



## POSITION DESCRIPTION

Department of General Practice  
Melbourne Medical School  
Faculty of Medicine, Dentistry and Health Sciences

### Research Fellow in diabetes

POSITION NO	0044697
CLASSIFICATION	Level A
WORK FOCUS CATEGORY	Research Focused
SALARY	\$69,148 - \$93,830 p.a. (pro rata)
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	0.4 FTE
BASIS OF EMPLOYMENT	Position available for 12 months Fixed term contract type: Externally Funded Contract Employment
OTHER BENEFITS	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
HOW TO APPLY	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Name John Furler Tel +61 3 83444747 Email <a href="mailto:j.furler@unimelb.edu.au">j.furler@unimelb.edu.au</a>  <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:  
[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Position Summary***

This position is primarily to coordinate and manage a research project with a focus on type 2 diabetes in general practice.

The Research Fellow will have experience in mixed methods research, with an interest in diabetes. Primary duties will include project management and support to study investigators, literature searching, conducting and analysing focus groups and interviews with clinicians and people with T2D and liaison with technical staff in early development of clinical decision support tools for use in the general practice consultation.

You will work closely with the investigators from the project, preparing and assembling materials for team meetings, assisting with convening focus groups and scheduling interviews with clinicians and patients, analysis of focus group and interview transcripts and report writing. Other project activities may include data entry, maintaining efficient and team-effective systems for storage of data in keeping with the Department and University's requirements for the storage of research data, including privacy and confidentiality requirements. You will be required to coordinate the close communication needed with the project's stakeholders.

The research project is summarised briefly below.

***Personalised care for people with type 2 diabetes: An integrated shared decision making tool embedded in the electronic medical record in general practice. Funded by the RACGP – Diabetes Australia and The Melbourne Networked Society Institute Feb 2018 – January 2019.***

This project will use qualitative methods to explore the decision-making processes and approaches that clinicians and patients use when considering what glucose targets they should be aiming for and what treatment intensification measures they will take. We will draw on expert clinicians and technical expertise in developing a computer based algorithm that draws on data in the patient's own electronic medical record to produce a decision support tool that can be used by patient and their health professional in a consultation. We will use two cycles of consultation and technical developmental work to get this clinical decision support tool to a prototype stage where it can be tested in a computer simulation lab setting. Our aim is to use co-design and participator approaches to ensure that the tool we develop meets the real needs of people with diabetes and their health professionals.

## ***1. Key Responsibilities***

### **1.1 RESEARCH AND RESEARCH TRAINING**

- ▶ Coordinate and progress the conduct of the research project independently and as a member of the research team as per the table below
- ▶ Contribute to research outputs including conference presentations, publications and research reports
- ▶ Contribution to supervision of other research support staff as appropriate and as per table below
- ▶ Actively contribute to the research group to support identification and application to other sources of further funding to support ongoing research and other appropriate activities.

Key domain	Project activities/notes
Literature searching and synthesis	In collaboration with an Academic GP registrar
Qualitative research activities	Supporting an academic GP registrar to convene a focus group (FG) of clinicians to explore the decision-making processes and approaches they use when considering glucose targets and treatment intensification in T2D.  In collaboration with the lead CI, convening, conducting and analysing a focus group of people with T2D
Clinical Decision Support (CDS) tool development	Support researchers from the Health and Bioinformatics Centre (HaBIC) and the Melbourne Networked Society Institute (MNSI) to use the literature and FG findings to develop a computer based algorithm and clinical decision support (CDS) tool for use by patient and their health professional in a consultation.
User engagement activities	Coordinating, and in collaboration with the Lead CI and an academic registrar, scheduling, undertaking and analysing “Think aloud” interviews with clinicians (up to 8) and people with T2D (up to 8) exploring views and perceptions of the CDS prototype
Pilot testing	Coordinating pilot feasibility testing of the CDS tool by up to 5 GPs in the MNSI computer simulation lab

## 1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate at Department meetings and contribute to planning or committee work to build capacity as appropriate.
- ▶ Positively engage in learning and career development of self and others as appropriate
- ▶ Effectively demonstrate and promote 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 5.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- ▶ Masters level qualification in relevant area or equivalent professional qualification
- ▶ Demonstrated track record in independent and team based research with a focus on diabetes
- ▶ Strong interpersonal and communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively
- ▶ Demonstrated ability to expertly apply research methodologies including literature searching and qualitative data analysis
- ▶ Ethical scholar who values diversity and works effectively with individual differences

### 2.2 DESIRABLE

- ▶ Experience in supervision of higher degree and post-doctoral research students

## 2.3 SPECIAL REQUIREMENTS

- ▶ A driver's licence is required

## 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/people/community/responsibilities-of-personnel>

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

## 5. *Other Information*

### 5.1 DEPARTMENT OF GENERAL PRACTICE

[www.gp.unimelb.edu.au](http://www.gp.unimelb.edu.au)

The Department of General Practice originated as a unit within the Department of Community Medicine in 1977. It was established as a separate department within the School of Medicine in 2001 and established the Primary Care Research Unit (PCRU) as a centre of excellence in primary care research, research training and knowledge exchange in 2006. With an increased profile within the Melbourne Medical School, the Department

has utilised its growing network of general practitioners (GPs) and primary health care providers in the community to ensure that University of Melbourne medical students are provided with quality community based medical education. The Department delivers postgraduate training for primary care nurses, and research training for medical, Honours, Masters and PhD students.

The Department focuses on clinical and health services research and training to achieve its vision through three major research themes. Using clinical data analytics, we explore patient pathways and describe the epidemiology of health and disease in primary care. We are developing a range of risk stratification tools for use within primary care. With a focus on primary care innovation we develop, test and implement simple and complex interventions including digital technologies with an emphasis on co-design and patient centred care. Our work informs evidence for stepped care models and the medical home. Central to our work is understanding the patient and practitioner experience and involving them in identifying the challenges designing and testing solutions. The Department has successful research programs in Cancer; Children and Young People's Health; Diabetes and Cardio-Metabolic Conditions; Mental Health; and Abuse and Violence.

## 5.2 MELBOURNE MEDICAL SCHOOL

[www.medicine.unimelb.edu.au/](http://www.medicine.unimelb.edu.au/)

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of eight clinical departments (General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

## 5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

[www.mdhs.unimelb.edu.au](http://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.

#### 5.4 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>.

#### 5.5 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.

## 5.6 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>