POSITION DESCRIPTION

Position Title: Research Fellow
Organisation Unit: School of Public Health
Position Number: TBA
Type of Employment: Fixed-Term, Full-Time
Classification: Research Academic Level B

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. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (40), the US News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and the Times Higher Education World University Rankings (66). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other 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.

Our 53,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 17,000 international students from 135 countries, adding to its proud 260,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $2.15 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and
biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+.

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

The University of Queensland’s Faculty of Medicine is an internationally recognised provider of world-class education and research. The research-intensive Faculty has a gross budget of $330 million of the total $2.0B UQ budget. The Faculty employs over 1000 of the 6,600 UQ staff total, with a community of more than 4,200 non-salaried academic appointees and around 3,200 students.

The University of Queensland was, in 1936, the first university in the English-speaking world to establish a Department of Social Medicine. This evolved in the 1950’s to the Department of Preventative and Social Medicine and the School was formally established in 2001 to improve health outcomes through learning, discovery and engagement. The School of Public Health has recently been ranked as the top Public Health school in Australasia in the US News Global university rankings. We are a global leader in improving the health of populations in a changing and inequitable world.

The School’s strategy is centered on academic performance and a commitment to excellence in teaching. We offer programs and courses in all major fields of population and public health to almost 1000 postgraduate and undergraduate students. Our MPH is the only accredited program in the Australasia and S.E. Asia region (APHEA and ASPHER) and one of the few to
offer a dual MD/MPH degree. More than 100 research higher degree (PhD and MPhil) students actively contribute to the School’s vibrant research culture while receiving comprehensive preparation for academic careers or leadership roles in public health.

Our research and engagement strategy is focused on making a real impact on some of the world’s most pressing health challenges. Our major research and engagement themes are: health promotion; climate change and environmental health; mental health; blood borne viruses; women’s health; and, health systems.

Cultural Support at UQ

Workplace Diversity and Inclusion provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity. The Indigenous Employment Team is responsible for the development and implementation of the Aboriginal and Torres Strait Islander Employment Strategy 2019–2022 which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

- **Grow**: Position UQ as an employer of choice for Aboriginal and Torres Strait Islander peoples in all levels and areas of the University
- **Develop**: Provide access to career development opportunities for Aboriginal and Torres Strait Islander staff
- **Respect**: Develop a workplace that values the contribution and positive difference that Aboriginal and Torres Strait Islander staff provide.

Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually for cultural activities, obligations and ceremony. UQ’s Aboriginal and Torres Strait Islander Staff Network provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community. The Pro-Vice-Chancellor (Indigenous Engagement) is responsible for leading the implementation of UQ’s first Reconciliation Action Plan and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community. The Aboriginal and Torres Strait Islander Studies (ATSIS) Unit strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ’s learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our current staff website.

Information for Prospective Staff

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](http://www.uq.edu.au/current-staff/working-at-uq)

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

**DUTY STATEMENT**

**Primary Purpose of Position**
The purpose of the position is to lead data science and data management activities, and provide statistical support and analysis for funded projects within the Queensland Centre for Mental Health Research Forensic Mental Health Group. The role is responsible for providing statistical advice and services to support the group’s research activities, assist with research ethics and governance, contribute to developing publications, and contribute to the development of grant applications and further research opportunities.

**Duties**

Duties and responsibilities include, but are not limited to:

**Research**
- Working collaboratively within multidisciplinary teams to contribute to the establishment of IMHIP-Youth and construction industry datasets, including assisting with ethical clearance and research governance
- Providing statistical leadership in the design, execution, analysis and reporting of research studies
- Participating in project working groups
- Developing and implementing processes for data management and to inform quality assurance
- Preparing oral presentations that summarise the analysis of data, interpret the findings and provide conclusions and recommendations.
- Contributing to reports and publications based on data, and identifying and assisting in the development of further grant and research opportunities
- Undertaking continuing professional development in relevant statistical skills and knowledge

**Service and Engagement**
- Assisting with administrative tasks to achieve the research objectives
- Contributing to the processes that enables the team to manage research activities
- Fostering relations with industry, government departments, professional bodies and the wider community
- Any other duties as reasonably directed by your supervisor
**Other**

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The [University's Code of Conduct](#).

- 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 of 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.

- It is a condition of employment for this role that you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University’s Vaccinations and Immunisation Guidelines (PPL 2.60.08).

Additionally, the appointee must meet the following conditions of employment:

- The applicant must also meet the Vaccine Preventable Diseases (VPD) Requirements for Queensland Health facilities.

- It is a condition of employment that the applicant is eligible for and is in possession of a Blue Card for the duration of their employment.

- The applicant must hold a valid driver’s licence.

- The applicant will be asked to submit to a criminal history check, and obtain security clearance for Brisbane Youth Detention Centre.

**Organisational Relationships**

The position reports to A/Prof Ed Heffernan and Dr Carla Meurk, School of Public Health. Successful applicants will be part of the Queensland Centre for Mental Health Research Forensic Mental Health Group, co-located within the Queensland Forensic Mental Health Service, Metro North HHS, for the term of their employment.

**SELECTION CRITERIA**

**Essential**

- PhD in epidemiology, public health, biostatistics, psychology or a related discipline, and an appropriate combination of education, training and experience in quantitative research that is relevant to the position.

- Demonstrated research skills, knowledge, and expertise applicable to data science and data management, especially relating to linked data studies. This includes understanding of statistical analysis relevant to linked data studies, and advanced skills in R.
- Demonstrated experience of research processes, research ethical review and critical self-reflection in research.
- Demonstrated awareness of the importance of obtaining high quality data, and ability to effectively manage and oversee a mixed methods multi-jurisdictional data collection.
- Demonstrated ability to work collaboratively as part of a multi-disciplinary team and with a wide range of stakeholders, including Aboriginal and Torres Strait Islander people and organisations, and experience contributing to publications aimed at a range of stakeholders, including academic, government and community (lay) audiences.
- Proven record of meeting agreed targets and milestones, and flexibility to adapt to changing priorities and deadlines.
- Demonstrated understanding of how health and wellbeing is shaped by social, cultural, gendered, and economic factors, and vice versa.

Desirable

- Experience of working with data in the fields of mental health research and/or criminal justice research is highly desirable.
- Experience of undertaking collaborative research with Aboriginal and Torres Strait Islander peoples would be an advantage.

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

Vaccinations and Immunisation

It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role; or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University’s Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated. Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au.