POSITION DESCRIPTION

THE UNIVERSITY OF MELBOURNE

Indigenous Health Equity Unit, Centre for Health Equity
Melbourne School of Population and Global Health
Faculty of Medicine, Dentistry and Health Sciences

Research Assistant/Research Fellow in Indigenous Public Health

POSITION NO	0053389
CLASSIFICATION	Research Fellow, Level A or B
SALARY	Level A - 77,171 - 104,717 or Level B: $110,236 - $130, 900 p.a.
SUPERANNUATION	Employer contribution 17%
WORKING HOURS	Part time (0.8) or Full-time (1.0 FTE) as to preference of candidate
BASIS OF EMPLOYMENT	Fixed Term to October 2024
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Cath Chamberlain Phone 0428 921 271 or Chamberl@ihug.com.au *Please do not send your application to this contact*

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The incumbent will join a small team of researchers working on improving support for Aboriginal and Torres Strait Islander families, including strategies to address intergenerational trauma, with a strong knowledge translation component. The position will be based within the Indigenous Health Equity Unit, Centre for Health Equity in the Melbourne School of Population and Global Health. The position will be expected to contribute to supporting, developing and managing a program of research and work as part of an Aboriginal-led interdisciplinary research team of Indigenous and non-Indigenous researchers. The successful applicant/s will benefit from working with a large network of investigators, partners and stakeholders who have collaborated to co-design this program of work https://www.latrobe.edu.au/jlc/research/healing-the-past, as well as other established and emerging multidisciplinary collaborations.

The position will require PhD qualifications in one or more of epidemiology, health or allied health (e.g. psychology, medicine, nursing/midwifery), quantitative social science or related disciplines. The successful applicant is expected to demonstrate high degree of responsibility, self-motivation and organisation and a passion for the research field.

This position represents an exciting opportunity to join a dynamic research team in the Centre for Health Equity and support research relevant to the urgent public health issues of intergenerational trauma and improving health equity. You will have experience in supporting academic researchers, have experience working in the field of supporting families or sociala dn emotional wellbeing (in practice, policy or both), and have highly developed communication skills (written and oral). This position will allow the appointee to further develop these skills.

As a member of the Melbourne School of Population and Global Health's academic team, the appointee will be expected to support the broad ethos of the School and the School's compliance with University policies and procedures, including in relation to environmental health and safety.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion
- Respect
- Integrity
- Accountability

1. Key Responsibilities

The successful applicant/s will work as part of a team and will be supervised by Prof Cath Chamberlain from the Centre for Health Equity at the University of Melbourne, and be required to:

1.1 RESEARCH AND RESEARCH TRAINING

- Develop and build upon an understanding of the impact of trauma on Aboriginal and Torres Strait Islander families, and strategies to break cycles of intergenerational trauma.

- Plan and carry out research on nominated project(s) and provide general co-ordination of sub-projects.
- Collate and analyse data for Healing the Past by Nurturing the Future and other health equity research projects. This includes qualitative formative and evaluative research with Aboriginal and Torres Strait Islander families and care providers, psychometric analysis to develop an Aboriginal Complex Trauma and Strengths Questionnaire, and Cochrane Systematic Reviews.
- Development of program materials, including training and mentoring for service providers, story resources for parents, support frameworks and online assessment platforms
- Preparation of manuscripts, funding and ethics applications.
- Produce high quality research outputs in leading, international peer reviewed journals.
- Engage in other forms of knowledge translation, such as direct engagement with policy makers, scholarly blogs (e.g. The Conversation), media and public debate.
- Provide input into decisions about future studies including the sourcing of potential funds and development of grant applications.
- Contribute to the development of a research program to build the profile of the Healing the Past by Nurturing the Future Project in the Melbourne School of Population and Global Health, in collaboration with partners and stakeholders.
- Contribute to the supervision of graduate students (including honours and Masters of Population Health).

1.2 ENGAGEMENT

- Engage with, and develop, collaborative research partnerships within the School, the Faculty and with national and international partners.
- Attend and contribute actively to team meetings through participation in discussions or related research publications and the presentation of research data for discussion.
- Present study results at local, national and international conferences and forums.
- Attend and actively participate in departmental and school seminars, meetings and/or committee memberships.

1.3 SERVICE AND LEADERSHIP

- Undertake administrative and leadership activities commensurate for a Level B academic. Contribute to teaching within the MSPGH curriculum in line with the Schools expectations commensurate with role and level.
- Effectively demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
- Contribute to the broader Centre and School expectations around leadership and academic contribution as appropriate for the position level
- Perform other tasks as requested by Professor Chamberlain.
- Undertake Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.

2. Selection Criteria

1.4 ESSENTIAL

- Completion of a PhD or equivalent qualification in a field relevant complex trauma and/or Indigenous Health Equity (most likely public health, psychology or health-related discipline).
- Experience in conducting recruitment, data collection, analysis and publication of qualitative research, psychometric evaluation, implementation research and/or systematic reviews.
- An emerging record of publications, conference papers and/or reports, or professional or technical contributions which provide evidence of strong research potential.
- Sound analytical skills with an ability to communicate complex information clearly both orally and in writing.
- Excellent communication skills.
- High level organisational skills: the ability to set priorities, meet deadlines, initiate and follow-up actions, all with minimal or no supervision.
- Evidence of the ability to work as a member of a team in a co-operative and collegial manner.
- Demonstrated ability to establish and maintain collaborative working relationships nationally and internationally across a broad range of industry and research professionals.
- Experience and/or demonstrated understanding of working with Aboriginal and Torres Strait Islander communities.

1.5 DESIRABLE

- Research experience in health, including social and emotional wellbeing.
- Experience in the preparation of research proposal submissions to external funding bodies and evidence of success in securing funding.
- Demonstrated ability to supervise, or co-supervise, Honours, Masters and/or PhD students.

1.6 SPECIAL REQUIREMENTS

- May require some local or national travel.
  The position requires the incumbent to hold a current and valid Working with Children Check and Police Check.

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:

https://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

1.1 CENTRE FOR HEALTH EQUITY

The Centre for Health Equity consolidates our School's social, behavioural 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

Community and Child Health

Gender and Women's Health

Disability and Health

Health Humanities and Social Sciences

Indigenous Eye Health

Indigenous Health Equity

Indigenous Studies

Justice Health Unit

1.2 THE MELBOURNE SCHOOL OF POPULATION AND GLOBAL HEALTH

http://www.mspgh.unimelb.edu.au/

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. Over 300 academic and professional staff work in the School and through its partner agencies. The School's total budget is in excess of $50m. 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

Melbourne Disability Institute

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

1.3 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.

1.4 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

1.5 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and

our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

1.6 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 https://about.unimelb.edu.au/strategy/governance