.

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

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

- ▶ In conjunction with the IEH team, contribute to translation research activities and community engagement, including oversight and delivery of project milestones.
- ▶ Support the building of health system and service capacity in Aboriginal and Torres Strait Islander communities and organisations as requested.
- ▶ Respond to stakeholder enquiries about the work and, with limited input and direction, provide high quality technical advice and support.
- ▶ Collaborate with other team members to produce project outcomes, including contribution to data analysis, contribution to publication of research findings, and contribute to other professional research, education and advocacy activities.
- ▶ High level situational and data analysis and report production.
- ▶ Completion of high quality research outputs, in collaboration with the IEH team, as they relate to the study.
- ▶ Contribute to high quality translational research activities including presentations at selected conferences and other forums.

- ▶ Provide input about potential future studies and translational work developments in Indigenous eye health.

## 1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate in opportunities to enhance the communication and dissemination of research outcomes and translational activities.
- ▶ Provide service to the University and actively participate in meetings and committees as appropriate.
- ▶ Other duties commensurate with the position as directed by the Supervisor.

## 1.3 TEACHING & LEARNING

- ▶ Contribute to and participate in teaching and learning activities with the IEH team and in the School as requested.

## 1.4 ENGAGEMENT

- ▶ Engage, establish and manage relationships and partnerships with a broad range of stakeholders including Aboriginal community controlled health organisations, government and non-government organisations, Primary Health Networks, jurisdictional fund holders, local hospital network (or equivalent), optometrists and ophthalmologists in order to implement Roadmap recommendations within regions and jurisdictions and across Australia.
- ▶ Contribute to and lead the systematic implementation of evidence-based sustainable public health strategies using Indigenous eye health as a model to improve current practice.
- ▶ Effective liaison with external networks to support and foster collaborative partnerships.
- ▶ Work in a culturally competent and respectful manner with particular regard to Aboriginal and Torres Strait Islander peoples.
- ▶ Contribute to broad knowledge dissemination and the overall development of enhanced public policy and governance in the area of Indigenous eye health.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

### **In addition to the above, the Level C appointee will be required to:**

- ▶ Provide research leadership and high quality, autonomous management of the research project.
- ▶ Completion of high quality research outputs, in collaboration with the IEH team, as they relate to the study.
- ▶ Build health system and research capacity in Aboriginal and Torres Strait Islander communities and organisations as requested.
- ▶ Respond to stakeholder enquiries about the study, with limited input and direction.
- ▶ Higher level data analysis.

## ***2. Selection Criteria***

## 2.1 ESSENTIAL

- ▶ A PhD or medical degree or an equivalent combination of education and relevant experience in a field such as public health, health systems, health service delivery, health promotion or health-related discipline.
- ▶ Demonstrated potential for leadership and engagement in research or health systems as evidenced by experience and success in running and implementing research and other projects with multiple stakeholders.
- ▶ Demonstrated understanding and knowledge of issues related to Indigenous health as well as previous experience working, effectively communicating and engaging with Indigenous communities.
- ▶ Capacity to maintain and contribute to industry partnerships and collaborations including Indigenous communities and organisations, the government and non-government sector and a broad range of health professionals and organisations in order to successfully implement research outcomes.
- ▶ Established written and verbal communication skills, including the ability to communicate and advocate with a range of stakeholders from policy, research, clinical and community environments.
- ▶ Demonstrated ability to work independently and collaboratively in a highly-productive team to achieve project goals and meet agreed deadlines.
- ▶ Expertise and previous contributions in health system/public health promotion or a clinical discipline.
- ▶ Capacity to provide accurate and clear technical support and advice in Indigenous eye health at clinic, regional, jurisdictional and national levels from evidence-based public health strategies.
- ▶ Capacity to contribute to the ongoing development of tools, resources and strategies to assist implementation of the Roadmap to Close the Gap for Vision.

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

- ▶ A national profile in both independent research and as a member of a research team, as evidenced by the production of research publications and/ or other work experience.
- ▶ Demonstrated leadership in translational research in Indigenous eye health and/or relevant field.
- ▶ Experience in the supervision or co-supervision and mentoring of research and other staff.

## 2.2 DESIRABLE

- ▶ Experience as a clinical eye care practitioner.
- ▶ Experience visiting and engaging with urban, regional and remote Aboriginal and Torres Strait Islander communities.
- ▶ Aboriginal and Torres Strait Islander peoples are encouraged to apply.

## ***3. Special Requirements***

- ▶ This position will require intra and interstate travel, including remote communities.
- ▶ A current motor vehicle driving license.

## ***4. 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 service for excellence and reach the targets of Growing Esteem.

## ***5. 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.

## ***6. Other Information***

### **6.1 CENTRE FOR HEALTH EQUITY**

The Centre for Health Equity consolidates our School's social, behavioral and public health expertise into a single, world-class Centre. Our core focus is on creating and exchanging knowledge that fosters health equity and wellbeing. Our approach is to work at a population level to produce evidence-based research and programs that improve lives. By connecting with health professionals, policy-makers, consumer groups and the broader community, we aim to improve fair access to good health and wellbeing.

#### **UNITS**

- ▶ Evidence and Child Health
- ▶ Gender and Women's Health
- ▶ Health Humanities and Social Sciences

- ▶ Indigenous Health Equity
- ▶ Indigenous Studies
- ▶ McCaughey VicHealth Community Wellbeing
- ▶ Non Communicable Disease Unit

## 6.2 THE MELBOURNE SCHOOL OF POPULATION AND GLOBAL HEALTH

The Melbourne School of Population Health was established in the Faculty of Medicine, Dentistry and Health Sciences in 2001. It became the Melbourne School of Population and Global Health in 2013. Approximately 300 academic and professional staff people work in the School and its partner agencies. The School's total budget is in excess of \$55m. There are approximately 120 higher degree research students (predominantly PhD). The School aims to strengthen the understanding, capacity and services of society to meet population health needs and to improve the quality and equity of health care. It employs a population health framework that incorporates public health and preventative medicine, health promotion, clinical medicine and allied healthcare disciplines and an equity and evidence-based approach to health care and health policy. Its research programs aim to elucidate the genetic, environmental, social and economic determinants of health, and to focus on the evaluation of the health systems, programs and services that seek to prevent disease and injury and to promote health. The School provides research and professional development opportunities for medical undergraduates, postgraduates in a wide range of disciplines, clinicians in all sectors of the health care industry, scientists, professionals and leaders in population health.

The School is currently composed of four Centres, one Institute and two partnership units:

### **Centres**

Centre for Health Equity (CHE)  
Centre for Health Policy (CHP)  
Centre for Epidemiology and Biostatistics (CEB)  
Centre for Mental Health (CMH)

### **Institutes**

The Nossal Institute for Global Health (NIGH)

### **Partnership Units**

Vaccine and Immunisation Research Group (VIRGo)  
Global Burden of Disease Group

Further information about the school is available at <http://www.mspggh.unimelb.edu.au/>

Evidence and Child Health Unit, Centre for Health Equity, Melbourne School of Population and Global Health

<http://mspggh.unimelb.edu.au/>

<http://mspggh.unimelb.edu.au/research-groups/centre-for-health-equity>

## 6.3 FACULTY OF MEDICINE, DENTISTRY & 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.

#### 6.4 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>.

#### 6.5 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*.

## 6.6 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>