



POSITION DESCRIPTION

Melbourne Graduate School of Education
Melbourne Disability Institute

Research Fellow

POSITION NO	0048853
CLASSIFICATION	Level B, Research Fellow
SALARY	\$102,967 - \$122,268 p.a. (pro rata for part-time)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time / part-time (0.8-1.0 FTE)
BASIS OF EMPLOYMENT	Fixed-term position to August 2022
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	Professor Shelley Mallett or Professor Bruce Bonyhady Tel +61 3 8344 2813 Email: s.mallett@unimelb.edu.au or bruce.bonyhady@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

An exciting position exists for a talented early career social science researcher to play a lead role in developing a new conceptual approach to commissioning in disability services, at both a macro level, including in Australia and internationally, and at a micro level focusing on choice and control for people with disability within individualised budgets.

The Melbourne Disability Institute

In 2018 the University of Melbourne established the Melbourne Disability Institute (MDI), the newest of the University's interdisciplinary research institutes. The Melbourne Disability Institute facilitates and develops interdisciplinary disability research across the University and with external partners including government, non-government organisations, peak bodies, and people with disability and their families. The Institute has an ambitious agenda to position the University as an Australian and international leader in disability research that improves outcomes for people with disability and their families.

Professor Bruce Bonyhady, who is one of the key architects of the NDIS and long-term disability reformer, is the Executive Chair and Director of the Melbourne Disability Institute. He is also an Enterprise Professor in Disability Economics and was the inaugural Chair of the National Disability Insurance Agency (NDIA) from 2013 to 2016.

Professor Anne Kavanagh, a leading epidemiologist, is the Academic Director of the Melbourne Disability Institute. Professor Kavanagh also leads the Centre for Research Excellence in Disability and Health and heads a large program of work on the social determinants of health. Her team includes experts in managing and analysis of large data sets. There will be significant opportunities for collaboration between the Research Fellow and Professor Kavanagh's team.

Key initiatives of MDI include:

- Leading the Democratising Disability Data Coalition and working with governments and the disability sector to provide linked disability data for research in accordance with the "Five Safes"
- Developing a co-researcher program to provide people with disability the skills and experience to be involved in research as co-researchers in all activities of the MDI. These foundational activities will be available to support the work of the Research Fellow
- Building capacity at the University of Melbourne by facilitating an inter-disciplinary community of practice for researchers interested in improving disability policies and practices, including a Doctoral Academy
- Leading the National Disability Research Partnership, which brings together eight universities and research institutes, eight Commonwealth and State government organisations, seven disability peak bodies and advocacy groups, six disability service providers, together with major technology companies and start-ups.

These initiatives will provide a stimulating and collegiate environment for the Research Fellow. In addition, the work of the Research Fellow will have the potential for significant impact through the Brotherhood of St Laurence (BSL). BSL and the University of Melbourne share a history of collaboration which spans at least 50 years and this close working relationship has now been deepened, following the formation of MDI.

BSL is one of the major community partners of the NDIA, as it is the largest Local Area Coordinator (LAC) and Early Childhood Early Intervention provider in Victoria. BSL also makes a major investment in research through its Research and Policy Centre of BSL. The Director of the Research and Policy Centre is Professor Shelley Mallett, who has a joint appointment at the University of Melbourne, and a key focus for the RPC is active citizenship for all people in their community. This research is undertaken by the Inclusive Communities team of the RPC and led by Ms Amanda Pagan, who is also an Honorary Fellow of MDI.

The role

The Melbourne Disability Institute has a strong desire to ensure that commissioning arrangements make a maximum contribution to improving the lives of people with disability, their families and carers. This is a vision shared by the Brotherhood of St Laurence, and both organisations believe that a strong and joint research effort in the area of commissioning is

essential for the future success of the NDIS and, together, are uniquely placed to provide leadership in this very important area.

The research will draw together existing national and international literature from a multitude of disciplines (such as public administration and social policy, deliberative democracy, political science, sociology and economics) to identify mechanisms that will improve commissioning across the policy life cycle. In addition to reviewing existing literature, the role will also undertake targeted research that involves people with disability, staff and key stakeholders involved in the commissioning process. Therefore, the research should be based on quantitative and qualitative methods and co-design and co-research.

The new conceptual approach will need to take into account key commissioning activities at both a macro-level and micro level. This will entail understanding the dimensions of commissioning between the Department of Social Services, NDIA, Local Area Coordination services and Early Childhood Early Intervention services, as well as at the micro-level, where people with disability drive the design, delivery and evaluation of their services and supports.

Individualised budgets have been used to provide support to people with disability in many countries. But the NDIS is seeking to harness markets on a scale never seen previously. In addition, many of the NDIS participants will have impairments which limit their ability to exercise “control and choice” and therefore their agency. Some participants will, potentially, be vulnerable to exploitation. In this respect, the commissioning by individual NDIS participants is a huge social and market experiment which needs to be optimised through research.

In addition to outsourcing Local Area Coordination, the NDIA has also outsourced Early Childhood Early Intervention services. As a result, more staff will be employed by the NDIA's Community Partners than by the NDIA itself and most of the direct interactions between NDIS participants and the NDIS will be through the Community Partners. The NDIA is only retaining the planning function for “Intensive” and “Super Intensive” clients and these clients will need access to LAC services.

The style of commissioning by the NDIA will have a major impact on the effectiveness of Community Partners and the values of the NDIS. Externalisation of services by governments can employ a range of methods from purchaser-provider relationships through to deeply relational contracting, depending on the circumstances and the potential sources of value.

The approach to commissioning by the NDIA and responses from Community Partners is evolving and therefore there is a major opportunity to inform this process through research and building an evidence base. The values, motivators, motivations and desired benefits from commissioning will all significantly influence the behaviours of NDIS participants, service providers, the market, LACs and ECEI providers. Implemented well, there is the potential to create significant public benefit, while poor implementation will undermine the sustainability and fairness of the NDIS.

The Research Fellow will be responsible for working with a broad range of stakeholders and then dissemination to a broad audience, including LAC and ECEI providers beyond BSL, the disability sector and the broader community, through the production of academic papers, grey literature and opinion pieces. The Research Fellow will also play an important role in supporting efforts for expanded funding for the project, through government, philanthropy and competitive funding bodies.

The Research Fellow will report to Professor Mallett and work closely with Professors Bonyhady and Alford. Professor Alford is an Honorary Professorial Fellow at The Melbourne School of Government. As such the Research Fellow will be part of a team of researchers conducting high impact projects to improve the lives of people with disability, their families and carers and will also spend some time at the Brotherhood of St Laurence Research and Policy Centre.

People with disability are encouraged to apply.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Develop a new conceptual and practical approach(es) to the delivery of large-scale human services, with reference to the commissioning of services within disability
- ▶ Develop research study proposal(s) for identifying the mechanisms that facilitate high quality collaborative commissioning
- ▶ Work with policy makers, LAC providers, the disability sector and other stakeholders to influence better ways to commission disability services
- ▶ Develop a conceptual and practical approach(es) to commissioning by citizens through individualised support arrangements, with reference to control and choice under the NDIS
- ▶ Contribute to the design of new research projects as required
- ▶ Support and lead a team of co-researchers with lived experience of disability to drive research projects end to end
- ▶ Manage all aspects of the research projects and literature reviews, inclusive of ethics processes, recruitment, data management and analysis, information dissemination and engagement
- ▶ Facilitate the contribution of academics from across the University
- ▶ Facilitate the involvement of key stakeholders including people with disability, advocacy groups, peak bodies, service providers and government
- ▶ Contribute to, and lead, papers for publication in academic journals, grey literature and opinion pieces
- ▶ Contribute to the development of proposals for government, philanthropy and competitive funding bodies to obtain expanded funding
- ▶ Contribute special lectures or other forms of expert teaching

1.2 LEADERSHIP AND SERVICE

- ▶ Supervision of postgraduate students
- ▶ Supervision of junior research staff and professional staff as required
- ▶ Identification of sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in their discipline
- ▶ Active participation in University, Brotherhood of St Laurence and external committees
- ▶ Engage key stakeholders in research in the design, conduct and dissemination of research
- ▶ Facilitate the translation of research findings into policy and practice

1.3 ENGAGEMENT

- ▶ Promote the study to a broad stakeholder audience through presentations, report writing and online material
- ▶ Contribute to the professional development of the disability and mainstream service and policy sectors through presentations and online and face to face courses

- ▶ Participate in professional development provided by the MDI and other opportunities
- ▶ Active participation in outreach activities relating to research and scholarship
- ▶ Effective liaison with external networks to foster collaborative partnerships
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD or equivalent in social sciences (e.g. public health, public administration, sociology, psychology, epidemiology)
- ▶ Demonstrated high-level project management skills in all aspects of research projects
- ▶ Demonstrated skills in the design of questionnaires and in the analysis of quantitative data and qualitative data
- ▶ Track record in producing high-quality peer-reviewed publications and outputs for a broad audience
- ▶ Demonstrated capacity to bring together stakeholders from a range of sectors (e.g. government and advocacy bodies) and disciplines to facilitate high quality outcomes
- ▶ Excellent written and verbal communication skills, including the ability to communicate with a range of stakeholders from policy and research environments
- ▶ A commitment to improving the lives of people with disability, their families and carers

2.2 DESIRABLE

- ▶ Strong background in, and understanding of, the disability sector
- ▶ Strong background in, and understanding of, commissioning
- ▶ Strong skills in qualitative research
- ▶ Experience in translation of research into policy outcomes
- ▶ Track record of research grant procurement
- ▶ Track record of higher degree research student supervision or co-supervision

3. Special Requirements

- ▶ Unrestricted right to work in Australia;
- ▶ Any offer of employment will be conditional upon receipt and maintenance of a valid Working with Children Check;
- ▶ Some out of hours work will be required; and
- ▶ This position is based at the Parkville site. Travel to other sites, interstate and international, may be required.

4. 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.

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/people/community/responsibilities-of-personnel>

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

6. Other Information

6.1 ORGANISATION UNIT

Melbourne Graduate School of Education

6.2 BUDGET DIVISION

Our Vision:

Together we equip people to address the major educational challenges of our times.

Our values:

Respect, Integrity, Curiosity, Fairness and Transparency

Our Mission

The Melbourne Graduate School of Education fosters staff productivity, growth and engagement in a collective effort to enrich the contribution that education makes to society.

- We conduct research and teaching that leads to the transformation of education practice both within and beyond the profession.
- We stimulate learning that enriches the potential of students from around the world, enabling meaningful careers and profound contributions to communities.
- We provide research leadership, setting the direction for high impact, innovative and responsive research that addresses the pressing issues of our times.
- We lead purposeful engagement with society, sharing our resources and expertise as part of collaborative efforts to build a resilient, equitable and sustainable future.

MGSE is a hub of high impact research and teaching. Home to a number of internationally recognised experts, we are at the cutting edge of teaching and research in our field.

Part of the University of Melbourne's Parkville campus, we are based at 234 Queensberry Street and 100 Leicester Street. Our buildings are designed specifically for graduate education students, offering a range of contemporary learning and social spaces.

Our flagship Master of Teaching is based on a clinical approach to teaching and is a significant shift away from traditional approaches to teacher education. We also offer a range of professional development and higher degree research courses for people working in education and related professions. A large number of significant research projects are based here, and we work closely with local, national and international partners on a wide range of projects across education and related disciplines.

For more information about us, visit: education.unimelb.edu.au

6.3 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>.

6.4 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.

<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.

<https://research.unimelb.edu.au/>

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.

6.5 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 <http://www.unimelb.edu.au/governance>