

## POSITION DESCRIPTION – ACADEMIC

### POSITION INFORMATION

<b>Position Title</b>	Research Fellow / Senior Research Fellow (Biostatistician)		
<b>Faculty</b>	Faculty of Health Sciences		
<b>Institute</b>	Institute for Health and Ageing		
<b>Nominated Supervisor</b>	Professor Kerrie Sanders	<b>Campus/Location</b>	Melbourne St Patrick's (215 Spring)
<b>Academic Level</b>	Level B or C (commensurate with skills and experience)	<b>Academic Career Pathway</b>	Research Only
<b>CDF Achievement Level</b>	1 All Staff	<b>Work Area Position Code</b>	
<b>Employment Type</b>	Full-time, Fixed term	<b>Date reviewed</b>	9 January 2017

### ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement:

Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.

Australian Catholic University (ACU) is both a Catholic University and a public institution within the Australian higher education sector. ACU is an inclusive community which welcomes students and staff of all beliefs. The University is committed to a strong Catholic ethos and seeks to foster and promote teaching and learning, research and scholarship, and community engagement in the Christian tradition. As valued members of our community, all staff members are expected to have an understanding of ACU's [Mission](#) and values and to demonstrate an active contribution to them.

The University shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free enquiry and academic integrity.

The University chooses to focus on areas of teaching and research that are closely connected with its particular character as a University that is Catholic, public and national. The focus areas are Theology and Philosophy, Health, Education, and the Common Good and Social Justice.

ACU has over 2,500 staff supporting more than 34,000 students across seven campuses – Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield.

The structure to support this complex and national University consists of:

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Directorate of Identity and Mission drives both the Identity and the [Mission](#) of the University. In addition, five Associate

Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

The University pursues performance excellence and offers an environment where staff are valued and rewarded. Staff are expected to demonstrate a commitment to continuous improvement and to participate fully in resolving issues to achieve and maintain quality standards relevant to their role. Further information about a career with ACU is available at [www.acu.edu.au](http://www.acu.edu.au).

ACU is committed to diversity and social inclusion in its employment practices. Applications from Aboriginal and Torres Strait Islander people, people with disabilities and people from culturally diverse groups are encouraged.

## **ABOUT THE INSTITUTE FOR HEALTH AND AGEING**

The Institute for Health and Ageing (IHA) commenced operation in January 2015, and is the seventh research institute established as part of ACU's program of research intensification.

IHA aims to enhance the lives of older people and those who support them by approaching issues of ageing through a positive, multidisciplinary lens across a range of settings including community, residential and acute care. IHA's approach is multi-faceted and highly collaborative, with an emphasis on drawing upon the wide-ranging skills and experience of the Institute's staff and research partners to find effective, novel and sustainable responses to issues and problems associated with ageing.

IHA has grown rapidly in its first phase of operation, with a focus on creating teams of highly skilled research staff and practitioners whose work intersects with ageing. Our research streams incorporate a range of key focus areas, including:

- Active living
- Biostatistics
- Built environment
- Cancer
- Health economics
- Inequalities in health
- Mental health
- Musculoskeletal health
- Nutrition
- Urban Spaces and Active Ageing
- Research translation
- Women's health

## **POSITION PURPOSE**

Contributes to the research output of the Institute for Health and Ageing through conducting research independently and/or within the musculoskeletal and health economics team.

## **POSITION RESPONSIBILITIES**

### **Introduction**

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- Learning For Life Framework 2014-2017

- ACU Teaching Criteria and Standards Framework
- Research Quality Standards
- Academic Performance Matrices and Evidence Framework
- ACU Capability Development Framework
- Minimum Standards for Academic Levels (MSALs)
- Higher Education Standards Framework
- ACU Service Principles
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.

The following two frameworks in particular are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The [Academic Performance Matrices and Evidence Framework](#) which describes the performance standards in areas of academic activity.
- The [Capability Development Framework](#) which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching, Curriculum Development and Scholarship of Teaching
- Research
- Academic leadership/service.

## Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies ( <a href="#">Capability Development Framework</a> )
<b>Research</b>	<ul style="list-style-type: none"> <li>Initiate and conduct research under limited supervision either as a member of the team, or independently (where appropriate), to achieve the objectives of research related to musculoskeletal health, health economics and health and ageing.</li> <li>Personally, and through active participation in teams, prepare and develop grant applications relating to the Institute's project(s), and contribute to the preparation, or where appropriate, individual preparation of research proposal submissions to external funding bodies.</li> <li>Conduct research and engage in scholarly publication, personally and as part of the musculoskeletal health research team. Prepare findings/results for oral and written communication, and produce and contribute to the production of conference and seminar papers and publications from that research.</li> <li>Carry out activities to further develop personal research expertise relevant to the particular field of research.</li> <li>Contribute constructively to a vibrant research team by guiding the research effort of junior colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>Be responsible and accountable for achieving excellence</li> <li>Collaborate effectively</li> <li>Communicate with impact</li> <li>Make informed decisions</li> <li>Coach and develop</li> </ul>
<b>Academic Leadership and Service</b>	<ul style="list-style-type: none"> <li>Contribute to raising the profile and research reputation of the Institute for Health and Ageing by means including public lectures, seminars, contributing to public debate and policy formation on key research issues.</li> <li>Promote the activities of the University, particularly those relating to research and research training, within academic and professional communities in Australia and internationally.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver stakeholder centric services</li> <li>Communicate with impact</li> </ul>
<b>Teaching, curriculum development and scholarship of teaching</b>	<ul style="list-style-type: none"> <li>Undertake supervision of postgraduate research students.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver Stakeholder Centric Service</li> <li>Coach and develop</li> </ul>

## QUALIFICATIONS AND CAPABILITY OF THE POSITION HOLDER

This section sets out the qualifications, skills, knowledge, experience and competencies expected of the position holder, collectively referred to as 'qualifications and capability'. These are informed by

the evidence and performance standards for the relevant Academic Level and Academic Career Pathway and Academic Level drawn from the [Academic Performance Matrices and Evidence Framework](#) and the Core Competencies set out in the [Capability Development Framework](#).

Opportunities to develop capability are provided through the development programs coordinated by internal providers of professional development. See the [Training and Development website](#) for more information.

**Appointment at Academic Level B or C will be dependent upon demonstrated skills and experience in relation to the following criteria:**

Qualifications and Capability		Selection Criteria
<b>Qualifications and other credentials</b>		
1.	Relevant doctoral qualification in Biostatistics/Statistics and/or Epidemiology; or, substantial progress towards a doctorate; or, evidence of a research component as part of a higher degree.	Yes
2.	Extensive experience with statistical analysis packages such as SAS, GenStat, STATA and SPSS.	Yes
3.	Experience with programming environments, such as R or MATLAB, for statistical computing and graphics. Programming skills in SAS or other related language such as C+, to perform testing and modelling outside an existing statistical package.	Yes
<b>Research</b>		
4.	A sound understanding of, and the ability to develop, biostatistical methodology.	Yes
5.	Extensive experience in managing large databases in addition to design and analysis of cohort studies including Cox regression.	Yes
6.	Demonstrated strong record of co-authored publications in one or more of the biological, health and social sciences.	Yes
7.	Demonstrated record of high quality publications, conference papers, reports and/or professional and/or technical contributions in biostatistics, biometrics, or statistics.	Yes
<b>Teaching, curriculum development and scholarship of teaching</b>		
<b>Core Competencies</b>		
8.	Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.	Yes
9.	Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence.	Yes
10.	Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.	Yes

Qualifications and Capability		Selection Criteria
<b>Other attributes</b>		
11.	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.	Yes