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POSITION DESCRIPTION

Senior Research Associate/Fellow

Position Level	B or C
Faculty/Division	Medicine & Health
Position Number	00102973
Original document creation	11/03/ 2022

Position Summary

A Senior Research Associate (Level B)/ Senior Research Fellow (Level C) is expected to carry out independent and/or team research within the field in which they are appointed and to carry out activities to develop their research expertise relevant to their particular field of research. An academic at this level C is expected to play a major role in research including the exercise of some leadership in research.

The Health Equity Senior Research Associate/Fellow works as part of a small multidisciplinary team in the area of health equity focused research, evaluation and capacity building within the health system, within the university (UNSW) and within communities in the Sydney Local Health District area. In collaboration with the Director (HERDU), the Senior Research Associate/Fellow will support and contribute to a strategic program of high-quality research to identify underlying structures and beliefs that shape health inequities, to develop effective actions to prevent, reduce or eliminate inequities in health, and to evaluate the impact of implementation. The Health Equity Senior Research Associate/Fellow will contribute (B) to or lead (C) activities to reorient local health services, policies and plans toward improving health equity, build capacity to take action on equity and support associated governance and engagement processes. They will also establish and maintain productive working relationships with internal and external collaborators.

The role of Senior Research Associate/Senior Research Fellow reports to the Director of HERDU and has no direct reports.

Accountabilities

Specific accountabilities for this role include:

Level B

- Contribute to the development and implementation of a strategic program of health equity focused research within the Sydney Local Health District and linked to the health equity research of HERDU and CPHCE.
- Work with other sectors and disciplines to develop, translate and evaluate interventions, policies and programs to improve health equity within health services, and to improve equitable access to other social determinants of health and health equity.
- Contribute to and support the facilitation of health equity focussed activities, events and programs to raise awareness, build capacity, enable collaboration and support systems change.
- Contribute to associated governance and engagement processes.
- Engage in collaborative research in a manner consistent with disciplinary practice.
- Create scholarly impact in the discipline which is recognised by peers in the advancement of disciplinary knowledge.
- Conduct research/scholarly activities under limited supervision, either independently or as a member of a team (as per the norms of the discipline).
- Establish a personal research portfolio and start developing independent research proposals.
- Contribute to the development of applications for competitive funding under the guidance of senior colleagues.
- Participate as co-investigator or chief investigator in competitive grant applications, or show evidence of active participation in research collaborations funded by competitive grants.
- Design research projects.
- Mentor and guide students and colleagues and develop the next generation of academics through involvement in supervision of HDRs (as per the norms of the discipline).
- Align with and actively demonstrate the [UNSW Values in Action: Our Behaviours](#) and the [UNSW Code of Conduct](#).
- Cooperate with all health and safety policies and procedures of the university and take all reasonable care to ensure that your actions or omissions do not impact on the health and safety of yourself or others.
- This role will also have contingent worker status within NSW Health (Sydney Local Health District) and will be based within health service facilities requiring cooperation with relevant NSW Health policies and procedures.

Level C (In addition to above)

- Lead a stream of research and activity aligned with HERDU priority areas making independent contributions to health equity focussed research that have a significant impact and create a nationally recognised research track record.
- Attract peer recognition and establish research network/s (based on the norms of the discipline) at national level.
- Obtain research income from nationally competitive research grants (and/or research fellowships) and research end-users as a member or leader, at or above the level that is relevant to the discipline in leading universities.
- Work collaboratively and develop and maintain strategic relationships and interagency links within the field of health equity focussed research and practice.
- Mentor and guide students, groups, and colleagues including SLHD staff and partnering organisations to develop skills and build capacity in health equity focussed research and best practice.

Skills and Experience

- A PhD in Public Health (or a related/relevant discipline).
- Demonstrated track record in health equity focussed research with outcomes of high quality and high impact with clear evidence of the desire and ability to continually achieve research excellence as well as the capacity for research leadership.
- Demonstrated ability to conceptualise and implement health equity focused research and evaluation.
- Experience in tools and approaches for integrating health and health equity into decision making processes and systems (including health impact assessment) and experience in co-design and/or collaborative research approaches is desirable.
- Ability to work autonomously and in a collaborative team environment, to prioritise competing workloads, meet deadlines, and see projects through to completion.
- High level communication, interpersonal and organisational skills with ability to network effectively and interact with a diverse range of stakeholders, collaborate across disciplines and capacity to establish, build and sustain intersectoral and interdisciplinary partnerships including working with government, non-government sectors and communities.
- Demonstrated understanding and experience of working in an applied research environment, desirable is experience in developing and translating research outcomes in a health service setting.
- An understanding of and commitment to UNSW's aims, objectives and values in action, together with relevant policies and guidelines.
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training.

Level C (in addition to above)

- Demonstrated relationships within discipline industry and professions in relevant field.

- Peer and sector recognition and established research networks in health equity related research and practice at a national level.
- Obtainment of research income from nationally competitive grants.
- Demonstrated ability to lead collaborative interdisciplinary research.

Pre-employment checks required for this position

- Verification of qualifications

About this document

This Position Description outlines the objectives, desired outcomes, key responsibilities, accountabilities, required skills, experience and desired behaviours required to successfully perform the role.

This template is not intended to limit the scope or accountabilities of the position. Characteristics of the position may be altered in accordance with the changing requirements of the role.