

## Position Description

### Research Fellow, Care Economy Research Institute

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<b>Position No:</b>	New (split from existing 50147988)
<b>Business Unit:</b>	Office of the Provost
<b>Division:</b>	La Trobe Rural Health School
<b>Department:</b>	Care Economy Research Institute
<b>Classification Level:</b>	
<b>Employment Type:</b>	0.8FTE - Fixed-Term to September 2026
<b>Campus Location:</b>	Independent but Albury-Wodonga preferred
<b>Other Benefits:</b>	<a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a>

Further information about:

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

Care Economy Research Institute– <https://www.latrobe.edu.au/research/ceri>

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## **Position Context/Purpose**

### **Level B – Research Fellow**

A Level B research only academic is expected to carry out independent and/or team research within the relevant field and carry out activities to develop their research expertise relevant to the particular field of research.

The Office of the Provost is comprised of 12 Schools and twenty-five Departments with 1,000 staff and 16,000 students, including 900 PhD students across La Trobe's multi-campus operations. The Office of the Provost offers a range of general and specialist undergraduate and postgraduate courses that are rigorous and attuned to meeting the needs of students in ensuring their readiness to work in changing environments. The Office of the Provost has an outstanding reputation for research excellence, for research translation and for building strong relationships with industry partners.

The La Trobe Rural Health School is the largest rural health school in Australia. LRHS is based at all four regional campuses of the University: Bendigo, Mildura, Shepperton and Albury-Wodonga. The School has a wide range of health courses including dentistry, oral health, nursing, midwifery, paramedicine, public health, pharmacy, biomedical sciences (onshore and offshore), physiotherapy, social work, speech pathology, exercise physiology, exercise science and occupational therapy.

### **Position Summary**

La Trobe University has established a world leading flagship Care Economy Research Institute (CERI) to achieve a step change in research impact and profile. CERI will unite high performing researchers engaged around a significant and complex challenge to drive impact and innovation and will be the engine through which La Trobe delivers world-leading research and generates external income at a greater scale than is possible through La Trobe's existing research centres.

CERI will deliver a step change for La Trobe, by expanding LTU's research and teaching capability in the health and wellbeing space across La Trobe and help to strengthen partnerships with multiple health care providers, government, education and research facilities across Australia.

The new institute, CERI, will be structured to achieve the critical mass required to become truly world-leading in its research domains. Led by Professor Irene Blackberry as the Institute Director, CERI covers five research domains, with each domain headed by a research theme lead, and a multidisciplinary research team. The five domains are:

- Care Technology
- Care Workforce
- Care Delivery
- Care Experience
- Care Economics, Social and Policy

The Care Economy Research Institute works in collaboration with highly skilled researchers, community and government stakeholders to conduct research into some of the most pressing issues faced by the care sector. Research projects within the five care economy research domains will span a range of methodological approaches and the position requires skills and interest in using both quantitative and qualitative methods to generate high quality research. The position will involve liaising with stakeholders (community, service provider and industry partners), designing projects, preparing applications for ethical approval, data collection and analysis, writing up and publishing research findings and participating in research dissemination activities. A critical role of the position is to generate research revenue from various sources to expand research activities. This role is also responsible for the supervision, mentoring and management of research assistants working in the CERI team.

This position will report to the Director of the Care Economy Research Institute, who is based at

Albury-Wodonga campus and so it is preferred that this position is also based at this campus. Alternative campuses will be considered for the right candidate. The position will involve some travel to other La Trobe University campuses and to meet industry partners.

**Duties at this level will include:**

**Research**

- Conduct and publish, or otherwise disseminate high quality and/or high impact research/scholarly journal articles under limited supervision either independently or as part of a team, according to the benchmark set by the university.
- Work across multiple teams concurrently to assist with the above.
- Develop and implement core research initiatives in collaboration with CERI members and industry partners.
- Participate in professional activities including presentations at conferences and seminars in field of expertise.
- Acquire and interpret research data and results. Run analyses and tests using specified and agreed techniques and models. Contribute to the development of techniques, models and methods.
- Collaborate with La Trobe University and other researchers to produce reports, peer-reviewed publications, and other research outputs.
- Develop an independent national research profile in an area related to the care economy.
- Attract funding to develop a body of research in an area relevant to the care economy.

**Leadership and Service**

- Participate as a member of relevant La Trobe University community as directed.
- Provide advice and supervision to Higher Degree research students and research assistants.
- Provide supervision and academic leadership in the development of research skills among fellow staff members and Institute members.
- Lead, manage and motivate staff in the research grouping. Developing and raising their performance including responsibility for setting and reviewing longer term performance criteria and objectives.
- Perform tasks requiring the conceptualisation, development, review, and accountability for the operation of major professional, management or administrative policies at the corporate level.
- Identify and apply for sources of funding to support individual research endeavours at La Trobe University.
- Provide service to the broader academic community, including peer review and membership in academic and community groups.
- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the Director of CERI.

**Engagement**

- Effective liaison with external community, industry, and other key stakeholders to foster collaborative partnerships.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

**Essential Criteria**

**Skills and knowledge required for this position:**

- A doctoral qualification in a field relevant to the care economy such as (but not limited to): public health, psychology, medicine, epidemiology, nursing, social work, health services management or allied health.

- A track record of research excellence including peer review publications and attracting research grants from various sources.
- Experience and demonstrated skills in quantitative and qualitative methodologies including research design, data collection, analysis relevant to the broader care sector including care across the life-course.
- Demonstrated established and productive research with a range of key stakeholders including health services, clinicians, academics, and end users.
- Demonstrated ability to take responsibility for achievement of operational objectives and programs affecting a significant area of research.
- Experience in teaching research skills or research supervision of undergraduate or post graduate students.
- Excellent verbal and written communication skills, combined with excellent interpersonal skills.
- Demonstrated capacity to work independently, as a team member and lead a team to undertake high quality research.
- Capacity to apply high level computer skills, including a good understanding of software relevant to the conduct of research including SPSS/Stata/SAS, Endnote, NVivo, Project Manager.
- Strong people manager skills including the ability to negotiate, motivate, influence, and build relationships.
- Demonstrated experience and/or commitment to working in rural settings and understanding of the Australian health system and care economy.
- Experience working in health service and/or academic environments.

#### **Capabilities required to be successful in the position**

- Ability to work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
- Ability to think creatively, explore new ideas and respectfully challenge existing practices in order to improve current ways of working.
- Ability to implement improvements to local processes.
- 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.

#### **Essential Compliance Requirements**

To hold this La Trobe University position the occupant must:

- Be willing to travel to conduct field research and meet industry partners, requiring possession of a valid Driver's License and willingness to drive University vehicles
- 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**

La Trobe University is committed to providing a diverse, inclusive, and respectful working environment for all staff. 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.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

## La Trobe's Cultural Qualities:



### **We are accountable**

*We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.*



### **We are connected**

*We connect to the world outside – the students and communities we serve, both locally and globally*



### **We are innovative**

*We tackle the big issues of our time to transform the lives of our students and society.*



### **We care**

*We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities*

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For Human Resource Use Only

Initials:

Date: