



# Position Description

## Research Fellow of Rural Public Health (Mental Health & Addictions)

Rural Health Research Institute

<b>Classification</b>	Level B
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Some out of hours work (including weekends) as well as rural NSW, interstate and overseas travel may be required.
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	March 2022



# 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 all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

<b>Our Students</b>	<ul style="list-style-type: none"><li>• Commencing progress rate</li><li>• Student experience</li></ul>
<b>Our Research</b>	<ul style="list-style-type: none"><li>• Research income</li><li>• Research quality and impact</li></ul>
<b>Our People</b>	<ul style="list-style-type: none"><li>• All injury frequency rate</li><li>• Engagement</li></ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"><li>• Underlying operating result</li><li>• Community and partner sentiment</li></ul>

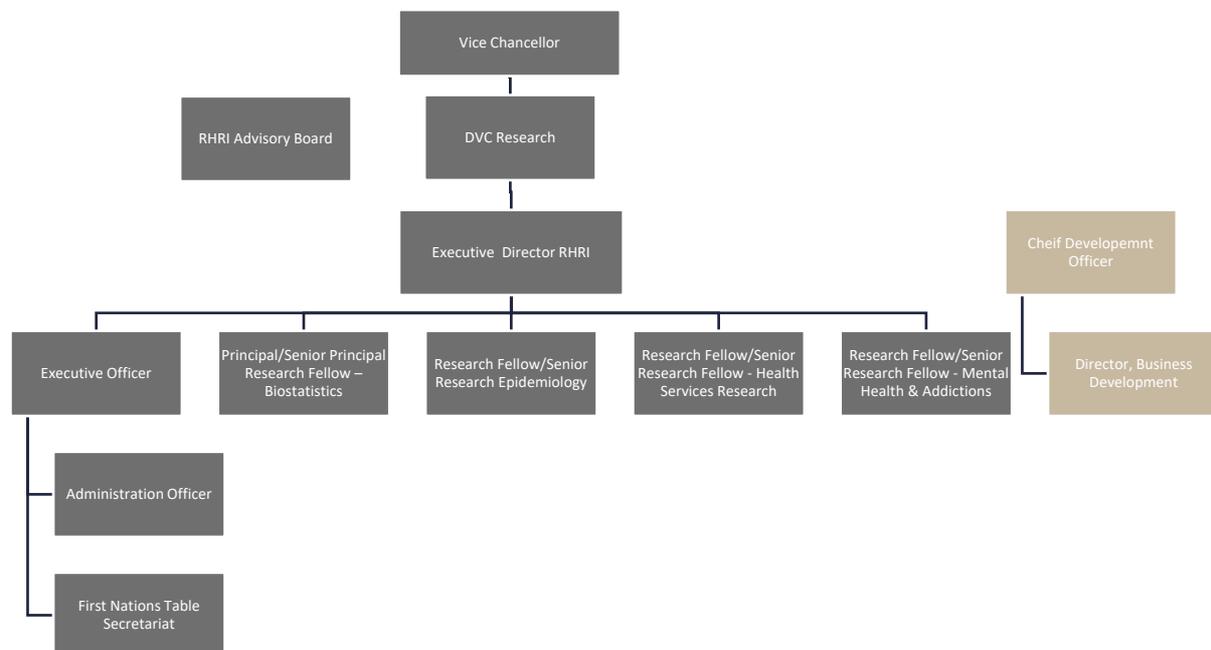
## Rural Health Research Institute

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact.

Charles Sturt is establishing the Rural Health Research Institute which will:

- Address Aboriginal and Torres Strait Islander health inequity and contributes to Closing the Gap aspirations;
- Improve the experience of ageing and aged care in rural communities;
- Foster child development health outcomes;
- Boost rural, consumer-driven health and medical research capability and capacity;
- Build clinical research capacity; and
- Enhance health and medical service delivery in regional cities, rural towns and remote community.

## Organisational chart RHRI





## Reporting relationship

**This position reports to:** Executive Director RHRI

**This position supervises:** N/A

## Key working relationships

- Director Business Development
- Executive Officer
- Research staff

## Position overview

This position will lead a program of Rural Public Health research in mental health and addiction related to the institute's goals to improve rural and regional health in the central west of NSW and internationally. This mental health and addiction role will also provide support for community-based research (e.g., cross-sectional surveys, cohort studies, clinical trials) within the institute and assist with workshops and conferences.

## Principal Responsibilities

- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government, and industry/professional bodies.
- Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.
- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.
- Supervision of Research Higher Degree students.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

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<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways.
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes.
<b>Apply expertise and technology</b>	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
<b>Analyse</b>	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.
<b>Learn and research</b>	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
<b>Plan and organise</b>	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

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## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



## Selection criteria

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

### Essential

- A. A Doctoral qualification in Public Health or Psychology, or equivalent accreditation and standing.
- B. A record of research or professional activity in mental health and addictions which demonstrates a capacity to make an autonomous contribution;
- C. Knowledge and experience in mental health and addictions, community-based research and the coordination of cross-sectional surveys, randomised trials and cohort studies;
- D. Experience in securing externally funded research and/or an established record of publication in high impact journals is also required.
- E. Demonstrated high level written and oral communication skills and a demonstrated capacity to communicate effectively with clinicians, university staff and student groups.
- F. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.

### Desirable

- G. Experience in supervising HDR Students;
- H. Experience with data management, and managing team projects;
- I. Good organizational and time management skills.

