



Position Description

Senior Research Fellow of Biostatistics / Principal Research Fellow of Biostatistics / Senior Principal Research Fellow of Biostatistics

Rural Health & Medical Research Institute

Classification

Level C/D/E

Delegation band

[Delegations and Authorisations Policy \(see Section 3\)](#)

Workplace agreement

[Charles Sturt University Enterprise Agreement](#)

Date last reviewed

March 2022



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university's eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• All injury frequency rate• Engagement
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



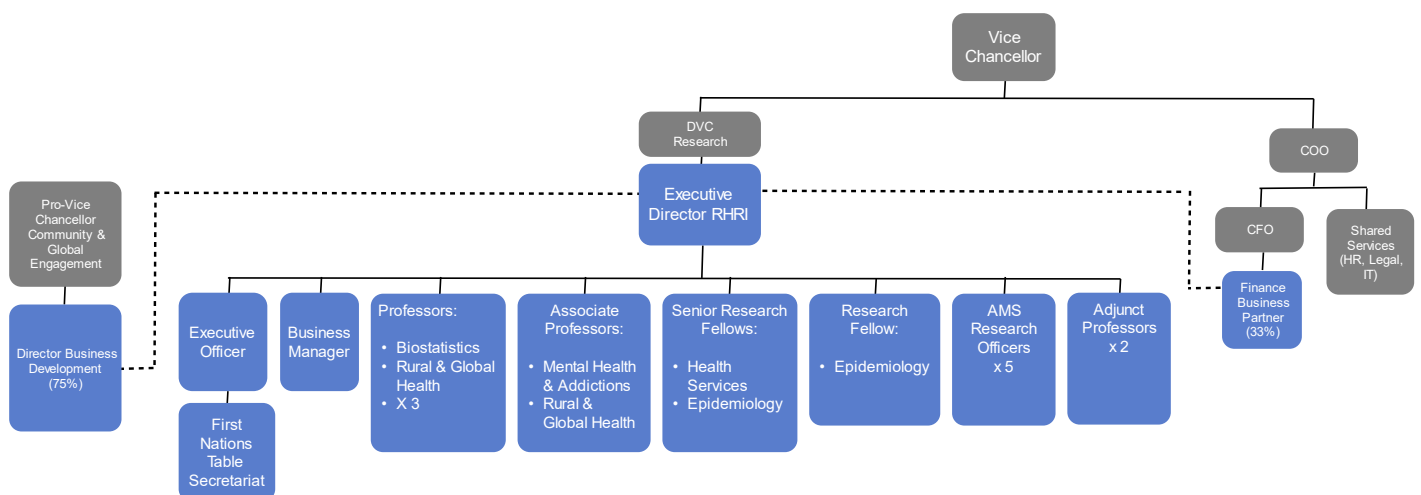
Rural and Medical Research Institute

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact.

Charles Sturt is establishing the Rural Health Research Institute (RHRI) which will:

- address Aboriginal and Torres Strait Islander health inequity and contributes to Closing the Gap aspirations;
- improve the experience of ageing and aged care in rural communities;
- foster child development health outcomes;
- boost rural, consumer-driven health and medical research capability and capacity;
- build clinical research capacity; and
- enhance health and medical service delivery in regional cities, rural towns and remote community.

Organisational chart - RHRI



Reporting relationship

This position reports to: Executive Director, RHRI

This position supervises: N/A



Key working relationships

- Director Business Development
- Executive Officer
- Research staff

Position overview

This position will lead a program of methodological research in an area related to the institute's goals to improve rural and regional health in the central west of NSW and internationally. This role will also provide statistical support for systematic reviews and primary research (e.g., clinical trials, cohort studies, cross-sectional surveys) within the institute and assist with workshops and conferences.

Principal responsibilities

- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Provide significant mentoring and coaching to support the academic development of colleagues.
- Provide a significant degree of leadership and manage research teams contributes to the development of the profession, discipline and/or community.
- Conduct ethical, high quality research/creative works or professional activity to his/her discipline at a national and international level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including securing external funding and maintaining up-to-date research records within CSU's research database.
- Lead collaborative research projects with internal and external researchers and stakeholders.
- Supervision of Research Higher Degree students.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role.

Adapt to change	Explore the reasons for change and be willing to accept new ideas and initiatives.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Present and communicate information	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
Write and report	Write clearly, succinctly and correctly, convince through writing, avoid jargon, structure information.
Analyse	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle for distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#).
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential for appointment at Level C/D/E

- A. A doctoral qualification in biostatistics (or a masters in biostatistics and a doctoral degree in a relevant discipline).
- B. A record of significant achievement relevant to the discipline area, and at a national level, in the scholarship of teaching and/or research/creative works or professional activity.
- C. Knowledge and experience of systematic reviews and primary research, particularly cross-sectional surveys, randomised control trials and cohort studies. Knowledge of data management systems is also important aspect of the position.
- D. Significant experience in and comprehensive knowledge of the relevant discipline area and recognised as a leading authority at a national and international level. A stellar publication record, including methodological research; of national and/or international standing through distinguished contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity.
- E. Superior written and oral communication skills and a demonstrated capacity to communicate effectively with clinicians, university staff and student groups.
- F. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives.

Additional Essential for appointment at Level D/E

- G. A record of academic achievement of national and/or international standing through **outstanding** contributions (Level D) or **distinguished** contributions (Level E), including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity.
- H. Demonstrated ability to provide effective leadership and building people capability in a significant academic setting, and to contribute to the leadership and collegial life of the University and profession and/or discipline.

Desirable

- I. Experience in supervising HDR Students.
- J. Experience with data management, and managing team projects.
- K. Good organisational and time management skills.
- L. National and International Research Collaborations.



● - Capital city ● - Campus location

