**POSITION DESCRIPTION**



Centre for Epidemiology and Biostatistics
Melbourne School of Population and Global Health

Faculty of Medicine, Dentistry and Health Sciences

Research Fellow

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| Position No | 0064129 |
| Classification | Research Fellow  |
| Salary | $119,231 - $141,581 (pro rata) |
| Superannuation | Employer contribution of 17%  |
| Working hours | 0.8 – 1.0 FTE |
| Basis of Employment  | Fixed-term position available for 2 years  |
| Other Benefits | <http://about.unimelb.edu.au/careers/working/benefits> |
| How to Apply | Online applications are preferred. Go to [http://about.unimelb.edu.au/careers,](http://hr.unimelb.edu.au/careers) under ‘Job Search and Job Alerts’, select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number. |
| ContactFor enquiries only | Name: Berhe Sahle Email: berhe.sahle@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](http://hr.unimelb.edu.au/careers)

Acknowledgement of Country

The University of Melbourne would like to acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated, the Wurundjeri and Boon Wurrung peoples, the Yorta Yorta Nation, the Dja Dja Wurrung people. We acknowledge that the land on which we meet and learn was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

Position Summary

The University of Melbourne Indigenous Epidemiology and Health Unit is seeking a Research Fellow to lead and coordinate a program of Indigenous health focussed research projects. The Indigenous Epidemiology and Health Unit’s research covers a range of key health areas across the life course: perinatal health, early childhood and adolescent health, mental health, cardiometabolic health, disability and cognitive/brain health (dementia prevention). Research includes multi-state cohort studies, population data linkage studies, primary care-based, intervention trials, and qualitative research to understand and address the factors contributing to the elevated burden of disease among Aboriginal and Torres Strait Islander Australians.

This position represents an exciting opportunity to join a dynamic team committed to undertaking research that draws on the strengths and knowledge of Indigenous peoples and communities to understand the pathways to health and wellbeing of Aboriginal and Torres Strait Islander people of all ages and to identify avenues for prevention of avoidable morbidity and mortality.

The Research Fellow will work on the MRFF-funded project, ‘Premature risk meets system failure: understanding, detecting and managing cardiovascular disease risk among Indigenous Australian children, adolescents and young adults’. This role involves the use of qualitative co-design methodologies to engage with Aboriginal and Torres Strait Islander communities, and policy, and practice stakeholders to understand biological and systems drivers of premature cardiovascular diseases in Indigenous children and adolescents.

The Research Fellow must possess strong verbal, written, interpersonal, and organisational skills. Ideally, the appointee will have demonstrated experience in conducting qualitative research, managing research projects, and working with multi-disciplinary teams. This position will involve close collaboration with external partners, including Aboriginal and Torres Strait Islander communities, as well as other key stakeholders. Aboriginal and/or Torres Strait Islander applicants are strongly encouraged to apply.

The appointee work with a team of researchers under the leadership of the Associate Dean (Indigenous) and Head of the Indigenous Epidemiology Health Unit, Professor Sandra Eades. As a member of the Melbourne School of Population and Global Health’s academic team, the appointee will be expected to support the broad ethos of the School and the School’s compliance with University policies and procedures, including environmental health and safety.

# Key Responsibilities

 The University of Melbourne sets ‘Minimum Standards for Academic Levels’ (MSALs) which are expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

## Research and research training

The appointee will be required to:

* Lead and manage the day-to-day operations of the research program, ensuring the timely achievement of milestones and deliverables.
* Design and conduct qualitative studies to study the biological and systemic drivers of premature cardiovascular disease in Indigenous children and adolescents.
* Oversee ethics applications.
* Facilitate focus groups, in-depth interviews, and other qualitative data collection methods.
* Analyse and interpret qualitative data.
* Conduct independent research, including preparing high-quality papers for conferences, seminars, and peer-reviewed publications, progress reports and submitting grant applications.
* Manage ongoing relationships with internal and external project partners and other key stakeholders.
* Assit with coordinating the implementation of ‘premature cardiovascular disease in Indigenous population’ study.
* Travel to engage with collaborators and research partners as needed.
* Supervise and mentor Research Higher Degree and Honours students.

## Leadership and service

Actively participate at Centre, School and any relevant Faculty meetings.

Participate in community and professional activities related to the relevant disciplinary area including attendance and presentations at conferences and seminars.

Positive engagement in learning and career development of self and others.

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.

## 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.

# Selection Criteria

## Essential

* A PhD in a relevant discipline (e.g. public health, health promotion, or related disciplines).
* Demonstrated experience conducting qualitative research, including data collection and analysis. Experience in community-partnered research methods (e.g., co-design, participatory methods) is highly desirable.
* A track record of first-author academic publications.
* A developing national profile, in both independent research and as a member of a research team, as evidenced by the production of research publications, conference and seminar papers and contributing to grant applications.
* Demonstrated potential for leadership in research as evidenced by experience running large-scale research projects with multiple stakeholders.
* Excellent written and verbal communication skills, including the ability to communicate with a range of stakeholders from policy and research environments.
* Demonstrated ability to work independently and collaboratively in a team to achieve project goals and meet agreed deadlines.

## Desirable

* Knowledge across the field of public health and prevention
* Proficiency with at least one qualitative data analysis software package (e.g. NVivo)
* Experience in Aboriginal and/or Torres Strait Islander health research

## Special requirements of the role

* Some interstate and regional travel may be required for research data collection and collaboration with stakeholders and partners.
* Working with Children Check (WWCC)

# 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.

# 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/**](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.

# Other Information

## CENTRE FOR EPIDEM IOLOGY AND BIO ST ATISTICS

The Centre for Epidemiology and Biostatistics [(http://mspgh.unimelb.edu.au/centres-](file:///C%3A%5CUsers%5Crgracey%5CAppData%5Ceadess%5CAppData%5CLocal%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CMBNSPJYZ%5C%28http%3A%5Cmspgh.unimelb.edu.au%5Ccentres-) [institutes/centre-for-epidemiology-and-biostatistics](http://mspgh.unimelb.edu.au/centres-institutes/centre-for-epidemiology-and-biostatistics)) is one of four Centres and an Institute  that comprise the  Melbourne School of Population and Global  Health.

Our Centre's units include:

* + 1. Allergy and Lung Health
		2. Twins Research Australia
		3. Biostatistics
		4. Breast Cancer
		5. Colorectal Cancer
		6. Indigenous Epidemiology and Health
		7. Population Interventions
		8. Infectious Disease Dynamics
		9. Sexual Health
		10. Neuroepidemiology
		11. Malaria and Infectious Disease Epidemiology
		12. Teaching and Learning

The Centre for Epidemiology and Biostatistics is at the forefront of a preventive health revolution. Big data, changing infectious diseases patterns and multi-disciplinary collaborations are transforming the ways public health disciplines are researched and taught. Our Centre aims to be a leader in this evolving environment.

Epidemiology and biostatistics provide solutions to global public health challenges that demand multi-disciplinary responses. Our Centre's approach to research, teaching, and research training reflects this reality. We combine deep expertise with a broad range and reach – through our nine units, and our active links to other renowned institutions. This ensures our researchers and graduates are ready to contribute to preventing and alleviating the world's common, debilitating and burdensome health issues.

## THE M ELBOURNE SCHOOL OF PO PUL AT ION AND GL OB AL HEALTH

[www.mspgh.unimelb.edu.ai](http://www.mspgh.unimelb.edu.ai)

The Melbourne School of Population and Global Health (MSPGH) is a respected leader in the field of public health education, research and knowledge exchange.

MSPGH was established in 2001 as the first school of its kind in Australia with a vision to make a difference in the population and public health sphere - building on the substantial assets of our University to advance public health in communities nationally and internationally - with a strong focus on Indigenous peoples.

Since its inception, the School has grown rapidly in size, scope and reputation and has consistently attracted leading academics and researchers who bring globally leading skills, insights and expertise. We continue to attract increasing levels of competitive funding from governments and from a range of renowned philanthropic organisations and individuals.

The quality of MSPGH research is confirmed by the Academic Ranking of World Universities within which the University of Melbourne maintains its place as the top-ranked Australian university. The ARWU Global Ranking of Academic Subjects 2023 placed the University 16th in the world for Public Health and first in Australia. Our researchers regularly have work published in prestigious titles including The Lancet, Nature, The New England Journal of Medicine and the JAMA. The School is strongly engaged internationally with key collaborations including the World Health Organization, Grand Challenges Canada, the Shanghai Centre for Disease Control, the Pasteur Institute and Department of Health in Vietnam, the Public Health Foundation of India and the International Association for Suicide Prevention.

The School has almost 1,000 students enrolled in graduate programs. The flagship Master of Public Health degree forms the core of a strong teaching program alongside the Major in Public Health and Epidemiology in the Bachelor of Biomedicine and the Master of Biostatistics as well as other undergraduate teaching and a suite of specialist postgraduate coursework degrees across Epidemiology, Health Economics, Health Informatics, Climate Change and Health, Infectious Disease Epidemiology, Gerontology, and Sexual Health. These programs and the School’s extensive cohort of graduate research students make a substantial contribution to training the next generations of public health specialists and researchers nationally and internationally.

The School comprises five Centres, two Institutes, and one Lab that focus on key areas of population and global health that are relevant now and will have tangible impacts on the health of national and international communities into the future. These are:

* Centre for Epidemiology & Biostatistics
* Centre for Health Equity
* Centre for Health Policy
* Centre for Mental Health and Community Wellbeing
* Onemda: Aboriginal and Torres Strait Islander Health and Wellbeing
* Melbourne Disability Institute
* Nossal Institute for Global Health
* The Climate CATCH Lab

## 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.

## 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>

## 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.

## 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