

Position Description

Research Fellow, Reducing Gender-based Violence

Position No:	NEW
Business Unit:	Office of the Provost
Division:	School of Psychology and Public Health
Department:	ARCSH
Classification Level:	Level B Research Only
Employment Type:	Full-Time, Fixed-Term
Campus Location:	Campus Independent
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

This position is based in Australian Research Centre in Sex, Health and Society (ARCSHS) and is part of larger partnership with the Reducing Gender-based Violence Research Group (ReGEN) at the Violet Vines Marshman Centre for Rural Health Research (VVMC) within the La Trobe Rural Health School (LRHS). ReGEN leads the university in research into the prevention and response to gender-based violence (GBV). ReGEN is committed to conducting exceptional research into GBV across Australia and internationally. ARCSHS hold particular expertise working with LGBTIQ+ communities, including with victim-survivors, service providers and users of violence.

ReGEN research involves developing, implementing and evaluating multiple small, medium and large primary and secondary prevention interventions across Australia. The 'Partners in Prevention of Sexual Violence' (PIPS) project is a 3-year study that aims to build the evidence base for Australia on the primary and secondary prevention of sexual violence. The PIPS project builds on a sexual violence prevention [Theory of Change](#) developed by ReGEN in 2021. It is a collaborative project across several Centres of expertise, including the Australian Research Centre in Sex, Health and Society, the Centre for Alcohol Policy Research and RMIT University.

The **Research Fellow** will conduct research, evaluation, and dissemination activities. The Research Fellow will engage with community-based organisations delivering sexual violence primary and secondary prevention programs. They will be expected to collaborate with organisations to evaluate 2-3 sexual violence prevention interventions. They will be expected to publish findings and contribute to the research culture. The Research Fellow will be supported by a team of GBV experts and project management staff to ensure rigorous research and evaluation methods.

The Research Fellow should ideally have an academic background in researching GBV or a related field as well as knowledge of intersectionality and feminist research. The Research Fellow also requires knowledge of GBV prevention frameworks and theories (e.g., Our Watch 'Change the Story') and holds skills in process and outcome evaluation research, including mixed methods, quantitative and/or qualitative research methods.

The Research Fellow can be based at the La Trobe University Bundoora or Bendigo campus (hybrid). Some travel will be required.

Please note, there are 4 Research Fellow positions for this project, three are managed through ReGEN and one is managed through the Australian Research Centre in Sex Health and Society.

Duties at this level will include:

- Conducting, writing and publishing, or otherwise disseminating high-quality research as a member of a team or independently.
- Presenting research findings at relevant conferences and forums.
- Drafting and submitting ethics applications and managing research governance with external organisations.
- Contributing to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding sources.
- Developing project and evaluation plans with community organisations.
- Managing stakeholder engagement and building relationships, including with industry and community organisation representatives, to mitigate project risks and to ensure research results are communicated and adopted by industry, community and/or government.
- Collecting and analysing quantitative data using statistical analysis software (e.g., STATA, R, SPSS, etc.) and/or qualitative data using qualitative analysis software (e.g., NVivo).
- Contributing to the activities of the department and school, as agreed with the supervisor and as consistent with the requirements of any external contracts relating to funding of the position.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD connected with the topic of this project. e.g. GBV, structural inequality, health equity.
- A record of peer-reviewed academic publications, conference papers and/or reports, or professional or technical contributions that provide evidence of strong research potential.
- Sound analytical skills with an ability to communicate complex information clearly both orally and in writing.
- High-level organisational skills: the ability to set priorities, meet deadlines, and initiate and follow-up actions, all with minimal or no supervision.
- Demonstrated ability to work collaboratively and productively with staff and students from diverse backgrounds.
- Ability to liaise effectively with a range of collaborators nationally and/or internationally and with industry partners.
- Evidence of experience in research and evaluation and the ability to work effectively independently.
- Experience in analysing quantitative and/or qualitative data, including the capacity to integrate and interpret data from a range of sources.
- Research project management experience, including managing the lifecycle of a project and executing and delivering to funder expected outcomes.
- Ability to manage expectations of a range of internal and external stakeholders.

Desirable Criteria

- Experience working with people from diverse and marginalised communities.

Selection criteria

Respond with 250 words maximum per selection criteria point.

- Knowledge and research experience in GBV or related fields.
- Experience evaluating programs in community and/or health settings.
- Ability to foster relationships with community partners and organisations to deliver research outcomes.
- Demonstrated ability to work collaboratively and independently with staff and students.
- Evidence of high-quality and/or high-impact research conducted and published or otherwise disseminated relative to opportunity.

Capabilities required to be successful in the position

- Ability to demonstrate self-awareness, see things from another person's perspective and actively seek out and act on feedback to improve knowledge, skills and behaviour.
- Ability to think creatively, explore new ideas and respectfully challenge existing practices to improve ways of working.
- Ability to enable a safe, inclusive, high-performing team culture, prioritising staff mental health and wellbeing.
- Ability to build a culture of continuous improvement, implementing ideas generated by team members.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

**WE ARE
CONNECTED**



*We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.*

**WE ARE
INNOVATIVE**



*We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.*

**WE ARE
ACCOUNTABLE**



*We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.*

**WE
CARE**



*We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.*

For Human Resource Use Only

Initials: Date: