

Senior Research Fellow in Rural Health

Faculty of Science

Three Rivers University Department of Rural Health

Classification	Level C
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	September 2019

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

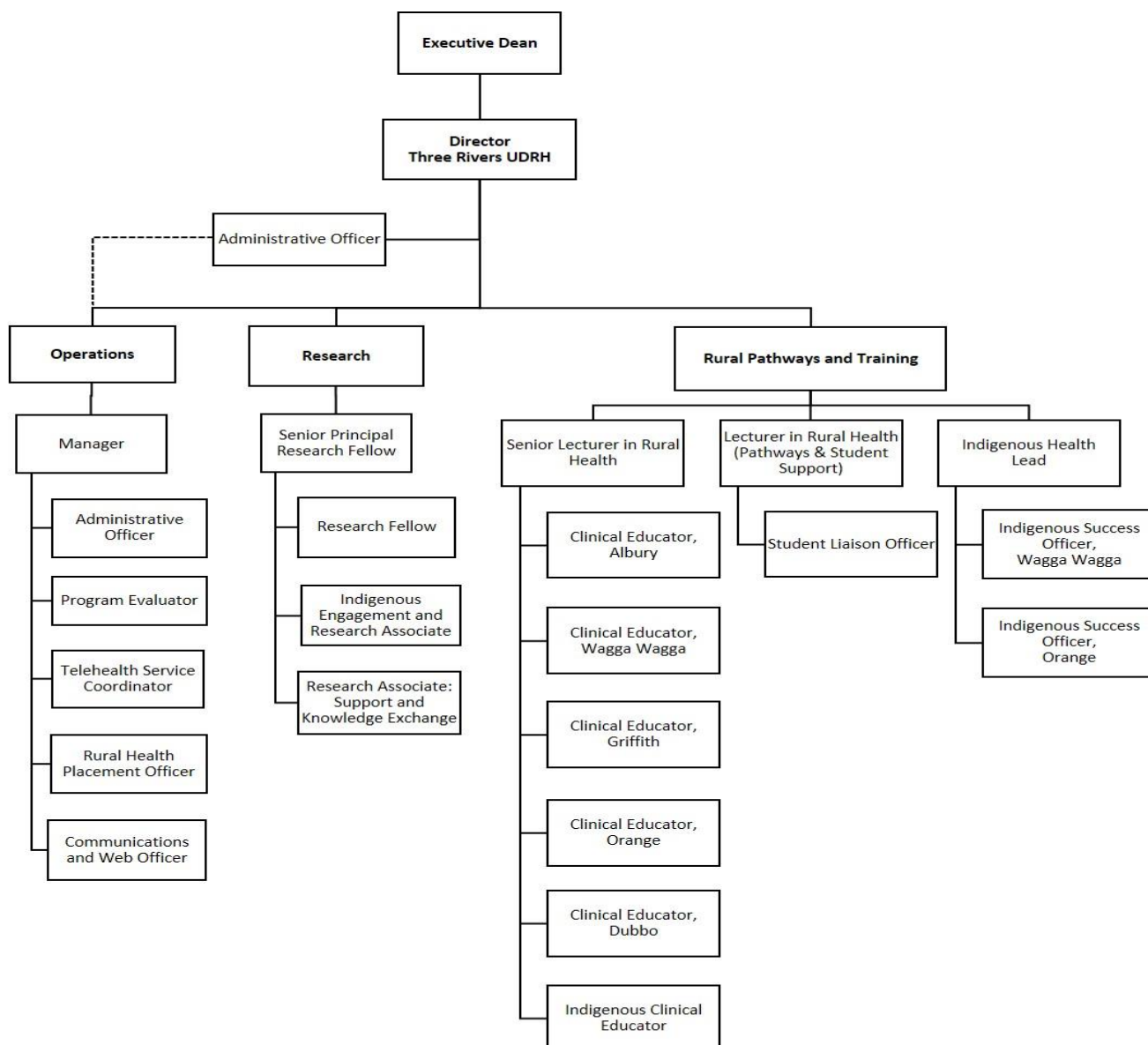
University Department of Rural Health

Three Rivers University Department of Rural Health (UDRH) is a Commonwealth Department of Health initiative embedded within Charles Sturt University; with the aim of enhancing the recruitment and retention of rural health professionals. Three Rivers is an alliance that brings together the unique geographical knowledge and expertise of CSU and its partners.

The key activities of Three Rivers UDRH are:

- Raising the aspiration and success of Indigenous and rural students from the outer regional and remote footprint of the UDRH;
- Growing capacity for collaborative quality community-led rural clinical training, particularly in smaller regional communities and across expanded practice areas such as disability, aged care, mental health and primary care;
- Evaluating the activities of the UDRH, researching rural health workforce capabilities and trialing approaches to service delivery to enhance the health of rural Australians; and
- Fostering the development of future rural health capabilities by developing new multidisciplinary resources and training programs.

Organisational Chart



Reporting Relationships

This position reports to: Senior Principal Research Fellow

This position supervises: Nil

Key Working Relationships

- Three Rivers UDRH team
- Three Rivers Academics
- CSU Internal Stakeholders
- External Stakeholders

Position Overview

The Senior Research Fellow position will take a lead role in the implementation of the Three Rivers University Department Rural Health (UDRH) Research Strategy 2019-20, and contribute to the development and implementation of a new strategy for 2021-22. Current projects address critical rural health issues across key areas of activity at Three Rivers, and span a range of methodological approaches. The Senior Research Fellow will have extensive skills and interest in using quantitative and qualitative methods to generate high quality research. In addition, the Senior Research Fellow will be involved in 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. The position requires capacities to work collaboratively in diverse, multi-sectoral teams.

Research is a cross-cutting activity at Three Rivers UDRH and the Research Fellow will be expected to work across the following key activity streams:

- **Rural Health Education.** Focusing on increasing the number and quality of rural training experiences for health students and developing innovative training solutions that promote rural workforce recruitment and retention.
- **Pathways and Student Support.** Focusing on increasing access for rural people to attend and successfully complete university studies in health professions.
- **Indigenous Health Success.** Focuses on improving access for Indigenous Australians to access university training and culturally safe rural/regional health services.
- **Telehealth: Embracing technology for healthcare.** Focuses on delivering telehealth education and training to health students and support the use of telehealth in health service delivery.

Principal Responsibilities

- Provide leadership in developing/expanding strategic areas of research at Three Rivers UDRH
- Consolidate a national profile through scholarly activities addressing Three Rivers UDRH research priorities, including the publication of high quality, refereed papers in relevant areas of rural health research.
- Liaise with institutional, industry and community stakeholders to develop, implement and conduct research project aims and objectives and ensure research is responsive to policy and local contexts.
- Lead and contribute to the development of new research projects and preparing documentation for gaining ethical approval for research projects
- Conduct literature reviews and maintaining endnote databases
- Work collaboratively with members across the Three River's team to design and implement appropriate research and evaluation strategies
- Perform data collection and analysis as required
- Provide input into decisions about future studies including the sourcing of potential funds and the development of grant applications where appropriate
- Attend regular research team meetings and provide written progress reports

- Contribute to the planning and organising of research dissemination activities and workshops as required
- Contribute to and participate in teaching and learning activities in the Three Rivers UDRH, the Faculty of Science and Charles Sturt University as requested
- Seek opportunities to extend leadership capability and provide service to the University, and in consultation with the Senior Principal Research Fellow
- Assume responsibilities for relevant research administration and coordination activities.

Physical Capabilities

1. Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations;
2. Regularly travel in/drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at:
<https://policy.csu.edu.au/view.current.php?id=00176>
<https://policy.csu.edu.au/view.current.php?id=00184>.

Selection Criteria

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

Essential

- A. A doctoral qualification in a relevant field including public health, population health, social sciences, program evaluation, epidemiology, nursing or allied health or equivalent accreditation and standing.
- B. A track record in leading collaborative research through to publication which contributes to a field of expertise that is acknowledged at a national level.
- C. Demonstrated capacities for research leadership and service.
- D. Demonstrated capacity to manage research teams to achieve high quality outcomes.
- E. Experience in mixed methods research and a demonstrated ability to coordinate and carry out research tasks independently and to a high standard to achieve desired outcomes.
- F. Demonstrated ability to work collaboratively and contribute to effective teams with relevant academic, government, industry and community stakeholders using excellent interpersonal, written and verbal communication skills.
- G. Capacity to apply high level computer skills, including a good understanding of software relevant to the conduct of research.

Desirable attributes:

- H. Research experience with a focus on rural health.
- I. Experience working as a member of an inter-disciplinary research team.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)