

## Position Description

### Position Title

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<b>Position No:</b>	NEW
<b>Business Unit:</b>	Office of the Provost
<b>Division:</b>	School of Psychology and Public Health
<b>Department:</b>	ARCSHS
<b>Classification Level:</b>	Level D Research Only
<b>Employment Type:</b>	Full-Time/Fixed-Term
<b>Campus Location:</b>	Melbourne (Bundoora)
<b>Other Benefits:</b>	<a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a>

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

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## **Level D – Principal Research Fellow**

A Level D research-only academic is expected to make major original and innovative contributions to their field of study, which are recognised as outstanding nationally or internationally. They will also play an outstanding role within the institution, discipline and profession in fostering the research activities of others, and in research training.

### **Position Context/Purpose**

The Australian Research Centre in Sex, Health and Society (ARCSHS) is a leading institution in Australia conducting social research into sexuality, gender, health and human relationships. Established in 1993, the Centre works collaboratively and in partnership with other researchers, communities, community-based organisations, government and professionals in relevant fields to advance knowledge and promote positive change in policy, practice and people's lives. The last two Excellence in Research for Australia (ERA) evaluations judged research at ARCSHS to be 'well above world standard' (Category 5). ARCSHS is one of four national centres funded by the Commonwealth Department of Health to undertake strategic research as part of Australia's national response to HIV, viral hepatitis and sexually transmissible infections. The ARCSHS Annual Reports provide a record of the broad range of work conducted by the Centre, and are available at:

<https://www.latrobe.edu.au/arcschs/about>

The latest ARCSHS Strategic Plan is available at:

[https://www.latrobe.edu.au/\\_data/assets/pdf\\_file/0005/1128920/ARCSHS-Strategic-Plan-2020-2023.pdf](https://www.latrobe.edu.au/_data/assets/pdf_file/0005/1128920/ARCSHS-Strategic-Plan-2020-2023.pdf)

The plan outlines the key strategic direction for the Centre from 2020-2023. Central to the future strategic direction of ARCSHS is the maintenance and development of key areas of established research excellence.

This position has primary responsibility for leading the development of internationally recognised programs in sexuality research with a focus on HIV; lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) communities; diversity, health and rights; and theoretical fields related to sexuality, gender, health and policy. Years 1, 2 and 3 will be dedicated research-only. Depending on funding and workload, years 4 and 5 may also entail development and delivery of undergraduate and postgraduate teaching.

### **Duties at this level will include:**

- Build and lead an outstanding innovative and high-impact research program, and contribute to other research programs within ARCSHS.
- Make a significant contribution to the discipline at the national and international level, demonstrated by a strong record of published work and other scholarly activities to communicate the research and enhance the University's reputation.
- Secure external funding for research and/or continued employment and be responsible for the financial management of research grants.
- Manage and mentor research support staff involved in the research and supervise the research of less senior research employees to develop their research knowledge and performance. In doing so, monitor staff performance and provide constructive feedback and support for high quality performance.
- Supervise Higher Degree by Research (HDR) and major Honours projects.
- Depending on funding and workload, potentially develop, teach and coordinate subjects and courses in years 4 and 5 that engage and motivate students whilst providing a high-quality learning experience.
- Engage with industry and other external stakeholders to develop research partnerships and progress the interests of the School and the University.

- Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the Head of Department or Head of School.

## **Essential Criteria**

### **Skills and knowledge required for the position**

- Completion of a PhD or equivalent accreditation and standing in the Social Sciences together with research expertise in the social or behavioural aspects of HIV, LGBTIQ health or sexual health
- Distinguished international research profile with evidence of research impact and significance
- Demonstrated high-level leadership and management experience in building and leading research teams and projects, and financial management of grants for research projects
- Demonstrated effectiveness in the preparation of research proposal submissions to external funding bodies in areas of strategic relevance to ARCSHS' strategic plan, and a strong record of securing research funding through competitive and government grants, industry grants and consultancies
- Extensive experience in engaging with senior government, community and industry stakeholders in the design, commissioning and delivery of research projects
- Experience supervising HDR students to completion
- Experience in curriculum development and teaching with a commitment to excellence in teaching
- Highly developed interpersonal skills and a demonstrated capacity to negotiate outcomes and achieve results in an environment that is characterised by different stakeholders who have different and sometimes competing expectations and objectives
- Demonstrated ability to work both independently and collaboratively with staff and students from a diverse range of backgrounds
- Proven experience and success in managing staff performance and development.

## **Desirable Criteria**

- Experience working with communities of people living with HIV and/or LGBTIQ communities

### **Capabilities required to be successful in the position**

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and evaluating the way own behaviour impacts team culture and performance.
- Ability to work collaboratively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- Ability to operationalise strategy, adapt quickly to disruption and actively contribute to a healthy team culture to successfully navigate change – implementing improvements to local and organisational practice.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive,

high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.

## Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

## Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

## Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

## Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

## La Trobe's Cultural Qualities:



### We are accountable

*We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.*



### We are connected

*We connect to the world outside – the students and communities we serve, both locally and globally*



### We are innovative

*We tackle the big issues of our time to transform the lives of our students and society.*



### We care

*We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities*

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For Human Resource Use Only

Initials:            Date: