

POSITION DESCRIPTION

Position Title	Postdoctoral Fellow - Statistician
Business Unit	Faculty of Health
Appointment Level	Academic Level B – Research Focused, 0.5 FTE
Reporting To	Associate Dean of Research and Innovation – Faculty of Health
Number of Direct Reports	0
Delegation Band	7
Position Number	TBC

THE UNIVERSITY OF CANBERRA

The University of Canberra is a young University anchored in the national capital and works with government, business, and industry to serve our communities and nation. The University of Canberra challenges the status quo; always pursuing better ways to teach, learn, research, and add value – locally and internationally.

Our purpose is to provide education which offers high quality transformative experiences; to engage in research which makes a difference to the world around us; and to contribute to the building of just, prosperous, healthy, and sustainable communities.

The University of Canberra has recently established its long-term ambitions through its new decadal strategy: *Connected*. Through its three objectives (Connected to Canberra, Connected for life and Connected UC), the University of Canberra aims to build sustainable communities through deep collaborations that are locally focused and globally relevant, partner for life with our students to shape our economic, social and cultural futures and deliver an outstanding, digitally connected experience that removes barriers to accessing higher education.

OUR PURPOSE AND VALUES

Our [purpose and values](#) are the heart of this university. They describe our core identity: who we are and how we behave at the University of Canberra. They were developed by our people for our people.

Galambany

Together we work to empower, connect and share knowledge with our people, cultures and places.



BUSINESS UNIT OVERVIEW

The Faculty of Health comprises three Schools, made up of a broad range of health and sport disciplines including Nursing, Midwifery, Sport and Exercise Science, Physiotherapy, Nutrition and Dietetics, Pharmacy, Public Health, Psychology, Counselling, Medical Radiation Science, Occupational Therapy, Optometry, Social Work and Speech Pathology. It is also home for the Health Research Institute, UC-RISE (the University of Canberra Research Institute for Sport and Exercise) and the Nursing and Midwifery Research Centre – SYNERGY, a partnership between University of Canberra and ACT Health.

The UC Health Precinct includes the Health Hub incorporating Student-led clinics, the University of Canberra Hospital – a rehabilitation hospital, Canberra Specialist Medical Centre and a future 150 bed aged care facility.

Our educational aspiration is to prepare our students to operate effectively within the health, education, aged care disability and sport sectors. The Faculty has a strong and collegiate focus on collaboration among the disciplines, including several cross-disciplinary courses. Students gain supervised professional experience as part of their academic program and on completion of their degrees our graduates are ready for immediate entry to their profession. We are proud of our work-ready and future ready graduates.

Staff are committed to making significant contributions to the advancement of knowledge in their professions, and to contributing to basic, applied and clinical fields of research. The research of the Faculty of Health has grown rapidly in recent years, with ERA rankings of 5 in public health and health services and clinical services research and a 4 in Human Movement, Nursing and Psychology.

POSITION PURPOSE

This position will provide statistical support to researchers within the Faculty of Health, including both research active staff members and higher degree research students. This Faculty of Health role incorporates support to the UC-HRI and UC-RISE. The successful applicant will support researchers from concept stage, through study design and analysis, to publication. It is expected that the position holder will be included on publications where there is a significant input into the study, as per authorship policy. The successful applicant may also be part of research grant applications wherever their skills are needed. They will also have the opportunity to be included on students' supervisory panels. Statistical support is needed in all disciplines within the Faculty, requiring a variety of statistical approaches and a range of software tools including, but not limited to, Jamovi, SPSS, STATA and R as well as a range of meta-analysis programs. Research undertaken by Faculty of Health researchers requires a broad range of statistical methods including both Frequentist and Bayesian statistical approaches.

PRIMARY RESPONSIBILITIES

The position will be responsible for:

1. Collaborate with researchers and HDR students across the Faculty of Health working together on the design and analysis of research studies to ensure appropriate and informative statistical practice.
2. Support HDR students and researchers in the development of statistical methodology, study design, and data analysis.
3. Uses existing statistical software and a variety of established statistical methods to work with HDR students and researchers to gather, analyse, and interpret research data to derive useful information for research studies.
4. Make recommendations to researchers on data collection and format, and development and preparation of reports, charts, tables, and other related documents and graphics.

5. Promote statistical thinking within the Faculty – develop professional development opportunities including the delivery of workshops and short courses in statistics.
6. Teach statistical methods and concepts at postgraduate level, through research units of study, seminars, and workshops.
7. Co-author scientific publications when appropriate.
8. Participate in School, Faculty and University committees and related activities as required.
9. In consultation with ADR&I, undertake other duties as appropriate to this level.

ELIGIBILITY REQUIREMENTS

1. PhD qualification in Biostatistics, or PhD in epidemiology and Master in Biostatistics.
2. Advanced skills in statistical analysis methods such as: General and Generalised Linear Models (e.g. Multiple linear regression, Logistic and Poisson regression), Models for longitudinal data and Multi-level modelling, Structural equation modelling, Generalised additive mixed modelling, Survival data analysis. A working knowledge of Bayesian statistical modelling would be an advantage.
3. Skills and demonstrated innovation in the visualisation of data would be an advantage.
4. Ability to use, write and teach data coding in, for example, Jamovi, SPSS, SAS, Stata, MLWin, R.

KEY CAPABILITIES

Key Capabilities	Descriptors
1. Leadership	<p>1.1 Proactively addresses challenging issues and takes responsibility for seeing issues through. Assist team members to recognise barriers and overcome them.</p> <p>1.2 Connects the University Strategy with the Portfolio and reinforces connections with other staff.</p> <p>1.3 Builds and communicates a clear and compelling path for others to choose to be committed and engaged.</p> <p>1.4 Champions and role models effective change while working to engage and enthuse others to embrace a vision of change.</p> <p>1.5 Showcases diverse voices and perspectives and seeks and values unique contributions and promotes accessibility to all.</p>
2. Citizenship	<p>2.1 Upholds, demonstrates, and promotes the university's purpose and values.</p> <p>2.2 Promotes diversity of thought and creates an inclusive workplace where people feel a sense of belonging.</p> <p>2.3 Looks beyond own point of view to consider needs of others and looks for opportunities to create belonging, support reconciliation, diversity, and inclusion.</p> <p>2.4 Manages accessibility concerns to promote equity.</p>
3. Effective Communication	<p>3.1 Adjusts message and delivery appropriate to audience.</p> <p>3.2 Listens authentically to others to understand content and context and effectively communicates ideas.</p> <p>3.3 Produces accurate and effective information in a timely and efficient manner.</p> <p>3.4 Influences and negotiates persuasively.</p> <p>3.5 Builds cultural competence and adaptive communication skills.</p>
4. Collaboration	<p>4.1 Connects and collaborates with our community.</p> <p>4.2 Looks beyond self and immediate team to add value to the whole University.</p> <p>4.3 Authentically and meaningfully connects with people who are different to self.</p> <p>4.4 Is open to a variety of ideas, experiences, and styles.</p> <p>4.5 Develops relationships with external parties. Seeks and acts on opportunities to connect external parties and partners to the University.</p>
5. Delivers results	<p>5.1 Delivers on agreed outcomes and escalates issues as appropriate.</p> <p>5.2 Responds to changing circumstances and priorities.</p> <p>5.3 Identifies opportunities to improve processes and takes opportunities to problem solve to deliver outcomes.</p>

6. Business Acumen	6.1 Understands the purpose of own position and how this contributes to the objectives of the University. 6.2 Manages resources effectively. 6.3 <i>Understands the commercial context the University operates in.</i>
7. Service	7.1 Delivers seamless customer focused service underpinned by simplified and efficient processes. 7.2 Understands and anticipates the needs of our students and partners and can convert these into commercial outcomes.
8. Digital Literacy and Innovation	8.1 Incorporates digital literacy skills into own learning and the learning of others e.g., students, peers, supervisees. 8.2 Appreciates the legal, ethical and security guidelines in the management, access and use of data. 8.3 Isn't afraid to have an impact. Inspires others to be innovative. Is brave, stirs curiosity and shares ideas and discoveries that shape our future. 8.4 <i>Demonstrates the ability to work fluently across a range of tools platforms and applications to achieve complex tasks.</i> 8.5 <i>Demonstrates the capacity to adopt and develop new practices with digital technology in different settings; to use digital technologies in developing new ideas, projects, and opportunities.</i>

Note: This position requires a skill level that assumes knowledge or training equivalent to graduate qualifications, or extensive relevant experience, or an equivalent combination of relevant experience and/or education/training.

While at work, you must take reasonable care that your actions or omissions do not adversely affect the health and safety of other persons. This includes:

- comply, so far as you are reasonably able, with any reasonable instruction that is given by the University to comply with the WHS Legislation
- cooperate with any reasonable policy or procedure of the University relating to health or safety at the workplace that has been notified to workers
- assume any additional duties as outlined in the WHS Procedure: Resources, Responsibility and Accountability