

RESEARCH FELLOW, COMMUNITY AGE CARE

DEPARTMENT/UNIT	Monash Nursing and Midwifery
FACULTY/DIVISION	Faculty of Medicine, Nursing and Health Sciences
CLASSIFICATION	Level B
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#ChangeIt](#) with us.

The Faculty of **Medicine, Nursing and Health Sciences** is the largest faculty at Monash University, a global university with campuses across Victoria and international locations in Indonesia, Malaysia, China, India and Italy. Our Faculty offers the most comprehensive suite of professional health training in Victoria.

We consistently rank in the top 40 universities worldwide for clinical, pre-clinical and health sciences. In 2022, our Nursing and Midwifery climbed to the rank of 14th in the world and 1st in Victoria in the QS World University Rankings.

We want to improve the human condition. That is our vision - it has no expiration date. By educating the current and future healthcare workforce, and undertaking medical research, both discovery and clinical, our students, staff and alumni all work to directly improve people's quality of life.

Contributing to the global health care agenda, the Faculty aspires to lead in all areas of its research and education activity, collaborating to influence local, national and international policy to improve health and social outcomes, and reduce health inequity.

We've made a major impact in the world of medical research and are globally recognised for our quality education of over 63,000 doctors, nurses, and allied health professionals and health researchers. The future health of our communities is underpinned by the sustained excellence of our education and research capabilities.

We are ambitious and committed to maintaining our position as a leading international medical research and teaching university. We're recognised for the quality of our graduates, the scale and depth of our research, our commitment to translational research, and as a thriving biotechnology hub. To learn more about the Faculty, please visit www.monash.edu/medicine.

Monash Nursing and Midwifery (MNM) is one of the largest schools for the education of nurses and midwives in Australia, MNM offers courses at two Monash campuses – Clayton and Peninsula. The school comprises approximately 2000 students undertaking undergraduate and postgraduate courses using a range of delivery modes. MNM offers high quality tertiary degrees in a vibrant and supportive learning environment to prepare students for a rewarding career in healthcare. MNM aims to build on existing capacity to lead innovative nursing curricula and modes of delivery.

Ranked 5th in the 2022 Shanghai Global Ranking of Academic subjects for Nursing, MNM has a proven reputation in the quality of its teaching and research and has played a leadership role in shaping and providing for the education needs of the nursing and midwifery professions and health industry. Programs are developed in collaboration with MNM's professional partners to be responsive to the needs of the healthcare industry and engaging for students. Postgraduate specialisation training prepares students in clinical settings with expert skills and knowledge to be leaders in their fields. A commitment to evidence-based clinical practice ensures the excellent employment rate of graduates.

MNM has an international reputation for excellence in research. Research undertaken by our staff is defined by established expertise and developing emerging practice areas and we lead research endeavours that address health and care across the lifespan. Through close working relationships and formal research collaborations, MNM's research endeavour to make a local, national and international impact.

The MNM research focus concentrates on quality of care and outcomes for health service users and health care professionals, and includes knowledge generation.

Further details may be found at: www.monash.edu/medicine/nursing.

POSITION PURPOSE

A Level B research-only academic is expected to carry out independent and/or team research within the field in which they are appointed and to carry out activities to develop their research expertise relevant to the particular field of research.

The research project entitled COLLABORATE is funded by the National Centre for Healthy Ageing. This project aims to co-design and evaluate multimedia resources with culturally diverse informal carers of older adults regarding improved transitional care and hospital to home discharge.

Informal carers from Chinese (Mandarin and Cantonese speaking), Greek and Italian aged care communities will be invited to take part in the research.

The Research Fellow, Community Age Care will be employed for the specific research program making a significant contribution to Monash Nursing and Midwifery's growing research capability by coordinating and undertaking project management for the research project COLLABORATE, undertaking data collection and analysis, and preparing papers for publication. COLLABORATE is expected to take 2 and 1/2 years to complete.

The Research Fellow, Community Age Care will also be encouraged to assist with grant, fellowship and contract research applications and engage in research activities.

Reporting Line: The position reports to the Chief Investigator of the grant

Supervisory responsibilities: Not applicable

Financial delegation: Not applicable

Budgetary responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level B research-only academic may include:

1. The conduct of research either as a member of a team or independently and the production of conference and seminar papers and peer-reviewed publications resulting from that research
2. Management of the project COLLABORATE including engagement and liaison with partner community aged care organisations and site visits
3. Assist in the conceptual development and implementation of research
4. Undertake recruitment of participants, qualitative data collection and thematic analysis including semi-structured qualitative interviews, focus groups and workshops
5. Undertake quantitative data collection and support data analysis
6. Guidance in the research effort of junior members in the research group
7. Contribution to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding bodies, and reporting to the National Centre for Healthy Ageing
8. Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise
9. Administrative functions primarily connected with the field of Dr Allen's area of research
10. Co-supervision or, where appropriate, supervision of Graduate students and major honours or postgraduate research projects within the field of the staff member's area of research
11. Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and/or membership of a limited number of committees
12. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A completed doctoral qualification in nursing, medicine, allied health, public health, psychology, sociology or other relevant health, social science or science discipline.

Knowledge and Skills

2. Demonstrated knowledge of community care and community aged care
3. Demonstrated research project management skills
4. Excellent communication skills in engaging and collaborating with multiple community-based organisations; and in engaging and collaborating with older adults, families, and informal carers
5. Excellent skills in recruitment of participants for research
6. Excellent data management skills, including collection and analysis of qualitative and quantitative data
7. Demonstrated thematic analysis skills
8. Demonstrated manuscript and research proposal preparation skills; including a solid track record of conducting research, publishing peer reviewed articles in reputed journals and presenting at scientific meetings
9. Advanced computer skills with experience using Microsoft Word, Excel and PowerPoint; specific experience in working with a range of analytical software such as NVIVO, SPSS
10. Demonstrated capability in positively contributing / preparing ethics applications
11. Experience in conducting systematic reviews, including data screening, extraction and analysis
12. The ability to work both independently in a research environment and as part of an interdisciplinary research team
13. High level organisational skills, with demonstrated capacity to establish and achieve goal
14. Excellent written and oral communication skills, including the ability to collaborate effectively with colleagues, research participants and external research partners
15. A demonstrated capacity to work in a collegiate manner with other staff in the workplace

OTHER JOB-RELATED INFORMATION

- Travel to other campuses of the University may be required
- Interstate travel may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Police Records Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.