

POSITION DESCRIPTION

Onemda

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

Research Fellow, Indigenous Health Equity Unit

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| POSITION NO | 0063944 |
| CLASSIFICATION | Research Fellow; Level B |
| SALARY | \$119,231 - \$141,581 (pro rata for part-time) |
| SUPERANNUATION | Employer contribution of 17% |
| WORKING HOURS | Full Time (Part time options will be considered) |
| BASIS OF EMPLOYMENT | Fixed Term for 1 year |
| OTHER BENEFITS | https://about.unimelb.edu.au/careers/staff-benefits |
| HOW TO APPLY | Online applications are preferred. Go to 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 | Nick Petersen Team Lead, Talent Acquisition Email nick.petersen@unimelb.edu.au <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

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

The University of Melbourne Indigenous Health Equity Unit is seeking an experienced postdoctoral researcher to support an exciting program of research addressing urgent public health issues including intergenerational trauma and improving health equity for Aboriginal and Torres Strait Islander peoples. The appointee will join a dynamic Aboriginal-led team working on improving support for Aboriginal and Torres Strait Islander parents and families, implementing and evaluating strategies to address intergenerational trauma in the perinatal period, with a strong knowledge translation component. The position will be based in the Indigenous Health Equity Unit (IHEU), Onemda: Aboriginal and Torres Strait Islander Health and Wellbeing, in the Melbourne School of Population and Global Health.

The position will require PhD qualifications in one of epidemiology, health, public health or allied health (e.g., psychology, medicine, nursing/midwifery), quantitative social science or related disciplines. The successful applicant is expected to demonstrate high degree of responsibility, self-motivation and organisation and a passion for the research field. Furthermore, you will have experience in supporting academic researchers, have experience working in the field of supporting families or knowledge and experience of social and emotional wellbeing (in practice, policy or both), and have highly developed communication skills (written and oral). This position will allow the appointee to further develop these skills. The role will include responsibility for managing programs of research, hence self-motivation, high level organisation and sound project management skills will be vital.

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 in relation to environmental health and safety. We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion

- Respect
- Integrity
- Accountability

Aboriginal and/or Torres Strait Islander person/s strongly encouraged to apply

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Contribute to development of tools and resources to support culturally safe models of midwifery care.
- ▶ Contribute to research across the unit including research on intergenerational trauma, applied mixed methods research and strategies to improve Indigenous health equity.
- ▶ Produce high quality publications in peer reviewed journals and contribute to other papers.
- ▶ Supervise junior staff on all aspects of the research including ethics proposal, study design, project management, stakeholder involvement, conduct of research and preparation of academic and non-academic outputs.
- ▶ Participate in research independently and as a member of a research team.
- ▶ Present research at academic and non-academic forums including conferences and seminars.
- ▶ Plan and carry out research on nominated project(s) and provide general co-ordination of sub-projects.
- ▶ Supervise graduate students (including honours and Master of Public Health).

1.2 LEADERSHIP AND SERVICE

- ▶ Work productively with external stakeholders including government, non-government organisations, advocacy groups and service providers
- ▶ Participate in community and professional activities related to Indigenous health research including attendance at meetings and presentations at conferences and seminars
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- ▶ Engage in other forms of knowledge translation, such as direct engagement with policy makers, scholarly blogs (e.g. The Conversation), media and public debate
- ▶ Undertake Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4
- ▶ Actively participate at School and/or Faculty meetings and contribute to planning or committee work to build capacity in the School/discipline.
- ▶ 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.
- ▶ Other duties commensurate with the position as directed by the Supervisor

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD or equivalent expertise and experience in public health or related field.
- ▶ Demonstrated research experience as an individual and/or as a member of a multidisciplinary team in the field of public health and/or Aboriginal and/or Torres Strait Islander health, including evidence of translational activities.
- ▶ Demonstrated experience and/or demonstrated understanding of working with Aboriginal and Torres Strait Islander communities.
- ▶ Emerging research profile evidenced by track record of publications in peer-reviewed journals and/or other scholarly outputs.
- ▶ Excellent data collection and statistical analysis skills and experience using quantitative and qualitative analysis software.
- ▶ High level written and verbal communication skills including the ability to communicate with a range of stakeholders from policy and research environments.
- ▶ Excellent organisational skills demonstrated ability to effectively time manage and meet deadlines including the ability to work in a dynamic research environment with evolving and shifting priorities.
- ▶ Demonstrated experience and/or demonstrated understanding of trauma-informed approaches.

2.2 DESIRABLE

- ▶ Demonstrated experience in midwifery or other clinical health service practice or research.
- ▶ Success in obtaining grant funding from nationally competitive funding bodies as well as other funding sources.
- ▶ Demonstrated high level project management skills.
- ▶ Experience in resource design for the health workforce.
- ▶ Evidence of successful stakeholder engagement including government, service providers and communities.
- ▶ Demonstrated experience in the supervision or co-supervision and mentoring of postgraduate students and other staff.

2.3 OTHER JOB-RELATED INFORMATION

- ▶ This position requires the incumbent hold a current and valid Working with Children Check. The University of Melbourne is dedicated to safeguarding the welfare of all community members, especially those most vulnerable. As part of our commitment to child safety and in line with the Victorian Child Safe Standards, this position will be required to hold a valid Employee WWCC, regardless of where in the University an employee may work or what work they do.

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 INDIGENOUS HEALTH EQUITY UNIT

Established in September 2014, the Indigenous Health Equity Unit (IHEU) is committed to work with key stakeholders on the important task of achieving equality in health status and life expectancy between Aboriginal and Torres Strait Islander people and non-Indigenous Australians by the year 2031

The Indigenous Health Equity Unit brings together key investments to achieve the goal of improving health outcomes for Aboriginal and Torres Strait Islander people. The Unit initiates and supports work across the life course, targeting risk factors at key life stages and focuses on specific health priorities to reduce health inequalities at the point at which they are most likely to occur. Founded on the principles of Aboriginal and Torres Strait Islander peoples' leadership, IHEU makes significant contributions to health research, policy and service delivery locally, nationally and internationally. Our approach brings perspectives from across academic disciplines including health sciences, social sciences,

epidemiology, history, political science, education, health promotion, public health and child health.

5.2 ONEMDA

Onemda: Aboriginal and Torres Strait Islander Health and Wellbeing boasts an outstanding innovative and integrated teaching, research, policy development and program implementation agenda to improve Aboriginal and Torres Strait Islander health outcomes. This is underpinned by a strong foundation of deep respectful partnerships, collaboration and trust with Indigenous communities and organisations nationally and internationally, which enriches and nurtures authentic two-way learning and understanding, cultural integrity and capacity of students, graduates and staff.

Onemda comprises the following units:

- ▶ Indigenous Eye Health
- ▶ Indigenous Health Equity
- ▶ Indigenous Studies

5.3 MELBOURNE SCHOOL OF POPULATION AND GLOBAL HEALTH

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 considerable 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 2022 placed the University 12th 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 Journal of the American Medical Association. The School is strongly engaged internationally with key collaborations including the World Health Organisation, Grand Challenges Canada, the Pasteur Institute and Department of Health in Vietnam, the Public Health Foundation of India and the International Association for Suicide Prevention.

The flagship Master of Public Health degree, with over 650 enrolments, forms the core of a strong teaching program alongside undergraduate teaching and a suite of specialist postgraduate coursework degrees across Biostatistics, Epidemiology, Gerontology, Health Economics, Health Informatics and Sexual Health. These programs and the School's extensive cohort of more than 120 graduate research students make a substantial contribution to training the next generations of public health specialists and researchers nationally and internationally.

The School comprises seven Centres and Institutes 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 comprise the:

- Centre for Epidemiology & Biostatistics.

- Centre for Health Equity.
- Centre for Health Policy.
- Centre for Mental Health.
- Onemda: Aboriginal and Torres Strait Islander Health & Wellbeing;
- Melbourne Disability Institute; and
- Nossal Institute for Global Health

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

5.4 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

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.

5.5 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>

5.6 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, place, and 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, 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 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 that will reshape the campus and our contribution to the communities we engage with. This strategy and the priorities proposed are centred around five intersecting themes: place, community, education, discovery and global.

5.7 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>