POSITION DESCRIPTION

Position Title: Senior Research Fellow, Southern Queensland Rural Health (SQRH)

Organisation Unit: Faculty of Health and Behavioural Sciences, The University of Queensland

Position Number: TBC

Type of Employment: Full-time, fixed-term appointment until 31 December 2018 (with possibility of extension subject to funding)

Classification: Academic Research Level C

ABOUT SQRH

SQRH is a joint initiative of The University of Queensland (UQ), University of Southern Queensland (USQ), Darling Downs Hospital and Health Service (DDHHS) and South West Hospital and Health Service (SWHHS) funded by the Commonwealth Department of Health as a University Department of Rural Health. Funding is tied to a contract between UQ and the Commonwealth Department of Health under the Rural Health Multidisciplinary Training Program (RHMT) with funding presently secured to the end of 2018.

Under the funding agreement the SQRH will be expected to:

1. Deliver effective rural training experiences for allied health, nursing and midwifery students (prior to gaining professional registration).
2. Ensure rural training experiences are of a high quality.
3. Develop processes to improve rural student recruitment.
4. Engage with the local community to support the delivery of training to students.
5. Maintain and progress an evidence base and the rural health research agenda.
6. Support improvements in Aboriginal and Torres Strait Islander health.
7. Provide regional leadership in developing innovative training solutions to address rural workforce recruitment retention.

SQRH is governed by a joint venture agreement between the four parties. The Joint Venture establishes a Governance Board (Board) comprising five voting members – an independent chair and one representative from each of the parties.

ABOUT THE PARTNERS IN SQRH

The University of Queensland

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. UQ ranks in the world’s top universities, as measured by several key independent rankings, including the Performance Ranking of Scientific Papers
for World Universities (45), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (60). UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other university in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students. UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities. The University’s 50,000-plus strong student community includes more than 14,000 postgraduate scholars and more than 13,000 international students from 144 countries, adding to its proud 230,000-plus alumni. The University has six Faculties and four University-level Institutes.

http://www.uq.edu.au/

University of Southern Queensland

The University of Southern Queensland (USQ) is a dynamic regional University committed to developing research solutions that deliver a global impact. With a vision to be a leading discovery partner in priority research areas, USQ aligns its research with regional and global agendas in agriculture and natural resource management, regional development, regional health and wellbeing, education and digital literacy. USQ has forged a reputation as one of Australia’s leading providers of on campus and online distance education programs in Australia. With more than 75% of students studying via distance or online, our delivery of external education resources continues to lead the way. Recently named as one of the top five Universities to work for in Australia, USQ provides staff with a positive and friendly environment where they are supported to fulfil their personal and career goals and contribute to the university’s success.

https://www.usq.edu.au/

Darling Downs Hospital and Health Service

The Darling Downs Hospital and Health Service provides a comprehensive range of high-quality acute, sub-acute, mental health, drug and alcohol, oral health, residential aged care, and community health services. We deliver clinical services to approximately 300,000 people across 26 locations, including the major hospital in Toowoomba, regional and rural community hospitals, residential aged care facilities, multipurpose health services and community clinic facilities. Our services cover the Regional Council areas of Toowoomba, Western Downs, Southern Downs, South Burnett and Goondiwindi as well as Cherbourg Aboriginal Shire Council and part of the Banana Shire Council (community of Taroom), representing an area of approximately 90,000 square kilometres. The Hospital and Health Service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. We have a strong focus on, and commitment to, service delivery and education and training and a thriving culture of research that delivers continuous service improvement and evidence-based care. We are the largest employer in the Darling Downs, employing more than 5,000 people, with revenue of more than $700 million annually.

South West Hospital and Health Service

The purpose of the South West Hospital and Health Service is to provide safe, effective and sustainable health services that people trust and value. Our purpose, not only gives our Health Service shape and direction but it inspires, motivates and guides us in everything we do as we provide quality health care to our communities.

There are over 26,000 people who live in our catchment area and rely on the public healthcare services that our 700 plus employees provide. We are responsible for the delivery of medical, surgical, emergency, obstetrics, paediatrics, specialist outpatient clinics, mental health, critical care and clinical support services in an area spanning over 319,000 square kilometres. We are responsible for the direct management of four hospitals, seven multipurpose health services, four community clinics and two aged care facilities.

Our culture is one that empowers staff, and encourages leadership, innovation and new ideas, and every single day our workforce makes a positive impact on the community they serve.


Information for Prospective Staff

This position will be appointed through the University of Queensland. Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

DUTY STATEMENT

Primary Purpose of Position

The Senior Research Fellow will develop and lead a body of research that progresses an evidence-base in rural health training and practice and maintains and supports the rural health agenda of SQRH. The position will lead and support research into: rural health workforce development; rural training strategies; innovative rural health service delivery models to enable the provision of health services to meet community needs; improving the health of Aboriginal and Torres Strait Islander people.

The Senior Research Fellow is a member of the SQRH leadership team and will provide high level research advice and support to staff of SQRH.

Duties

Duties and responsibilities include, but are not limited to:

Research

- Overseeing the development of a body of research that progresses an evidence-base in rural health training and practice and maintains and supports the rural health agenda with a particular focus on nursing and allied health professional practice, interprofessional education and practice and Aboriginal and Torres Strait Islander health outcomes.
- Facilitating collaboration between the rural health research activities of the University of Queensland and the University of Southern Queensland.
- Establishing and leading the SQRH research agenda and framework.
• Leading the development and maintenance of data collection and reporting for all SQRH activities.
• Leading the development of long term evaluation of the efficacy of new SQRH initiatives and innovations, including those to increase uptake and retention of students into rural health employment.
• Developing and maintaining research relationships with Australian and international research institutes, universities, government agencies, and not for profits around rural health research.
• Developing research proposals and protocols related to specific research topics.
• Actively pursuing external funding to further the research agenda.
• Supervising Postdoctoral Research Fellows and Research Higher Degree students.
• Supervising staff conducting research.
• Contributing to preparation of scientific papers and conference presentations.

Financials, Resources and Staff
• Managing effectively and efficiently all resources made available by SQRH to support research.
• Providing regular reports to the Director regarding SQRH’s research activities and plans.
• Leading the application for, and the administration of, external research grants by the SQRH including the liaison with University units and funding bodies.

Engagement and Communication
• Liaising with senior academics and health/medical staff, administrative staff, and students within the partner organisations, other universities, the Qld Department of Health and other health care providers, grant funding bodies and any other relevant bodies in relation to the research activities of the SQRH.
• Fostering SQRH’s research engagement with industry, government departments, professional bodies and the wider community.
• Acting as a science communicator and research advocate to the government, media and the public as necessary.
• Actively contributing as a member of relevant committee and groups relevant to the research agenda and activities of SQRH and its partners, affiliates and stakeholders.

Other
• Ensuring, for the SQRH, awareness of and compliance with legislation and University policies relevant to the duties undertaken, including but not exclusive to:
o The University’s Code of Conduct.
o The Australian Code for the Responsible Conduct of Research.

- Requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School.
- The adoption sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures.
- Requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University.
- Other codes as may apply specifically for either of the partner HHSs.

• Undertaking such other the duties relevant to the position as may reasonably be requested by the Director or Board.

Reporting Relationships

The position reports operationally to the Director, SQRH. For University purposes, the position also has a functional reporting relationship with the Associate Dean (Research), Faculty of Health and Behavioural Sciences at UQ.

Location

The position is primarily based in Toowoomba, however, travel will be required to work from other sites across the Darling Downs and South West Queensland regions as required.

Selection Criteria

Essential

- PhD in an area of health research.
- Proven track record of project management.
- Demonstrated expert knowledge in the areas of both quantitative and qualitative research, including design and implementation of a range of evaluation methodologies.
- An ability to establish effective relationships and to represent and promote the research activities of SQRH at a university and wider community level, including with industry, government, professional bodies and community stakeholders.
- Proven record of developing research partnerships including project design, grant submission.
- Commitment to maintaining and progressing an evidence-base in health service delivery and the rural health agenda.
- Evidence of a contribution to research, including successful external grant applications.
- Publications relevant to health (particularly rural and remote) and/or health workforce, and/or Aboriginal and Torres Strait Islander health issues.
• A demonstrable commitment to translational research with potential for direct impact on health outcomes or health services.
• Extensive experience in supervising research conducted by higher degree students and clinical staff.
• Ability to work collaboratively with colleagues.
• Well-developed communication skills.
• Cultural sensitivity.

Desirable

• Knowledge of the challenges of working in regional, rural and remote communities and the health issues facing those communities.
• Knowledge of health workforce and training issues in rural and remote communities.

Qualification Verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion.

Applications are particularly encouraged from Aboriginal and Torres Strait Islander peoples. For further information please contact our Australian Indigenous Employment Coordinator at: atsi_recruitment@uq.edu.au

Applications are also encouraged from women.

This role is a full-time position; however flexible working arrangements may be negotiated.