



## POSITION DESCRIPTION

Melbourne Social Equity Institute/Disability Research Initiative

### Research Assistant – Employment Discrimination and Vision Impairment Project

POSITION NO	0043646
CLASSIFICATION	Research Assistant Grade 2
SALARY	\$44.77 per hour
SUPERANNUATION	Employer contribution of 9.5%
BASIS OF EMPLOYMENT	Casual
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> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Dr Anna Arstein-Kerslake Tel +61 3 8344 3806 Email <a href="mailto:anna.arstein@unimelb.edu.au">anna.arstein@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 involves the statistical analyses of individual and household data, such as the Australian Bureau of Statistics' Survey of Disability, Ageing and Carers (SDAC) or the longitudinal Household, Income and Labour Dynamics Australia (HILDA) Survey. The aim of the project is to investigate the employment outcomes and characteristics of employment (including employer characteristics) for individuals with vision impairments and compare these to those for individuals with other disabilities, and to those for the general population. In addition, the level of social inclusion or social connectedness will be explored as far as feasible through quantitative surveys. The analyses will form the basis for a report that will inform the activities and advocacy of Vision Australia. Vision Australia is a leading national provider of blindness and low vision services in Australia and works in partnership with Australians who are blind or have low vision to help them achieve the possibilities they choose in life.

The Melbourne Social Equity Institute (MSEI) is one of five 'virtual' research institutes that work across the University to bring together researchers to conduct interdisciplinary research projects. MSEI supports interdisciplinary research on social equity issues across the full spectrum of social life including health, law, education, housing, work and transport. It facilitates researchers working with government and community organisations and helps with the dissemination and translation of research for public benefit.

The Hallmark Disability Research Initiative (DRI) is based within the Melbourne Law School (MLS) and is affiliated with the MSEI. The DRI aims to foster collaborative interdisciplinary research at the University of Melbourne within the field of disability rights. This position will be hosted by the Melbourne Law School for operational purposes.

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

- ▶ Undertake independent, high quality research under the direction of the project supervisors.
- ▶ Prioritise tasks in order to ensure that all deadlines and milestones are met.
- ▶ Prepare drafts of high quality research reports and articles for academic publication
- ▶ Attend regular meetings with the research team, in order to provide updates on progress and to participate in discussions regarding the overall research project.
- ▶ Undertake other tasks as may be required from time to time to assist the research team.
- ▶ Comply with Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

### ***2. Selection Criteria***

- ▶ A relevant research background, being either:
  - A Masters' degree or partially completed PhD in quantitative social sciences such as epidemiology, economics, sociology; or applied statistics
  - Strong skills in quantitative analysis.
  - Experience in the use of STATA or SAS.
  - Scholarly publications in relevant journals and/or reports.
- ▶ Excellent research and writing skills, including a demonstrated ability to prepare high quality written research reports, with a high standard of attention to detail.
- ▶ Ability to work independently and productively with broad guidance.
- ▶ Ability to work within agreed time frames and to meet deadlines.

- ▶ Demonstrated organisational and project management skills.
- ▶ Ability to work well with other staff and to contribute as an effective team member.
- ▶ Proficiency in a range of computer applications, including the Microsoft suite of applications and relevant academic search engines.

#### DESIRABLE

- ▶ Previous employment experience as a researcher, either at a university or in another research environment.
- ▶ Experience in the use of individual or household data, particularly SDAC or HILDA.
- ▶ Experience working on issues related to disability and/or employment

### ***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 service 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 ORGANISATION UNIT

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

Melbourne Law School is Australia's first all-graduate law faculty. Melbourne Law School was the first faculty in Australia to teach law, and awarded this country's first law degrees. The Law School is now fully graduate with its Juris Doctor for admission to practice recognised as a high level qualification in Australia and beyond. Coupled with the unrivalled excellence of the Melbourne Law Masters and its excellent Research Higher Degree programs, the Law School offers a unique opportunity for the integration of scholarship and teaching.

Its faculty is a vibrant community of creative scholars, committed to a highly collegial, research-intensive institutional life. The Law School has particular strengths in comparative analysis. It aims to integrate teaching with research and engagement activities and to engage with local, national and global communities.

The Law School is a single department faculty located in a custom designed building in University Square. The Law School has approximately 2,200 graduate students (including JD, Melbourne Law Masters and Research High Degrees).

### 5.2 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>.

### 5.3 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.

## 5.4 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>