

Position Description

Research Fellow, Care Economy Research Institute & John Richards Centre

Position No:

Business Unit: Office of the Provost

Division: La Trobe Rural Health School

Department: John Richards Centre for Rural Ageing Research
Care Economy Research Institute

Classification Level: Level B Research Only

Employment Type: Fixed-Term Part time – 0.8EFT (12 months)

Campus Location: Campus independent (regional campus preferred)

Other Benefits: <http://www.latrobe.edu.au/jobs/working/benefits>

Further information about:

Professor Irene Blackberry, Email i.blackberry@latrobe.edu.au

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

John Richards Centre for Rural Ageing Research – <http://latrobe.edu.au/jrc>

Care Economy Research Institute – <https://latrobe.edu.au/research/ceri>

Position Context/Purpose

Level B – Research Fellow

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

The Office of the Provost is comprised of 12 Schools and twenty-five Departments with 1,000 staff and 16,000 students, including 900 PhD students across La Trobe's multi-campus operations. The Office of the Provost offers a range of general and specialist undergraduate and postgraduate courses that are rigorous and attuned to meeting the needs of students in ensuring their readiness to work in changing environments. The Office of the Provost has an outstanding reputation for research excellence, for research translation and for building strong relationships with industry partners.

La Trobe University established a world leading flagship Care Economy Research Institute (CERI) to achieve a step change in research impact and profile. CERI unites high performing researchers engaged around a significant and complex challenge to drive impact and innovation and will be the engine through which La Trobe delivers world-leading research and generates external income at a greater scale than is possible through La Trobe's existing research centres. CERI will deliver a step change for La Trobe, by expanding LTU's research and teaching capability in the health and wellbeing space across La Trobe and help to strengthen partnerships with multiple health care providers, government, education and research facilities across Australia. CERI covers five research domains, with each domain headed by a research theme lead, and a multidisciplinary research team. The five domains are:

- Care Technology
- Care Workforce
- Care Delivery
- Care Experience
- Care Economics, Social and Policy

In consultation with older people in rural communities and other stakeholders, the John Richards Centre for Rural Ageing Research (JRC) (www.latrobe.edu.au/jrc) is undertaking a program of research into rural ageing and aged care that improves well-being through:

- Informing innovative rural ageing policy;
- Exploring innovative models of service provision for older people in rural communities that enhance their capacity to be resilient and self-determining;
- Developing and testing effective rural workforce planning strategies; and informing education.

The John Richards Centre for Rural Ageing Research is based at the La Trobe Rural Health School (LRHS), the largest rural health school in Australia. LRHS is based at all four regional campuses of the University: Bendigo, Mildura, Shepparton and Albury-Wodonga. The School has a wide range of health courses including dentistry, oral health, nursing, midwifery, paramedicine, public health, pharmacy, biomedical sciences (onshore and offshore), physiotherapy, social work, speech pathology, exercise physiology, exercise science and occupational therapy.

Position Summary

The flagship Care Economy Research Institute works in collaboration with highly skilled researchers, community and government stakeholders to conduct research into some of the most pressing issues faced by the care sector. JRC research programs are interdisciplinary and encompass research on health services, healthy ageing, age-friendly communities, workforce and diversity in rural communities.

Research projects will span a range of methodological approaches and the position requires skills and interest in using both quantitative and qualitative methods to generate high quality research. The position will involve liaising with stakeholders (community, service provider and industry partners), designing projects, preparing applications for ethical approval, data collection and analysis, writing up and publishing research findings and participating in research dissemination activities. A critical role of both positions is to generate research revenue from various sources to expand research activities.

The incumbent will be expected to conduct several multidisciplinary research within the scope of care economy, aged care and health care under leadership of Professor Irene Blackberry and in partnership with CERI and JRC researchers. The position will report to Professor Blackberry, the Director of the Care Economy Research Institute and John Richards Chair, who is based at La Trobe University, Albury-Wodonga campus.

Duties at this level will include:

Research

- Conduct and publish, or otherwise disseminate high quality and/or high impact research/scholarly journal articles under limited supervision either independently or as part of a team, according to the benchmark set by the university.
- Work across multiple teams concurrently to assist with the above
- Participate in professional activities including presentations at conferences and seminars in field of expertise.
- Acquire and interpret research data and results. Run analyses and tests using specified and agreed techniques and models. Contribute to the development of techniques, models and methods.
- Collaborate with La Trobe University and other researchers to produce reports, peer-reviewed publications, and other research outputs.
- Develop an independent national research profile in an area related to rural health & ageing and the care economy.
- Attract funding to develop a body of research in an area relevant to rural health & ageing and the care economy.

Leadership and Service

- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the Director of CERI and the John Richards Chair.
- Participate as a member of relevant La Trobe University community as directed.
- Provide advice and supervision to Higher Degree research students,
- Provide supervision and academic leadership in the development of research skills among fellow staff members
- Identify and apply for sources of funding to support individual research endeavours at La Trobe University.
- Provide service to the broader academic community, including peer review and membership in academic and community groups.

Engagement

- Effective liaison with external community, industry, and other key stakeholders to foster collaborative partnerships.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

Essential Criteria

Skills and knowledge required for this position

- A doctoral qualification in a relevant field such as: public health, medicine, program evaluation, epidemiology, nursing or allied health.
- A track record of research excellence including peer review publications and attracting research grants from various sources
- Experience and demonstrated skills in quantitative and qualitative methodologies including research design, data collection, analysis relevant to rural health, chronic disease, ageing, aged care, the broader care sector or clinical research.
- Demonstrated established and productive research with a range of key stakeholders including health services, clinicians, academics, industry partners and older people.
- Experience in teaching research skills or research supervision of undergraduate or post graduate students.
- Excellent verbal and written communication skills, combined with excellent interpersonal skills.
- Demonstrated capacity to work independently, as a team member and lead a team to undertake high quality research.
- Capacity to apply high level computer skills, including a good understanding of software relevant to the conduct of research including SPSS/Stata/SAS, Endnote, NVivo, Project Manager.
- Demonstrated experience and/or commitment to working in rural settings and understanding of the Australian health system and care economy.
- Experience working in health service and/or academic environments.

Capabilities required to be successful in the position

- Ability to work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
- Ability to think creatively, explore new ideas and respectfully challenge existing practices in order to improve current ways of working.
- Ability to implement improvements to local processes.
- Ability to demonstrate self-awareness, see things from another person's perspective and actively seek out and act on feedback to improve knowledge, skills and behaviour.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- Willingness to travel to conduct field research, including possession of a valid Driver's License and willingness to drive University vehicles
- 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.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials:

Date: