



## Department of Rural Health

# Position Description

<b>Position Number</b>	<b>0054638</b>
<b>Position</b>	Research Fellow Rural Health Workforce
<b>Classification</b>	Level A or Level B
<b>Salary</b>	Level A: \$75,289 - \$102,163 p.a. (pro rata for part time)  Level B: \$107,547 - \$127,707 p.a. (pro rata for part time)
<b>Superannuation</b>	Employer contribution of 17%
<b>Working hours</b>	Full-time or part-time (0.8 – 1.0 FTE)
<b>Basis of Employment</b>	Fixed term until 31 December 2024
<b>Location</b>	Shepparton, Wangaratta or Ballarat
<b>Team</b>	University Department of Rural Health
<b>Line Manager</b>	<b>Lisa Bourke</b>

**Direct Reports** Nil

### CONTACT FOR ENQUIRIES ONLY

Lisa Bourke  
Telephone: +61 3 5823 4519  
Email: [bourke@unimelb.edu.au](mailto:bourke@unimelb.edu.au)  
Please do not send your application to this contact

**How to apply:** Online applications are preferred.  
Go to [about.unimelb.edu.au/careers](https://about.unimelb.edu.au/careers), under 'Job Search and Job Alerts', select the relevant option, then find the position by title or number

## Position Summary

The Department of Rural Health is a rural health workforce program aimed at supporting, enhancing and increasing the recruitment, retention and quality of the rural health workforce in Victoria. The position is available in the University Department of Rural Health (UDRH) program that supports nursing and allied health student placements, provides education and research in Aboriginal Health, and undertakes rural health research. The UDRH seeks a researcher with experience and interest in rural health workforce. The role involves undertaking research into nursing and allied health workforce issues under the direction of the UDRH Director. The research projects will work in partnership with health services in the UDRH region and provide evidence of local issues. Contribution to other UDRH activities and working with the UDRH research team is also part of the role.

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.

We acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated

# 1. Key Responsibilities

## 1.1 TEACHING AND LEARNING

- Support the Going Rural Health team with evidence on nursing and allied health training and workforce issues as required
- Contribute to rural health education when requested, such as guest lectures, research training workshops or assessments

## 1.2 RESEARCH AND RESEARCH TRAINING

- Collaborate with external and internal partners to undertake Rural Health workforce research and evaluation under the direction of the UDRH Director
- Undertake all aspects of research and evaluation, including literature reviews, ethics applications, data collection, data analysis and report writing
- Co-produce peer reviewed academic publications in Rural Health focusing on workforce issues in rural Victoria
- Attend conferences to share research findings, network with other researchers and learn from research in other regions
- Ensure research leads to impacts for rural communities, rural health services and rural nursing and allied health professionals

## 1.3 LEADERSHIP AND SERVICE

- Actively participate in key aspects of engagement within and beyond the University, including with health professionals, health services, rural communities, Aboriginal organisations and other stakeholders
- Contribute to the workforce research stream within the UDRH program, ensuring connection between projects and researchers
- Actively participate in Department of Rural Health meetings at The University of Melbourne, including staff forums, UDRH meetings, research meetings and others relevant to the position
- Provide regular reports on research and engagement activities, outcomes and impacts to the UDRH Director bi-annually for RHMT reporting
- Other activities as identified by the UDRH Director
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

## 1.4 ADDITIONAL RESPONSIBILITIES FOR LEVEL B

- Participate in research independently and as a member of a research team
- Design and implement research projects into rural health workforce
- Lead and contribute to publications arising from scholarship and research, such as publication in peer reviewed journals
- Identification of sources of funding to support individual or collaborative projects, relating to rural health workforce

# 2. Selection Criteria

## 2.1 ESSENTIAL

- PhD in a field related to rural health workforce
- Knowledge of evidence and current research on rural workforce issues in Australia
- Experience of research related to rural nursing and/or allied health workforce
- Demonstrated knowledge of quantitative and/or qualitative methodologies and the ability to learn advanced research skills as required
- The ability to undertake research in a multidisciplinary team with academic researchers, health professionals and health services
- High-level interpersonal, written and verbal communication skills

## 2.2 ADDITIONAL ESSENTIAL CRITERIA FOR LEVEL B

- Track record of research papers in rural health workforce

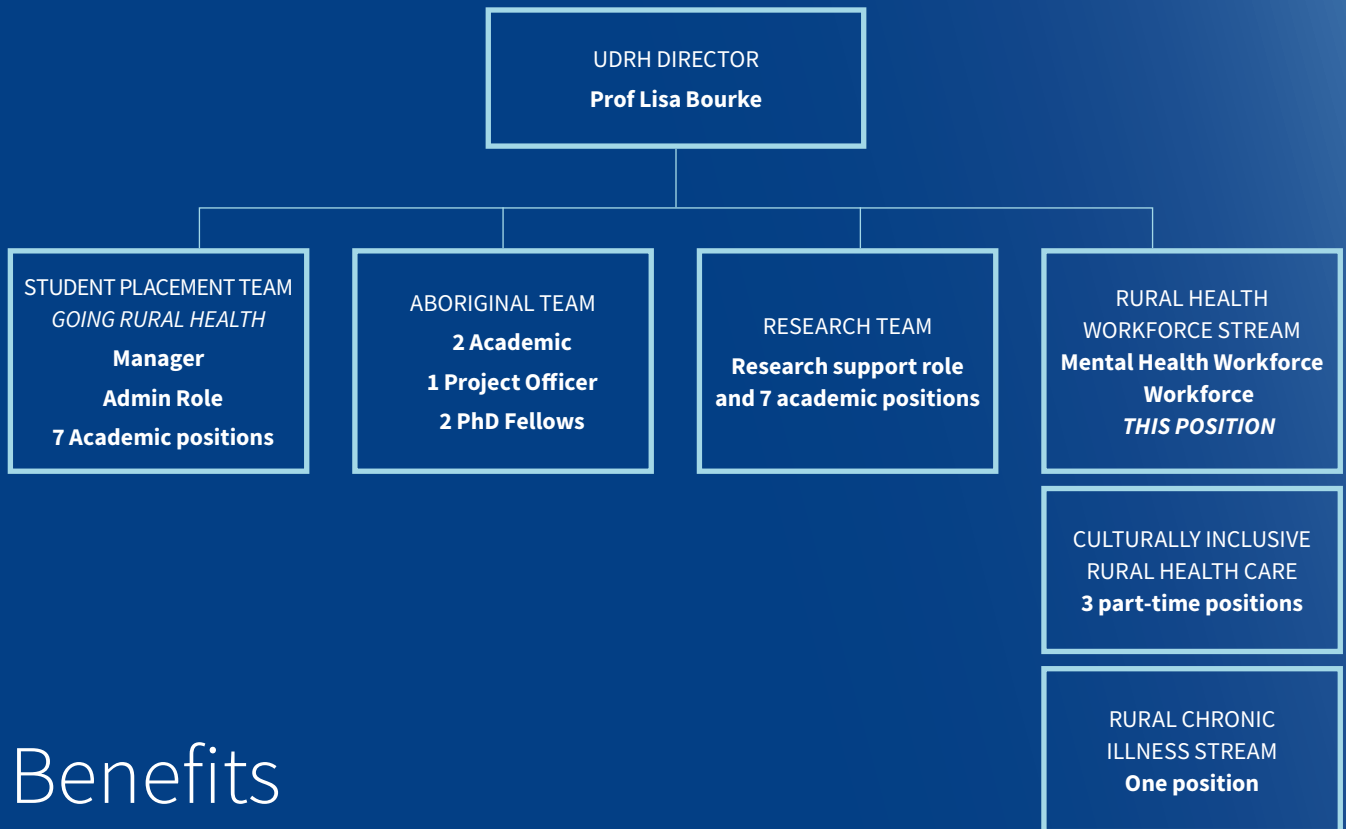
## DESIRABLE

- Clinical qualifications as a nurse or allied health professional
- Experience of rural practice
- Experience working with Aboriginal communities and/or organisations
- Experience of action research and using research to solve problems

## 2.2.2.3 OTHER JOB RELATED INFORMATION

- Some travel is required for this role
- Occasional work out of ordinary hours, travel, etc

# Organisational Chart

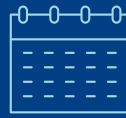


## Benefits



### FINANCIAL

COMPETITIVE SALARIES  
17% EMPLOYER SUPERANNUATION CONTRIBUTIONS  
SALARY PACKAGING  
17.5% ANNUAL LEAVE LOADING



### LEAVE

FLEXIBLE WORK ARRANGEMENTS  
PRENATAL LEAVE  
UP TO 24 WEEKS PAID PARENTAL LEAVE  
ABILITY TO PURCHASE UP TO  
8 ADDITIONAL WEEKS ANNUAL LEAVE PER YEAR



### HEALTH AND WELLBEING

DISCOUNTED MEDICAL TREATMENT  
CULTURALLY INCLUSIVE ENVIRONMENT  
REWARDING OPPORTUNITIES TO POSITIVELY  
IMPACT THE HEALTH YOUR LOCAL COMMUNITY  
FREE CONFIDENTIAL COUNSELLING SERVICES



### ADDITIONAL BENEFITS

STAFF RECOGNITION PROGRAM  
RELOCATION SUPPORT POLICY  
25% OFF FULL-FEE GRADUATE COURSES AND  
COMMUNITY ACCESS PROGRAM  
STUDY LEAVE POLICY  
PET POLICY – BRING YOUR PETS INTO WORK!



# Our Department

**The Department of Rural Health is a department within the Melbourne Medical School at the University of Melbourne. The Department is based in Shepparton, Ballarat, Bendigo (in partnership with Monash University and La Trobe University) and Wangaratta and has associations with more than 40 smaller rural towns in Victoria.**

The key purpose of the Department is to provide professional health education and research training in a rural context with an aim to increase the rural health workforce.

The Department works closely with the local community and healthcare partners to ensure that we remain relevant and connected. Our partnerships underpin our teaching and research. The Department of Rural Health is funded primarily by the Australian Government Department of Health's Rural Health Multidisciplinary Training (RHMT) Program. The aim of the RHMT program is to improve the recruitment and retention of health professionals in rural and remote Australia. The Department works towards this goal with various programs including: The Rural Clinical School, the University Department of Rural Health and The Goulburn Valley Regional Training Hub.

The Department also receives funding for other programs and research including the Centre for Excellence in Rural Sexual Health.



A diverse and highly relevant portfolio of training programs, including our redesigned Doctor of Medicine program and Rural Pathway.



Deep and engaged partnerships with health service providers across the communities we serve.



Active research environment with impact for rural health services and communities.



Opportunities for career progression, diverse roles and resourcing new activities.

# Department of Rural Health



## The Rural Clinical School (RCS):

Providing students with an excellent medical education and a rewarding rural experience.



## Centre for Excellence in Rural Sexual Health (CERSH):

Improving sexual and reproductive health in the regions that we serve.



## Goulburn Valley Regional Training Hub (GVRTH):

Providing support and education to medical students, interns and trainees to help create a sustainable future rural medical workforce.



### Campuses

Shepparton, Ballarat, Bendigo and Wangaratta.



## University Department of Rural Health (UDRH):

- **Going Rural Health (GRH):** Supporting allied health, nursing and health science students to complete rural clinical placements.
- **Aboriginal Health:** Providing education and research in Aboriginal Health with Aboriginal people.
- **Research:** Undertaking research with impact for rural communities in our region.

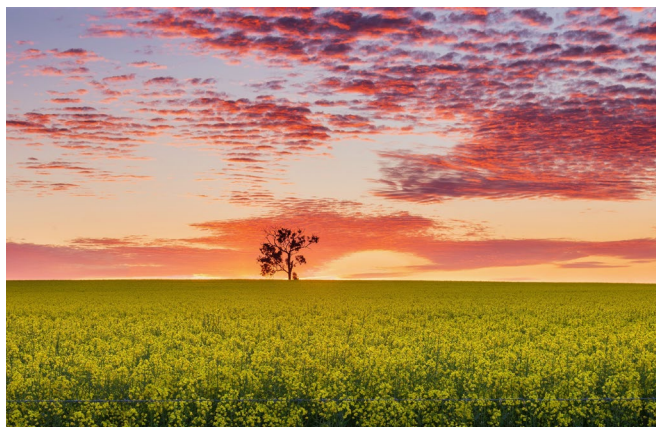
## WORKING IN THESE AREAS TO SUPPORT LOCAL HEALTH SERVICES AND WORKFORCE

*Note: not all programs cover all areas highlighted*



# Living and working on campus

---



## **SHEPPARTON**

Shepparton offers a relaxed rural lifestyle with all the big city facilities. It's community is diverse and growing, boasting beautiful housing estates, a range of schooling options and significant sporting facilities and outdoor activities. The region is renowned as Australia's food bowl and is within easy driving distance to many popular destinations such as Echuca, Nagambie and Yarrawonga.

Living in Greater Shepparton | Great Things Happen Here

[Moving here - Greater Shepparton Council](#)



## **BALLARAT**

Ballarat is one of Victoria's biggest regional centres, and one of the closest to Melbourne, the City of Ballarat continues to surge ahead, it's a well-kept secret that more than 2,000 people move here every year, now attracted by Ballarat's incredible services, housing, employment, tourism and events.

[Visit Ballarat - Where there is so much to be discovered](#)



## **BENDIGO**

Bendigo is a vibrant contemporary regional centre, boasting beautiful streets created from one of the world's greatest gold rushes. Bendigo is jam-packed with creativity, great food, happening festivals and friendly locals.

[Explore Bendigo](#)



## **WANGARATTA**

Wangaratta is a picturesque town with a vibrant CBD. It neighbours renowned wine regions such as Beechworth, King Valley and Glenrowan and is situated at the foothills of the major Victorian ski resorts.

[Home Visit Wangaratta](#)





## Need further information?

---

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

**About the Department of Rural Health (DRH)**  
[www.ruralhealth.unimelb.edu.au/](http://www.ruralhealth.unimelb.edu.au/)

**Department of Rural Health Brochure**  
[https://medicine.unimelb.edu.au/data/assets/pdf\\_file](https://medicine.unimelb.edu.au/data/assets/pdf_file)

**Faculty of Medicine, Dentistry and Health Sciences**  
[mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

**Melbourne Medical School**  
[medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

**Equal Opportunity, Diversity, and Inclusion**  
[about.unimelb.edu.au/careers/diversity-and-inclusion](http://about.unimelb.edu.au/careers/diversity-and-inclusion)

**Occupational Health and Safety**  
[safety.unimelb.edu.au/people/community/responsibilities-of-personnel](http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel)

**Advancing Melbourne**  
[about.unimelb.edu.au/strategy/advancing-melbourne](http://about.unimelb.edu.au/strategy/advancing-melbourne)

**Governance**  
[about.unimelb.edu.au/strategy/governance](http://about.unimelb.edu.au/strategy/governance)

**Murrup Barak, Melbourne Institute for Indigenous Development**  
[murrupbarak.unimelb.edu.au/employment/prospective-staff](http://murrupbarak.unimelb.edu.au/employment/prospective-staff)