

POSITION DESCRIPTION

Medicine, Dentistry and Health Sciences
Physiotherapy (Austin Health)

Postdoctoral Research Fellow

POSITION NO	0052950
CLASSIFICATION	Level A or B (as appropriate) – Postdoctoral Research Fellow
WORK FOCUS CATEGORY	Research Focused
SALARY	Level A: \$75,289 - \$102,163 p.a. Level B: \$107,547 - \$127,707 p.a. (commensurate with experience)
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full-time (1.0 FTE)
BASIS OF EMPLOYMENT	Fixed term position available for 2 years with possibility of extension.
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 , select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Tel +61 39496 3871 Email djberl@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

Located within Physiotherapy at Austin Health, in Heidelberg, the research team of Professor Berlowitz examines sleep and breathing dysfunction in neuromuscular disease, especially in spinal cord injury and motor neurone disease/amyotrophic lateral sclerosis. The research program works closely with the Victorian Respiratory Support Service (VRSS) within the Department of Respiratory and Sleep Medicine, the state-wide service that provides domiciliary ventilatory support for over 1,000 individuals. Our research encompasses epidemiology and cohort studies, sleep and respiratory discovery experiments, especially upper airway physiology and imaging, controlled clinical trials, disease registry development, health systems research and health data analytics. Our research involves collaboration across disciplines, technologies and countries.

The research team are building future capacity and developing research ideas (protocol development, pilot data collection, writing papers and funding grant applications, etc). Specific neuromuscular disease projects underway include trials of non-invasive ventilation strategies in VRSS patient groups, especially motor neurone disease, personalised sleep medicine after spinal cord injury, the effect of acute intermittent hypoxia on respiratory drive and neurogenesis, and maximising respiratory function in neuromuscular disease with lung volume recruitment and cough assistance. The Research Fellow will assist Professor Berlowitz to translate these opportunities, in particular the program of NIV studies and acute intermittent hypoxia work into studies that make a real difference to patients.

The Research Fellow will drive and assist with the management of the team's clinical research. This entails research project development and management in collaboration with the study leaders and broader team, data collection and analysis and preparation of publications. This position is primarily located in Heidelberg. However, we have a commitment to minimising the burden of research for participants. As such, much of our clinical research testing occurs in the homes of study volunteers and travel to participants' homes will be necessary. The successful applicant will drive their own projects with supervision, and as such a high degree of responsibility, self-motivation and organisation is critical. The Research Fellow will be expected to function as an effective and central team member of a larger, highly cohesive research team.

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

1.1 RESEARCH AND RESEARCH TRAINING

- Direct the day-to-day operation of the research project(s) to ensure timely execution.
- Develop or build upon an understanding of the key areas of sleep and breathing in neuromuscular disease, non-invasive ventilation and acute intermittent hypoxia.
- Support and assist the CI team to effectively engage and partner with the broader clinical research team, sponsors, trial ethics and governance staff, end-users including people with lived experience and other key stakeholders.
- Develop an independent research profile, including Research Higher Degree co-supervision and research grant funding applications, to support and complement the local research team.
- Provide local (Austin) research trial leadership to
 - Manage and support the ongoing development and delivery of project activities to ensure key performance indicators are delivered in a high quality and timely manner.
 - Plan and carry out data collection on the nominated project(s) and assist with co-ordination of sub- and associated- projects.
 - Collate and analyse data to investigate specific hypotheses.
 - Participate in the preparation of manuscripts, funding applications and ethics applications.
- Perform other tasks as requested by the laboratory lead.

1.2 FINANCIAL

- Oversee the planning and budget requirements of the project(s) activities.
- Monitor expenditure and ensure timely financial and narrative reporting for research partners.

1.3 ENGAGEMENT

- Support the team to effectively engage and partner with the broader clinical research team, sponsor, trial governance, and other key stakeholders.
- Attend and contribute actively to lab meetings through participation in discussions or related research publications and the presentation of research data for discussion.
- Present experimental results at local, national and international forums.
- Attend and actively participate in departmental seminars, meetings and/or committee memberships.

1.4 SERVICE AND LEADERSHIP

- Assist with administrative duties including maintenance of equipment, staff management (HR) and purchasing.
- Perform other tasks as requested by the supervisor or the Head of the Department.
- Undertake 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

- Bachelor degree in Physiotherapy or similar, with post-graduate cardiorespiratory and/or health systems research expertise and completion of a PhD or equivalent qualifications.
- Demonstrated high-level organisational skills (the ability to set priorities, meet deadlines, initiate and follow-up actions).

- Ability to establish and maintain trial sites across a broad range of clinical, research and industry professionals.
- An emerging record of publications, conference papers and/or reports, or professional or technical contributions which provide evidence of strong research potential.
- Sound analytical and communication skills with an ability to communicate complex information clearly both orally and in writing.
- Evidence of the ability and willingness to work independently while effectively collaborating as a member of a team in a supportive and collegial manner to ensure successful project outcomes.
- Demonstrated knowledge of Good Clinical Practice requirements and adherence to the ICH-GCP and WHO guidelines for the conduct of scientific research.
- Demonstrated attention to detail and experience in data auditing, quality assurance and control.
- High level of proficiency in the use of standard application software such as the Microsoft Office suite, statistical packages, etc.
- Demonstrated commitment to the Faculty values of Collaboration & Teamwork, Compassion, Respect, Integrity, and Accountability.

2.2 DESIRABLE

- Experience in the preparation of research proposal submissions to external funding bodies and evidence of success in securing funding.
- Demonstrated ability to establish trial sites and provide comprehensive project management for large multi-site clinical trials.
- Numeracy skills with experience in reporting income/expenditure for reconciliation/ budget tracking.
- Demonstrated ability to supervise, or co-supervise, Honours, Masters and/or PhD students.
- Data visualisation and statistical analyses skills, especially in STATA or R.
- A current Australian driver's license.

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

5.1 SCHOOL OF HEALTH SCIENCES

The Melbourne School of Health Sciences (MSHS) is a School within the Faculty of Medicine, Dentistry and Health Sciences. It is an inter-professional learning organisation at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and engagement that contributes to local, national and global efforts to improve health and wellbeing. The MSHS values and ensures strong relationships with the health professions, workforce agencies, the community, governments, accreditation and regulating authorities, and industry partners. It values a strong discipline focus and professional identity while fostering interprofessional collaborations and synergies in teaching, clinical education and research.

The MSHS educates graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy, Audiology and Speech Pathology through accredited programs tailored to workforce needs both nationally and internationally. It provides local and overseas students with training to enable them to be competent and effective health professionals who are work ready and eligible for registration. The School also delivers professional education courses and training for health sciences professionals and builds strong relationships with the alumni in each discipline.

The School currently comprises approximately more than 120 academic and professional staff as well 200 honorary staff. There are more than 1,100 equivalent full-time students, including more than 100 higher degree research students. The School has an impressive research profile including a strong record of national competitive grants and significant involvement with the health care industry through Co-Operative Research Centres and research contracts.

Further information about the Melbourne School of Health Sciences is available at: <http://www.healthsciences.unimelb.edu.au/>

5.2 PHYSIOTHERAPY

The department of physiotherapy was established in 1991 and makes distinctive contributions nationally and internationally to the physiotherapy profession and society in research, learning & teaching, and knowledge exchange. In 2009 it became a department within the Melbourne

School of Health Science. Further information about Physiotherapy is available at: <http://www.physioth.unimelb.edu.au/>

5.3 FACULTY OF MEDICINE, DENTISTRY AND 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 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.

5.4 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with 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>.

5.5 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.

5.6 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>.