

<b>POSITION TITLE</b>	Select Foundation Senior Research Fellow / Principal Research Fellow in Health Services Research
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<b>COLLEGE</b>	College of Health and Medicine
<b>SCHOOL/SECTION</b>	Menzies Institute for Medical Research
<b>CAMPUS</b>	Medical Science Precinct - Hobart
<b>CLASSIFICATION</b>	Level C/D
<b>DATE</b>	March 2019

### POSITION SUMMARY

The University of Tasmania is building a vision of a place-based University with a mission to enhance the intellectual, economic, social and culture future of Tasmania, and from Tasmania, contribute to the world in areas of distinctive advantage. The University recognises that achieving this vision is dependent on the people we employ as well as creating a people-centred University that is values-based, relational, diverse, and development-focused.

The College of Health and Medicine brings together four key entities: the School of Health Sciences, the School of Medicine, Menzies Institute for Medical Research (Menzies) and the Wicking Dementia Research and Education Centre (Wicking). This structure enables the University of Tasmania to boost health and medical research performance, deliver integrated evidence-based learning and practice, and transform health outcomes for the Tasmanian community.

Menzies Institute for Medical Research is widely recognised for its research excellence. The Institute exists to improve human health and well-being by performing excellent basic, clinical and population health research that focuses on the major diseases affecting the Tasmanian community. Our research takes a bench-to bedside and disease prevention approach and is aimed at improving patient care and clinical outcomes for the community by translating knowledge into clinical and policy action. Menzies trains and educates future research scientists, clinicians and related health professionals.

Menzies hosts the Tasmanian Data Linkage Unit and Tasmanian Cancer Registry.

The Senior Research Fellow / Principal Research Fellow will undertake health services research in an area of expertise that complements current research themes and strengths in health economics, data linkage and biostatistics. The incumbent is expected to work effectively as part of the Menzies Public Health and Primary Care Theme, build productive links with health service providers and policy makers, undertake high-quality research, secure external funding, produce high impact publications, and successfully supervise research higher degree students to completion. Research must comply with the Australian Code for the Responsible Conduct of Research.

We are an inclusive workplace committed to 'working from the strength that diversity brings' reflected in our Statement of Values. We are dedicated to attracting, retaining and developing our people and are committed to inclusive principles and celebrate the range of diversity assets which gender identity, ethnicity, sexual orientation, disability, age and life course bring. Applications are encouraged from all sectors of the community.

## POSITION RELATIONSHIPS

<b>Supervisor</b>	To be confirmed on appointment
<b>Direct reports</b>	To be confirmed
<b>Other</b>	The incumbent is expected to relate effectively with: <ul style="list-style-type: none"><li>• Menzies Institute for Medical Research Institute staff and students,</li><li>• University of Tasmania staff and students,</li><li>• Research collaborators and other internal/external stakeholders, and Members of the public.</li></ul>

## KEY ACCOUNTABILITIES AND OUTCOMES

1.	Make a substantial and sustained contribution to the University in achieving its strategic objectives and fulfilling its operational responsibilities.
2.	Undertake high-quality health services research of national and international standing, secure external competitive and other funding, publish research findings and successfully supervise research higher degree students to completion, in order to meet and regularly exceed the University's research performance expectations for Level C/D.
3.	Provide leadership in the development and maintenance of productive and effective links inside the University and locally and nationally with the discipline, health services, policy makers and wider community.
4.	Provide academic leadership in developing a health services research program, building teams, fostering outstanding research, and supporting the career development of other staff.
5.	Supervise and mentor research by higher degree and honours students.
6.	Comply with the UTAS Framework for the Responsible Conduct of Research.
7.	Contribute to strategic development at Menzies through involvement in Institute planning activities and active membership of selected Institute committees and community engagement activities.
8.	Undertake other duties as assigned by the supervisor.

## DECISION MAKING AUTHORITY/LEVEL OF RESPONSIBILITY

1.	Make decisions within the scope of broad guidelines, but with significant personal discretion and under the broad direction of the supervisor.
2.	Lead, direct and provide professional mentoring and expertise to staff and students within the Menzies Institute for Medical Research and collaborators.
3.	Undertake independent and collaborative research as appropriate, including supervision of staff and students.

## POSITION CRITERIA

### **Essential Requirements**

1. A doctoral qualification in a field relevant to health services, with demonstrated academic merit in the field appropriate to a level C/D.
2. A substantial record in, and continuing commitment to, research that has achieved international recognition and made innovative, and sustained contributions relevant to health services including the publication of scholarly papers in high quality peer reviewed journals.
3. A substantial record of successful research higher degree student supervision and completions.
4. Success in achieving competitive grant funding, commercial consultancies and other sources of research funding.
5. Proven ability as an academic leader, with a record in team building and creating effective working relationships and promoting research with health service providers, government departments, professional bodies and the wider community.
6. Demonstrated ability to work autonomously and collaborate successfully with other researchers/clinicians, and prioritise tasks and meet deadlines.
7. Proven ability to mentor and develop staff, manage project budgets, prioritise tasks and meet deadlines.
8. Excellent communication and interpersonal skills, with the ability to influence, negotiate and communicate effectively with a range of people and organisations.

### **Desirable Attributes**

9. Research experience relevant to monitoring, evaluating and improving health service performance.
10. Experience developing and leading data linkage projects.
11. Experience developing and delivering professional development programs to health service providers.

### **WORKPLACE HEALTH AND SAFETY**

- All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions and using the equipment provided in accordance with safe operating procedures.
- Our approach to safety management is ensuring firstly everything goes right through an understanding and proactive investigation of everyday activities. Our focus is to intervene before a hazard or incident is raised and respond early to required changes.
- All staff will inform their Supervisor of any unsafe working practices or hazardous working conditions.
- All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and, provide the appropriate information, instruction, training and supervision.

### **UTAS VALUES AND BEHAVIOURS**

# UTAS

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## STATEMENT OF VALUES

We subscribe to the fundamental values of **honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect, and fairness and justice**. We bring these values to life by our individual and collective commitment to:

- \* Creating and serving shared purpose
- \* Nurturing a vital and sustainable community
- \* Focusing on opportunity
- \* Working from the strength diversity brings
- \* Collaborating in ways that help us be the best we can

Our [University Behaviour Policy](#) sets out these values, standards and expectations for appropriate behaviour that apply to all employees and characterise the collegial and community nature of our University.