



POSITION DESCRIPTION

Department of Optometry & Vision Sciences
Faculty of Medicine, Dentistry & Health Sciences

Research Fellow – Human Vision

POSITION NO	0044429
CLASSIFICATION	Research Fellow Grade 1, Level A
WORK FOCUS CATEGORY	Academic Research
SALARY	\$69,148 - \$93,830 p.a.
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full time (1.0 FTE)
BASIS OF EMPLOYMENT	Fixed-term position for 12 months Fixed term contract type: Externally funded
OTHER BENEFITS	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 McKendrick Tel +61 3 8344 7005 Email allisonm@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 websites:

about.unimelb.edu.au/careers

Position Summary

This fixed-term postdoctoral research position is to conduct research as part of an ARC Linkage Project Grant (NHMRC Project Grant (LP150100815; *New, Efficient Tests That Map Both Central and Peripheral Vision*) together with chief investigators Prof Andrew Turpin and Prof Allison McKendrick, Swiss-based company Haag-Streit, and international partner Prof Paul Artes (Plymouth Uni, UK). This project will be testing new algorithms for measuring peripheral and central vision. Analysis of the test procedures is being conducted both by computer simulation and by clinical testing of a group of people with vision disorder.

This project is aiming to significantly advance our ability to diagnose and monitor eye disease and loss of vision. The successful applicant will be responsible for the testing the new algorithms in humans and with computer simulation, and will also contribute to our wider research group (which has core interests in developing enhanced diagnostic methods for visual loss using both vision testing and ophthalmic imaging).

The successful applicant will be based in the Department of Optometry and Vision Sciences reporting to Professor Allison McKendrick.

Further information about the laboratory environment is available at:
<http://www.optometry.unimelb.edu.au/research/psychophysics.html>.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Conduct internationally competitive research under limited supervision directed at improving understanding and measurement of visual function in normal and diseased eyes in collaboration with the research team and, where appropriate, independently
- ▶ Be responsible for the testing, and communication of new test procedures for assessing human vision in a practical/clinical setting.
- ▶ Contribute to and publish the results of such research in internationally recognised peer-reviewed journals
- ▶ To contribute to the preparation or, where appropriate, individual preparation of research proposal submissions to appropriate funding bodies

1.2 LEADERSHIP & SERVICE

- ▶ Contribute ideas and to play a leading role in developing the research culture of the laboratory and the research team
- ▶ Undertake administrative functions and obligations primarily connected with the Fellow's area of research
- ▶ To be actively involved in professional activities including, subject to availability of funds, attendance at conferences and seminars in the research field

1.3 ENGAGEMENT

- ▶ Contribute, where appropriate, to public engagement activities and promotion of science along with other lab members
- ▶ Effective liaison with external networks to foster collaborative partnerships

- ▶ Observe and adhere to the University's and Department's standards on non-discriminatory behaviour and language, and equal opportunity
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A PhD degree in a relevant discipline, e.g. Optometry, Vision Science, Psychology
- ▶ Demonstrated ability to undertake high quality independent and team based research, with a sound publication record commensurate with experience
- ▶ Demonstrated understanding of the human visual system
- ▶ Excellent written and oral communication skills, with a track record in writing academic papers in high quality international journals
- ▶ Highly developed interpersonal skills with ability to build an effective working relationship with a range of stakeholders, including clinical research participants
- ▶ Demonstrated ability to manage competing priorities and excellent time management skills
- ▶ Ability to conduct assigned tasks with a high degree of independence and work productively as part of a team

2.2 DESIRABLE

- ▶ Experience in recruiting and testing people particularly for experiments requiring multiple test sessions
- ▶ Experience with human research ethics requirements and in developing applications for human research ethics approval
- ▶ Highly developed skills quantitative analysis, preferably in a vision related domain
- ▶ Clinical eye-care qualification, to enable selection and screening of human observers
- ▶ Ability to initiate new research ideas and directions within the general framework of the laboratories interests

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

4.1 SCHOOL OF HEALTH SCIENCES

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and knowledge exchange that contributes to local, national and global efforts to improve health and wellbeing. The Health Sciences School educates graduate entry and post-graduate students in the disciplines of Optometry, Nursing, Social Work, Physiotherapy and other non-medical health sciences through accredited programs tailored to workforce needs nationally and internationally. It provides national and international health sciences students with professional training to enable them to be competent and effective health professionals who are work ready, eligible for registration and, in the case of Optometry, primary contact practitioners. It also delivers professional education courses and training for the health sciences professions and builds strong relationships and active programs of interaction with the alumni in each discipline. A key aim is to continue to build effective collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 60 full continuing academic staff and 30 continuing professional staff as well as more than 200 sessional and contract staff. In addition, there are more than 200 honorary appointments within Health Sciences.

Further information about School of Health Sciences is available at:

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

OPTOMETRY

The Department of Optometry and Vision Sciences currently comprises twenty-four academic staff (10 teaching and research, 5 teaching specialist and 9 research only). The Department is located in the Alice Hoy Building on the Parkville Campus, UMeyecare and has a footprint for its Visual Neuroscience research groups in the Melbourne Brain Centre. The Department in 2009 opened UMeyecare clinic which provides private practice and clinical training for Optometry students and service to students and staff of the University, as well as to the general public. In 2011 the Department commenced the 4 year Doctor of Optometry (OD) postgraduate degree as part of the new Melbourne Model. The department teaches optics and vision science subjects in the Bachelor of Science and Bachelor of Biomedicine degrees and contributes breadth subjects in the new generation degrees offered by the University. Approximately 290 students are enrolled in these professional optometry programs.

The Department offers further professional training through its Specialists Certificates and Masters in Clinical Optometry, specifically aimed at advancing clinical knowledge and scope of practice for qualified optometrists.

The Department has a vigorous and expanding research program in vision sciences with particular emphasis on the research areas of i) the biological foundations and detection of ocular disease; ii) visual neuroscience and visual neurophysiology. It offers courses of training by research leading to the degrees of PhD, Master of Philosophy, and currently has around 20 students pursuing research higher degrees at any one time. It also offers a Masters in Vision Science and a Masters in Clinical Optometry for professional training.

Further information about the Department's staff profile, academic strategy, research profile and facilities can be found on the web:

<http://www.optometry.unimelb.edu.au/about/overviewforapplicants.html>

5.2 THE FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

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 2013 gross revenue was in excess of \$550M. Approximately 40% of this income relates to research activities.

The Faculty has a student teaching load in excess of 7,500 equivalent full-time students including more than 1,000 research higher degree students. The Faculty has approximately 2,200 staff comprising 700 professional staff and 1,500 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.

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

5.3 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 www.futurestudents.unimelb.edu.au/explore/about/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 hr.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. www.growingesteem.unimelb.edu.au
- ▶ 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://www.unimelb.edu.au/research/research-strategy.html>

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 www.unimelb.edu.au.