



# Position Description

## First Nations Senior Principal Research Fellow

Three Rivers Department of Rural Health

Faculty of Science and Health

*This is an identified position and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).*

**Classification** Level E

**Delegation band** [Delegations and Authorisations Policy \(see Section 3\)](#)

**Nature of Employment** Fixed term

**Workplace agreement** [Charles Sturt University Enterprise Agreement](#)

**Date last reviewed** September 2021



# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our Purpose and Vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities senior leaders will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

|                                  |  |
|----------------------------------|--|
| <b>Our Students</b>              | Commencing Progress Rate<br>Student Experience                 |
| <b>Our Research</b>              | Research Income<br>Research Quality and Impact                 |
| <b>Our People</b>                | All Injury Frequency Rate<br>Engagement                        |
| <b>Our Social Responsibility</b> | Underlying Operating Result<br>Community and Partner Sentiment |



## Three Rivers Department of Rural Health

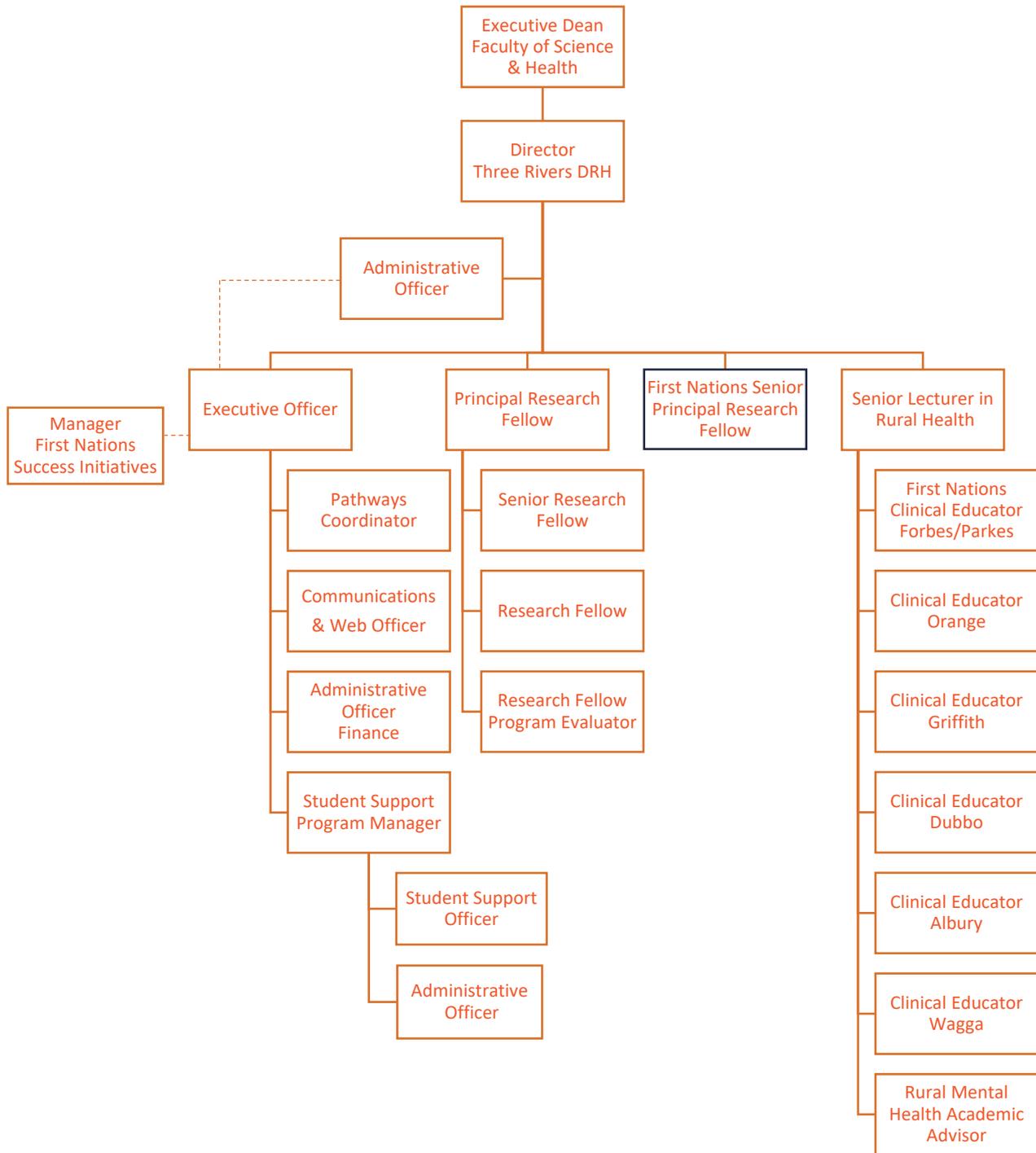
Three Rivers Department of Rural Health (DRH) is a Commonwealth Department of Health initiative embedded within Charles Sturt University; with the aim of enhancing the recruitment and retention of rural health professionals. Three Rivers is an alliance that brings together the unique geographical knowledge and expertise of CSU and its partners.

The key activities of Three Rivers DRH are:

- Raising the aspiration and success of First Nations and rural students within the footprint of the DRH;
- Growing capacity for collaborative quality community-led rural clinical training, particularly in smaller regional communities and across expanded practice areas such as disability, aged care, mental health and primary care;
- Evaluating the activities of the DRH, undertaking rural health research and trialing approaches to service delivery to enhance the health of rural Australians and First Nations people; and
- Fostering the development of future rural health capabilities by developing new multidisciplinary resources and training programs.



### Organisational chart





## Reporting relationship

**This position reports to:** Director, Three Rivers DRH

**This position supervises:** Nil

## Key working relationships

- Director Three Rivers DRH
- Principal Research Fellow, Three Rivers DRH
- Associate Dean Research – Faculty of Science and Health
- Director of Research Institute
- Pro-Vice Chancellor Indigenous Engagement



## Position overview

The First Nations Senior Principal Research Fellow will be a research leader in the Three Rivers DRH contributing to the development and implementation of the DRH research plan, with a particular focus on First Nations health research. The role will provide strategic and academic leadership and build capacity for First Nations and rural health research among the staff and academic and clinical partners of the DRH.

The Senior Principal Research Fellow will seek to drive the DRH's First Nations research and training strategies and build capacity of researchers within the DRH and its partner institutions to deliver on the DRH's core mission of rural healthy communities and improving First Nations health outcomes.

The First Nations Senior Principal Research Fellow will work to establish collaborative networks with researchers and communities in the footprint of the Three Rivers DRH to conduct, facilitate, disseminate and translate First Nations and rural health research.

## Principal responsibilities

- Establish and maintain strategic relationships and networks with a range of stakeholders relevant to advancing the First Nations and rural health research agenda of Charles Sturt University including community, government and industry/professional bodies.
- Develop and execute a personal First Nations focussed research plan which aligns with the Three Rivers Research Plan and Charles Sturt research narrative and achieves objectives including securing external funding and maintaining up-to-date research records within Charles Sturt's research database.
- Provide leadership in areas of health expertise relating to rural and remote areas and develop high quality and effective research partnerships with key stakeholders in industry and the community.
- Lead collaborative research projects with internal and external researchers and stakeholders to develop research initiatives to provide better outcomes for Aboriginal and Torres Strait Islander Health.
- Make a distinguished contribution to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy.
- Advance the contribution of health professionals from across nursing and midwifery, allied health and dentistry professions, to promote better health outcomes for First Nations people and promote high quality research training ensuring excellence in policy and practice.
- Actively contribute to the leadership, governance, marketing and promotion, and administrative activities to facilitate the work of the Three Rivers DRH.
- Conduct ethical, high-quality research/creative works or professional activity to his/her discipline at a national and international level through scholarship, publication and presentation.
- Supervision of Research Higher Degree students.
- Provide significant mentoring and coaching to support the academic development of colleagues, with a particular focus on First Nations research methodologies and practice, whilst also building capacity for the development of First Nations leaders in health research.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

This section comprises capabilities from the Charles Sturt Capability Framework.

|  |   |
|--|---|
| <b>Live our values</b>                   | Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.                |
| <b>Network</b>                           | Bring people together and build relationships that deliver desired benefits and outcomes.                           |
| <b>Listen closely</b>                    | Dig deep to understand others, using self-insight to build team spirit and recognise efforts.                       |
| <b>Influence</b>                         | Create compelling arguments to persuade others and promote ideas that add strategic value.                          |
| <b>Analyse</b>                           | Analyse information, probe for clarity, produce solutions, make judgements, think systemically.                     |
| <b>Formulate strategies and concepts</b> | Work strategically, set strategies, have vision, think broadly about the organisation.                              |
| <b>Cope with pressure and setbacks</b>   | Cope with pressure, keep emotions under control, balance work and personal life, stay optimistic, handle criticism. |

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



## Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

### Essential

- A. Identify as an Indigenous Australian with a thorough understanding of First Nations cultures and societies and demonstrated ability to communicate sensitively and effectively within this environment.
- B. A doctoral qualification, relevant to First Nations health and/or the practice of rural health or equivalent accreditation and standing.
- C. A record of academic achievement of national and/or international standing in First Nations health through distinguished contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity.
- D. Significant experience in and comprehensive knowledge of First Nations and rural health, and recognised as a leading authority at a national and international level.
- E. Demonstrated ability to provide effective leadership and building people capability in major academic units and/or activities.
- F. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives.
- G. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

