POSITION DESCRIPTION

Position Title: Research Officer

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

Position Number: 3046888

Type of Employment: Part-time, FTE 0.5 (36.25 hours per fortnight)
Fixed-term appointment until 31 December 2021

Classification: HEW Level 6

ABOUT SOUTHERN QUEENSLAND RURAL HEALTH

Southern Queensland Rural Health (SQRH) is a joint initiative of The University of Queensland (UQ), University of Southern Queensland (USQ), Darling Downs Health (DDH) 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).

Under the funding agreement the SQRH will be expected to:
1. Deliver effective rural training experiences for nursing, midwifery and allied health, 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 local communities to support the delivery of training to students.
5. Maintain and progress an evidence base and 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 and retention.

SQRH is governed by a joint venture agreement between the four parties. The joint venture establishes a Governance 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, their 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 Health

Darling Downs Health (DDH) provides a comprehensive range of high-quality acute, sub-acute, mental health, drug and alcohol, oral health, residential aged care, and community health services. They 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. Their 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 kilometers. The Hospital and Health Service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. They have a strong focus on, and commitment to, service delivery, education and training and a thriving culture of research that delivers continuous service improvement and evidence-based care. They 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 (SWHHS) is to provide safe, effective and sustainable health services that people trust and value. Their purpose, not only gives the Health Service shape and direction but it inspires, motivates and guides everything they do as they provide
quality health care to their communities.

There are over 26,000 people who live in the catchment area and rely on the public healthcare services that their 700 plus employees provide. SWHHS is 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. They are responsible for the direct management of four hospitals, seven multipurpose health services, four community clinics and two aged care facilities.

SWHHS culture is one that empowers staff, and encourages leadership, innovation and new ideas, and every single day their 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

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

ABOUT THE POSITION

DUTY STATEMENT

Primary Purpose of Position

The Research Officer will contribute to research and evaluation activities for the rural placement outcomes tracking research, under the broad direction of the Southern Queensland Rural Health (SQRH) Senior Research Fellow.

This research aims to assess the long-term impact and outcomes of rural placements undertaken under the Rural Health Multidisciplinary Training (RHMT) program in the SQRH catchment area by allied health and nursing students.

Duties

Duties and responsibilities include, but are not limited to:

- Collect, link, integrate and analyse cohort data from various pre-existing external sources (e.g. university admission records) with data generated from placement evaluation and tracking surveys.
- Conduct a range of statistical analyses, including longitudinal and multivariate analyses, using statistical software such as SPSS, as directed by the Senior Research Fellow.
- Develop, liaise and maintain effective working relationships with data custodians in order to identify, negotiate regular access to and download datasets that will be used to collect research data within set timeframes.
• Develop and maintain an appropriate central data repository (e.g. in statistical software, spreadsheet, or database) that enables storage, merging and analysis of linked datasets. This repository should comply with the handling of confidential personal data, as required by research ethics and governance.

• Prepare statistical and data summaries, including graphs, tables and figures for reports, scientific publications and presentations and contribute to the preparation of ethics and grant applications.

• Contribute to and participate in the SQRH research capacity-building program (e.g. research training workshops), and provide input into SQRH research at the discretion of the Senior Research Fellow.

• Keep up to date with the relevant scientific literature to ensure statistical methods used are the most relevant and reliable for cohort and other longitudinal data.

Travel

• While based in Toowoomba, this position may require travel to data collection sites and research training hubs in the Darling Downs and South West Queensland as well as travel to the University of Queensland (UQ) campuses for university-related activities.

Other

• Ensuring for 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 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.
  o The adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures.
  o 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.

Reporting Relationships

The position reports to the Senior Research Fellow, Southern Queensland Rural Health
SELECTION CRITERIA

Essential

- Undergraduate degree, or higher, in a related field with a background in biostatistics, statistics, quantitative methods, bioinformatics, or other relevant areas, and with at least two years’ experience with linkage, analysis and interpretation of data from longitudinal datasets and/or population surveys, preferably in a clinical context; or an equivalent combination of relevant experience and education/training.

- Demonstrated experience and ability to conduct and interpret a broad range of multivariate statistical analyses with statistical packages (e.g., SPSS, SAS, R or STATA), including multivariate logistic regression.

- Effective communication skills, both written and verbal, including the demonstrated ability to communicate clear and accurate statistical research results and explain statistical methods to non-experts.

- Excellent interpersonal skills with the ability to work collaboratively with colleagues, research partners and external stakeholders, especially with data custodians.

- Demonstrated ability to work relatively independently, take initiative and problem solve, including the ability to identify, resolve and manage data issues as they arise.

- Strong organisational, record-keeping and time management skills, including the ability to prioritise own workload, pay attention to accuracy and detail and meet deadlines.

- Demonstrated ability to maintain the strictest confidentiality when dealing with sensitive data, particularly with respect to identified or potentially identifiable participant data, and an understanding of ethical principles relating to privacy and confidentiality.

- Current unrestricted driver's license.

Desirable

- Experience with, and/or interest in learning Bayesian analysis.

- Experience working in the health or university environment.

- Experience with qualitative methods

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 and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

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.

This role is part-time; flexible working arrangements may be negotiated.