



POSITION DESCRIPTION

Melbourne Poche Centre for Indigenous Health
Faculty of Medicine, Dentistry and Health Sciences

Research Fellow

ONLY INDIGENOUS AUSTRALIANS ARE ELIGIBLE TO APPLY AS THIS POSITION IS EXEMPT UNDER THE SPECIAL MEASURE PROVISION, SECTION 12 (1) OF THE EQUAL OPPORTUNITY ACT 2011 (VIC).

POSITION NO	0041700
CLASSIFICATION	Level A
WORK FOCUS CATEGORY	Research Focused
SALARY	\$69,148 - \$93,830 p.a.
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full-time or part-time by negotiation
BASIS OF EMPLOYMENT	Fixed term for 1 year Fixed term contract type; Externally funded
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Shaun Ewen Tel +61 3 8344 9230 shaun.ewen@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our websites:
about.unimelb.edu.au/careers

Position Summary

The University of Melbourne Poche Centre for Indigenous Health joins sister Poche Centres at the Universities of Sydney, Flinders, Western Australia and Brisbane, as a result of an extraordinary philanthropic gift from Greg and Kay Poche. The University of Melbourne Poche Centre operates across the Faculty of Medicine, Dentistry and Health Sciences, through effective partnership and engagement with key stakeholders within various Schools and related institutes to deliver on key Indigenous specific outcomes of both the Centre and Faculty. The central vision of the Melbourne Poche Centre is to accelerate the development of Indigenous leadership in Indigenous health, fostering the emergence of the next generation of Indigenous leaders.

The Research Fellow position, funded by a Lowitja Institute grant, will review and analyse past models of Aboriginal and Torres Strait Islander research training and workforce outcomes for Aboriginal and Torres Strait Islander health researchers funded since the IRRA (Indigenous Research Reform Agenda), with a particular emphasis on health. The position will also identify success factors for Aboriginal and Torres Strait Islander research training models including terms of workforce outcomes and identify the factors which contribute to the development of high performing Aboriginal and Torres Strait Islander health researchers and will identify processes and any structural change that may be required to develop and sustain an Aboriginal and Torres Strait Islander health research workforce.

The position will work under the broad direction of the Director of the Poche Centre.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in research independently and as a member of a research team
- ▶ Coordinate and execute the research project arising from the grant
- ▶ Ensure that the recruitment, data collection, data management, data analysis and reporting processes are consistent with the standards established for the study.
- ▶ Engage in research activities, including ethics submissions that support the completion of the research project
- ▶ Contribute to publications arising from scholarship and research, such as publication of books and in peer reviewed journals
- ▶ Contribute to building an active research record, including contribution and participation in the preparation of manuscripts for publication in peer-reviewed journals as well as reports and reading materials
- ▶ Effectively liaise and collaborate with various stakeholders of the project

1.2 LEADERSHIP AND SERVICE

- ▶ Actively contribute to the day to day activities of the Poche Centre within areas of expertise
- ▶ Actively participate at School and/or Faculty meetings and with guidance, contribute to planning activities or committee work to support capacity-building in the School/discipline.

- ▶ Undertake administrative, monitoring and reporting functions as required by the research funders
- ▶ Participate in community and professional activities related to the relevant disciplinary area
- ▶ Build competence and confidence in presenting the projects, study methods, analysis and results to academic and industry audiences
- ▶ Contribute to the Melbourne Poche Centre's research activity and national profile
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. *Selection Criteria*

2.1 ESSENTIAL

- ▶ PhD or substantial progress towards PhD in relevant area
- ▶ Demonstrated expertise in qualitative research
- ▶ Experience in preparing human experimentation ethics submissions
- ▶ An understanding of the ethos and vision of the Indigenous development programs of the Faculty and the University
- ▶ Strong evidence of ability and desire to build an academic career trajectory
- ▶ Demonstrated independent and/or team based research in health related field
- ▶ Demonstrated ability to apply research methodologies and quantitative/qualitative data analysis
- ▶ Evidence of emerging local academic standing through research contributions
- ▶ Demonstrated ability to articulate research through presentation in a public forum including conferences
- ▶ Demonstrated excellent verbal and written communication skills for effective research collaboration and engagement

2.2 DESIRABLE

- ▶ Ability to identify research grants and procurement
- ▶ Experience in survey methods
- ▶ Demonstrated capacity for interdisciplinary research
- ▶ Knowledge and expertise in statistical analyses
- ▶ Report writing skills for various stakeholders
- ▶ Experience in the supervision or co-supervision and mentoring of honours and postgraduate students and other staff where appropriate

2.3 SPECIAL REQUIREMENTS

- ▶ All annual leave to be taken during the duration of the contract

3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. *Occupational Health and Safety (OHS)*

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. *Other Information*

5.1 MELBOURNE POCHE CENTRE FOR INDIGENOUS HEALTH

The Poche Centre for Indigenous Health is a Faculty wide centre with a focus on accelerating the development of Indigenous leadership in Indigenous health. The Centre was established in June 2014.

5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.4 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the

University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>