

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Principal Research Fellow		
Faculty	Faculty of Health Sciences		
Institute	Institute for Health and Ageing		
Nominated Supervisor	Professor Kerrie Sanders	Campus/Location	Melbourne St Patrick's (215 Spring)
Academic Level	Level D	Academic Career Pathway	Research Only
CDF Achievement Level	1 All Staff 2 Management (Line) 2 Management (Middle) 2 Management (Senior) 3 Executive Leadership#	Work Area Position Code	
Employment Type	Full-time, Fixed term	Date reviewed	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.

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

Plays an important role in developing and advancing the Institute for Health and Ageing's research profile in the area of musculoskeletal health and health economics, including an emphasis on sarcopenia, falls risk and osteoporosis. Will also contribute to the advancement of other research streams and activities within IHA.

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 (Capability Development Framework)
Research	<ul style="list-style-type: none"> • Develop a robust program of research, and work collaboratively with colleagues and partners to identify, develop, implement and evaluate novel responses to questions of musculoskeletal ageing. • Maintain and further develop a track record of high quality research outputs of national and international significance in the field. • Attract competitive grants and other streams of external funding to underpin the research program. 	<ul style="list-style-type: none"> • Be responsible and accountable for achieving excellence • Collaborate effectively • Communicate with impact • Make informed decisions • Coach and develop

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Academic Leadership and Service	<ul style="list-style-type: none"> Establish strategic and productive research collaborations nationally and internationally in the areas of musculoskeletal health, with an emphasis upon ageing. Contribute to the strategic development and advancement of the Institute for Health and Ageing. 	<ul style="list-style-type: none"> Deliver stakeholder centric services Communicate with impact
Teaching, curriculum development and scholarship of teaching	<ul style="list-style-type: none"> Supervise and co-supervise higher degree by research (HDR) students to successful completion, and contribute to the mentoring of early career research colleagues. 	<ul style="list-style-type: none"> Deliver Stakeholder Centric Service Coach and develop

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.

In recruiting and selecting a candidate for the position, a subset of the qualifications and capability will form the Selection Criteria, **to a maximum of 10**.

Qualifications and Capability		Selection Criteria?
Qualifications and other credentials		
1.	Completion of a PhD in a relevant discipline	Yes
2.	Experience in working independently to develop, implement and evaluate successful programs of research, and a demonstrated potential to develop and lead a high functioning team of researchers	Yes
3.	Demonstrated ability to collect, analyze and synthesize data into high level project reports	Yes
Research		
4.	Demonstrated track record of high quality research, including publications and grants	Yes

Qualifications and Capability		Selection Criteria?
5.	Demonstrated ability to build effective research partnerships with key external stakeholders and collaborators, in order to achieve high quality research outcomes	Yes
Core Competencies		
6.	Demonstrate confidence and courage to achieve ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.	Yes
7.	Demonstrated openness and resilience, inspiring others to change and act to make change happen with the interests, strategic goals and Mission of the organisation at the heart of all outcomes.	Yes
8.	Demonstrated ability to communicate with purpose and gain the support of others. Negotiates for mutually beneficial outcomes that are aligned with the Mission, Vision and Values.	Yes
9.	Proven track record in taking personal accountability for achieving the highest quality outcomes through understanding the context, self-reflection, and aspiring to and striving for excellence.	Yes
Other attributes		
10.	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