



## POSITION DESCRIPTION

### Leaders in Indigenous Medical Education (LIME) Network

Faculty of Medicine, Dentistry and Health Sciences

## Research Fellow LIME Network

**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).**

<b>POSITION NO</b>	0043873
<b>CLASSIFICATION</b>	Research Fellow Grade 1, Level A or Research Fellow Grade 2, Level B  <i>Level of appointment is subject to qualifications and experience</i>
<b>WORK FOCUS CATEGORY</b>	Academic Specialist
<b>SALARY</b>	\$69,148 - \$93,830 p.a. (Level A) (pro-rata) \$98,775 - \$117,290 p.a. (Level B) (pro-rata)
<b>SUPERANNUATION</b>	Employer contribution of 9.5%
<b>WORKING HOURS</b>	Full-time / part-time by negotiation
<b>BASIS OF EMPLOYMENT</b>	Fixed-term position for 2 years Fixed term contract type: Externally Funded
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
<b>HOW TO APPLY</b>	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.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Odette Mazel Tel +61 38344 9160 Email <a href="mailto:omazel@unimelb.edu.au">omazel@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***

The Leaders in Indigenous Medical Education (LIME) Network is dedicated to ensuring the quality and effectiveness of teaching and learning of Indigenous health in medical education, as well as best practice in the recruitment and graduation of Indigenous medical students and medical specialists across Australia and New Zealand. It is a program of the Medical Deans Australia and New Zealand, funded by the Australian Government Department of Health, and is hosted by the Faculty of Medicine Dentistry and Health Sciences at The University of Melbourne.

The Research Fellow will contribute to a defined program of work to further the aims of the LIME Network. In particular, the Fellow will develop and undertake research on a proposal to expand the LIME Network as a Community of Practice to include dentistry and health sciences. The Fellow will also contribute to the development of scholarly work in the field of Indigenous health and health professional education; establish an evaluative framework to assess the impact of LIME Network initiatives; and scope the development of a revised Indigenous Health Curriculum Framework for medical education. The role will also involve developing policy advice and recommendations to key stakeholders; and building professional development programs to further support educators to deliver Indigenous health in medical curricula.

The LIME Network is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.

The position will work under the broad direction of the Research Fellow and Program Manager of the LIME Network.

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

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

- ▶ Develop and undertake research on a proposal to expand the LIME Network as a Community of Practice to include dentistry and health sciences.
- ▶ Participate in research independently and as a member of a research team, ensuring that the studies are implemented in accordance with study protocols, quality standards and benchmarks.
- ▶ Contribute to the production of quality conference and seminar papers, as well as reports and publications arising from scholarship and research.
- ▶ Contribute to the development of the scientific program of LIME Connection conference and the publication of an edited collection of peer reviewed papers.
- ▶ Contribute to the development of frameworks for evaluating LIME Network initiatives and report on the outcomes.
- ▶ May be requested to assist in the mentoring of major honours or postgraduate research projects and Research Higher Degree students.
- ▶ Contribute, under the guidance of Senior Academics to the preparation and submission of competitive grant applications.

## 1.2 TEACHING AND LEARNING

- ▶ Scope the development of a revised Indigenous Health Curriculum Framework for medical education.
- ▶ Contribute to building professional development programs and materials to further support educators to deliver Indigenous health in medical curricula.

## 1.3 LEADERSHIP AND SERVICE

- ▶ Develop and maintain effective working relationships with colleagues and key stakeholders.
- ▶ Actively participate in key aspects of LIME Network activities and contribute to planning and committee work.
- ▶ Under limited supervision develop policy advice and recommendations to key stakeholders.
- ▶ Effectively demonstrate and promote LIME Network and 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.

### *Additional Responsibilities for Level B*

- ▶ Make a significant contribution to the delivery of educational programs to support the teaching and learning of Indigenous health in medical education through building professional development programs to further support educators to deliver Indigenous health in medical curricula.
- ▶ Provide research leadership and autonomous management of the research project.
- ▶ Produce quality conference and seminar papers, as well as reports and publications arising from scholarship and research.
- ▶ Provide effective supervision of major honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students.
- ▶ Identify and apply for funding to support individual or collaborative projects relating to teaching, research and leadership practice in Indigenous and health education.
- ▶ Develop policy advice and recommendations to key stakeholders.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- ▶ Relevant tertiary (Honours) qualification within a health discipline, Masters by research relevant to the role or near completion of a PhD; demonstrated relevant experience or an equivalent combination of relevant experience, education and training.
- ▶ Demonstrated ability to build and maintain relationships and work collaboratively with relevant academic, government, industry and Indigenous community stakeholders.
- ▶ Knowledge, understanding and sensitivity to Aboriginal and Torres Strait Islander and or Māori cultures, histories, societies and world views with a demonstrated commitment to culturally safe practice, particularly in relation to research methodologies.
- ▶ Demonstrated skills in project co-ordination and management including the ability to plan and organise own time to prioritise tasks and achieve project outcomes.

- ▶ Demonstrated track record in independent and team based research in a health science field including the ability to apply research methodologies and quantitative/qualitative data analysis.
- ▶ Demonstrated experience in the development of peer-reviewed publications, conference papers or reports and grant applications.
- ▶ Previous experience or willingness to participate in teaching and learning in the field of Indigenous health and health professional education.
- ▶ High level of proficiency in the use of standard application software such as the Microsoft Office suite.

#### *Additional Criteria for Level B*

- ▶ PhD in a relevant field
- ▶ Developing research profile at a national and international level as evidenced by research publications, conference and seminar papers, and/or research funding
- ▶ Experience in supervision of higher degree and post-doctoral research students.

## **2.2 DESIRABLE**

- ▶ Demonstrated success in obtaining research funding.

## **2.3 SPECIAL REQUIREMENTS**

- ▶ Unrestricted right to work in Australia.
- ▶ Valid Victorian driver's licence.
- ▶ Some out of hours work may be required.
- ▶ Some national and international travel may be required.
- ▶ All workplaces and surrounding sites are non-smoking environments.

## ***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 THE LIME NETWORK**

[www.limenetwork.net.au](http://www.limenetwork.net.au)

The LIME Network is co-located with the Melbourne Poche Centre for Indigenous Health (<http://poche.mdhs.unimelb.edu.au>) within the Faculty of Medicine, Dentistry and Health Sciences.

The Network's objectives are set out as follows:

#### **1. Quality Review**

Encourage universities and specialist medical colleges to devise and implement internal review processes by which they can evaluate the quality of Indigenous health curriculum and the effectiveness of initiatives to support the successful participation of Indigenous people in medical education programs.

#### **2. Professional Development, Capacity Building and Support**

Encourage Network members and their colleagues to engage with and deliver initiatives in Indigenous health education.

#### **3. Recruitment and Graduation of Indigenous Health Professionals**

Encourage best practice in the recruitment and graduation of Indigenous doctors and specialists.

#### **4. Professionalisation of the Discipline, Research and Evaluation**

Encourage the development of Indigenous health as its own discipline by providing opportunities for networking, collaboration, and information sharing.

#### **5. Multi-sectoral Networking**

Encourage LIME Network members and their colleagues to work collaboratively, build linkages and share information across disciplines in health professional education, Indigenous health networks, Indigenous communities and organisations, medical student representatives and other health education networks.

**6. Advocacy and Reform**

Contribute to Indigenous health education, and related health workforce issues through the provision of policy advice and recommendations to relevant organisations as appropriate.

**7. Evaluation**

Develop and assess frameworks to measure success and potential improvement areas of the programs implemented.

**5.2 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.

**5.3 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>