



## POSITION DESCRIPTION

Department of Rural Health  
Faculty of Medicine, Dentistry and Health Sciences

### Research Fellow/Senior Research Fellow in Rural Chronic Illness

<b>POSITION NO</b>	0033473
<b>CLASSIFICATION</b>	Level B or Level C
<b>WORK FOCUS CATEGORY</b>	Research Focused
<b>SALARY</b>	\$98,775 - \$117,290 p.a. (Level B) (pro rata) \$120,993 - \$139,510 p.a. (Level C) ( pro rata) <i>Level of appointment is subject to qualifications and experience.</i>
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full Time / Part Time (0.8 – 1.0 FTE)
<b>BASIS OF EMPLOYMENT</b>	Fixed term position available until 31 December 2018 Fixed term contract type: Externally Funded Contract Employment
<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>	Professor Lisa Bourke Tel +61 3 58 23 4519 Email <a href="mailto:bourke@unimelb.edu.au">bourke@unimelb.edu.au</a>

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

## ***Position Summary***

As part of the University Department of Rural Health program at the Department of Rural Health, the Research Fellow/Senior Research Fellow in Rural Chronic Illness will undertake specific research projects that examine and address chronic illness among rural populations. Projects will include clinical studies, research to identify improved health service design, trials of behavioural and other innovative interventions, obesity studies and the needs and issues facing rural residents with long term and chronic conditions. The Research Fellow will work collaboratively with other team members at the Department of Rural Health as well as with local health services and researchers in other locations. A Senior Research Fellow will lead the Rural Chronic Illness research stream at the Department of Rural Health to expand and enhance this research area.

This position may be based at Shepparton or Ballarat or Wangaratta. Applicants are asked to nominate their preferred work location (if any) in their application.

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

#### **1.1 RESEARCH**

- ▶ Undertake research on rural chronic illness both independently and as a member of a research team, including developing new projects, designing research, gaining ethics approval as required, undertaking data collection and data analysis and writing reports to stakeholders
- ▶ Produce publications arising from scholarship and research on research related to rural chronic conditions, such as peer reviewed journal articles and conference papers
- ▶ Develop new research projects in partnerships with local health services and team members at the Department of Rural Health relevant to the prevention, early intervention or management of rural chronic illness
- ▶ Effective supervision of research support staff
- ▶ Secure funding to support individual or collaborative projects, relating to teaching, research and engagement practice related to rural chronic illness

#### **1.2 TEACHING AND LEARNING**

- ▶ Coordinate the MD research semester at the Department of Rural Health, including providing academic advice and direct support to students undertaking MD research projects
- ▶ Support nursing and allied health education programs undertaken by the Department of Rural Health as required

#### **1.3 LEADERSHIP AND SERVICE**

- ▶ Actively engage with health services in the region and participate in knowledge translation to develop projects that will contribute to improved prevention, early intervention and/or management of chronic conditions in rural areas
- ▶ Participate in community and professional activities related to chronic conditions in rural areas, including knowledge transfer and health service development
- ▶ Actively participate in the Department of Rural Health's meetings and contribute to planning or committee work to build capacity in the Department of Rural Health

- ▶ 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.

#### 1.4 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Allocate and monitor workload and address associated issues in a timely manner.
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- ▶ PhD or MD in area relevant to rural health and rural chronic conditions
- ▶ Demonstrated track record in independent and team-based research related to rural chronic conditions, as evidenced through publications, research funding and knowledge transfer activities
- ▶ Developing research profile at a national level as evidenced by publication record in high-impact peer reviewed journals
- ▶ Evidence of substantial research skills, including the development of projects, research design, ethics processes, data collection experience, data analysis skills, report writing and academic presentations and publication
- ▶ Demonstrated ability to expertly apply diverse research methodologies and data analysis techniques
- ▶ Strong interpersonal and communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively
- ▶ Ability to mentor and guide junior research staff in their academic trajectory
- ▶ Ethical scholar who values diversity and works effectively with individual differences
- ▶ Demonstrated capacity for innovation and effective response to change

*In addition to the above, essential criteria for a Level C appointment are:*

- ▶ National research profile and strong international research profile in a research area related to rural chronic illness, evidenced by significant publication record in high-impact peer reviewed journals and success in achieving nationally competitive grants
- ▶ Track record in supervising, mentoring and training junior research staff in their academic trajectory

- ▶ Experienced teaching activity to diverse audiences, including university students, health professionals and others
- ▶ Effective supervision of research higher degree completions
- ▶ Capacity to participate in planning research activities in the Department of Rural Health and to lead the Rural Chronic Illness stream
- ▶ Demonstrated experience in the completion of research projects with multiple partners and stakeholders.

#### DESIRABLE

- ▶ Experience undertaking research in rural areas of Australia
- ▶ Experience in trialling interventions relevant to chronic condition prevention, early intervention or management
- ▶ Experience of research with Aboriginal communities and/or Aboriginal community controlled health organisations
- ▶ Understanding of the University Department of Rural Health program

### ***3. Special Requirements***

- ▶ It is expected that the successful applicant will live in or relocate to either the Shepparton, Wangaratta or Ballarat areas
- ▶ Some travel within the region may be required for data collection and professional meetings. This may include occasional overnight stays.
- ▶ A current Victorian Drivers Licence is required.

### ***4. Other Information***

#### 4.1 DEPARTMENT OF RURAL HEALTH

<http://www.ruralhealth.unimelb.edu.au/>

The School of Rural Health was established in February 2002 and became the Rural Health Academic Centre in 2010 when it was incorporated into the Melbourne Medical School. In 2015, the Centre was renamed the Department of Rural Health (DRH), Melbourne Medical School. It currently incorporates the Australian Government Department of Health and Ageing designated 'University Department of Rural Health' (1998) and the Rural Clinical School (2001). The Department attracts the majority of its funding from the Commonwealth Department of Health and Ageing through programs aimed at establishing a rural-focused national network of medical and health professional training. The Department enables undergraduate health professionals to undertake a significant period of their training in rural environments, and provides rural communities with greater access to teaching and research facilities and greater clinical support.

The Department of Rural Health's largest campus is at Shepparton, in buildings adjacent to Goulburn Valley Hospital. It has other major campuses at Ballarat, working closely with Ballarat Health Services, and at Wangaratta, with Northeast Health Wangaratta. Students are also placed in smaller towns. New facilities have been established as part of the Northern Victorian Rural Medical Education Network (NVRMEN) initiative include

consulting rooms in general practice, and lecture and skills centre facilities across Northeast Victoria.

**Rural Health programs include:**

Rural Clinical School (RCS) – one of six University of Melbourne clinical schools developed to teach 25% of students for at least 1 year of their clinical training. The RCS takes approximately 60 Commonwealth supported students each year. Within these numbers the Extended Rural Cohort (ERC) is comprised 30 students per year recruited from Northern Victoria who spend their entire clinical training time at the RCS.

Australian Government Department of Health and Ageing designated 'University Department of Rural Health' (UDRH) – a multidisciplinary, population health-based approach involving partnerships with a range of health providers underlies teaching and research activities. A three week rural health module is compulsory for all University of Melbourne medical students and student placements are organised for medical and allied health students. The UDRH assists the La Trobe University School of Nursing in the delivery of a Bachelor of Nursing Science course in the Shepparton region. Aboriginal health activities are undertaken in partnership with the local Aboriginal community.

The Department of Rural Health also houses the Centre of Excellence in Rural Sexual Health (CERSH) which was established in March 2009.

#### 4.2 MELBOURNE MEDICAL SCHOOL

<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.

#### 4.3 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 \$630m 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.

#### 4.4 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at <http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/reputation-rankings>.

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus 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.

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>.

#### 4.5 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/index.html#home>

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.

#### 4.6 EQUITY AND DIVERSITY

Another key priority for the University is access and equity. The University of Melbourne is strongly committed to an admissions policy that takes the best students, regardless of financial and other disadvantage. An Access, Equity and Diversity Policy Statement, included in the University Plan, reflects this priority.

The University is committed to equal opportunity in education, employment and welfare for staff and students. Students are selected on merit and staff are selected and promoted on merit.

#### 4.7 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/unisec/governance.html>.

## 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/topics/responsibilities/>

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