



POSITION DESCRIPTION

Gender and Women's Health, Centre for Health Equity
Melbourne School of Population and Global Health
Faculty of Medicine, Dentistry and Health Sciences

Research Fellow in Social Epidemiology

POSITION NO	0044109
CLASSIFICATION	Level B
WORK FOCUS CATEGORY	Research Focused
SALARY	\$98,775 - \$117,290 p.a.
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full time (1.0 FTE)
BASIS OF EMPLOYMENT	Fixed term contract available to 30 th November 2020 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 , 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	Allison Milner allison.milner@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 website:
about.unimelb.edu.au/careers

Position Summary

The Research Fellow will join a small team of researchers working on gender, employment, mental health, and workplace suicide prevention. You will be based within Gender and Women's Health Unit, Centre for Health Equity in the Melbourne School of Population and Global Health. The Unit broadly focus on the social determinants of health, including gender and employment. Researchers in the unit work closely with industry stakeholders in Victoria, nationally and internationally.

The position will support the work of a recently funded NHMRC partnership project, which seeks to evaluate a workplace based suicide prevention program running in the construction industry. The program is operating across a number of Australian states and there is considerable interest for its introduction to the United Kingdom. The Research Fellow will advise the industry partners on the project implementing the program in order to ensure it's best possible evaluation. This will include interfacing with Industry Partners regarding data collection. At a broader level, the Research Fellow will lead publications, conference presentations and grants regarding work and suicide prevention. They will be supported in their work by Dr Milner and colleagues within the Unit. Current areas of research in this area include: employment quality, mental health and suicide, gender and gender equality and health, occupation and socio-economic influences on suicide and mental health.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in research independently and as a member of a research team to understand and address the social and economic determinants of health
- ▶ Independent contribution to publications arising from scholarship and research, such as publication in peer reviewed journals in highly ranked epidemiological, public health and related journals
- ▶ Independent contribution to publications in non-academic formats including to a range of workplace stakeholders and general audience (e.g. online media sites)
- ▶ Supervision of research and postgraduate students as required
- ▶ Preparation of research proposal application and submission to external funding bodies
- ▶ Contribute special lectures or other forms of expert teaching
- ▶ Identify sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in the discipline

1.2 LEADERSHIP AND SERVICE

- ▶ Actively participate at School and/or Faculty meetings and contribute to planning or committee work to build capacity in the School/discipline.
- ▶ Actively participate in key aspects of engagement within the University e.g. School's outreach, first year orientation, academic advice to external bodies
- ▶ Engage key stakeholders in research in the design and dissemination of research
- ▶ Facilitate the translation of research findings into policy and practice

- ▶ Participate in community and professional activities related to the relevant disciplinary area including attendance and presentations at conferences and seminars
- ▶ Positive engagement in learning and career development of self and others
- ▶ 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 5.

1.3 ENGAGEMENT

- ▶ Active participation in some outreach activities relating to research and scholarship
- ▶ Effective liaison with external networks to foster collaborative partnerships

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD in relevant area or equivalent professional qualification in social science
- ▶ Demonstrated track record in independent and team based research in social epidemiology
- ▶ An emerging profile in public health research, ideally in relation to the Social Determinants of Health.
- ▶ Track record in conducting high-level quantitative analyses including longitudinal analyses and familiarity with causal methods in epidemiology
- ▶ Track record in producing high-quality peer-reviewed publications and other research outputs
- ▶ Capacity to work productively with external stakeholders including government, service providers and advocacy groups
- ▶ Excellent written and verbal communication skills, including the ability to communicate with a range of stakeholders from policy and research environments
- ▶ Demonstrated ability to work independently and collaboratively in a team across a range of backgrounds, to achieve project goals and meet agreed deadlines.
- ▶ 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 and quantitative/qualitative data analysis
- ▶ Ability to mentor and guide junior research staff in their academic trajectory
- ▶ Ethical scholar who values diversity and works effectively with individual differences

2.2 DESIRABLE

- ▶ Track record in gender and health research, ideally in relation to mental health and suicide.

- ▶ Track record in the evaluation of workplace based programs and interventions
- ▶ Track record of research grant procurement.
- ▶ Track record of higher degree research student supervision or co-supervision.
- ▶ International links and the scope for enhancing these in future

3. Special Requirements

- ▶ Interstate and international travel may be required occasionally.

4. 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.

5. 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.

6. Other Information

6.1 CENTRE FOR HEALTH EQUITY

The Centre for Health Equity consolidates our School's social, behavioral and public health expertise into a single, world-class Centre. Our core focus is on creating and exchanging knowledge that fosters health equity and wellbeing. Our approach is to work at a population level to produce evidence-based research and programs that improve lives. By connecting with health professionals, policy-makers, consumer groups and the broader community, we aim to improve fair access to good health and wellbeing.

UNITS

- ▶ Evidence and Child Health
- ▶ Gender and Women's Health
- ▶ Health Humanities and Social Sciences
- ▶ Indigenous Health Equity
- ▶ Indigenous Studies
- ▶ Non Communicable Disease Unit

6.2 THE MELBOURNE SCHOOL OF POPULATION AND GLOBAL HEALTH

The Melbourne School of Population Health was established in the Faculty of Medicine, Dentistry and Health Sciences in 2001. It became the Melbourne School of Population and Global Health in 2013. Approximately 300 academic and professional staff people work in the School and its partner agencies. The School's total budget is in excess of \$55m. There are approximately 120 higher degree research students (predominantly PhD). The School aims to strengthen the understanding, capacity and services of society to meet population health needs and to improve the quality and equity of health care. It employs a population health framework that incorporates public health and preventative medicine, health promotion, clinical medicine and allied healthcare disciplines and an equity and evidence-based approach to health care and health policy. Its research programs aim to elucidate the genetic, environmental, social and economic determinants of health, and to focus on the evaluation of the health systems, programs and services that seek to prevent disease and injury and to promote health. The School provides research and professional development opportunities for medical undergraduates, postgraduates in a wide range of disciplines, clinicians in all sectors of the health care industry, scientists, professionals and leaders in population health.

The School is currently composed of four Centres, one Institute and two partnership units:

Centres

Centre for Health Equity (CHE)
Centre for Health Policy (CHP)
Centre for Epidemiology and Biostatistics (CEB)
Centre for Mental Health (CMH)

Institutes

The Nossal Institute for Global Health (NIGH)

Partnership Units

Vaccine and Immunisation Research Group (VIRGo)
Global Burden of Disease Group

Further information about the school is available at <http://www.mspgh.unimelb.edu.au/>

6.3 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.

6.4 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>.

6.5 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.

6.6 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>