



Position Description

Senior Research Fellow

Three Rivers University Department of Rural Health

Faculty of Science and Health

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	October 2021



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our Purpose and Vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities senior leaders will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	All Injury Frequency Rate Engagement
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



Three Rivers University Department of Rural Health

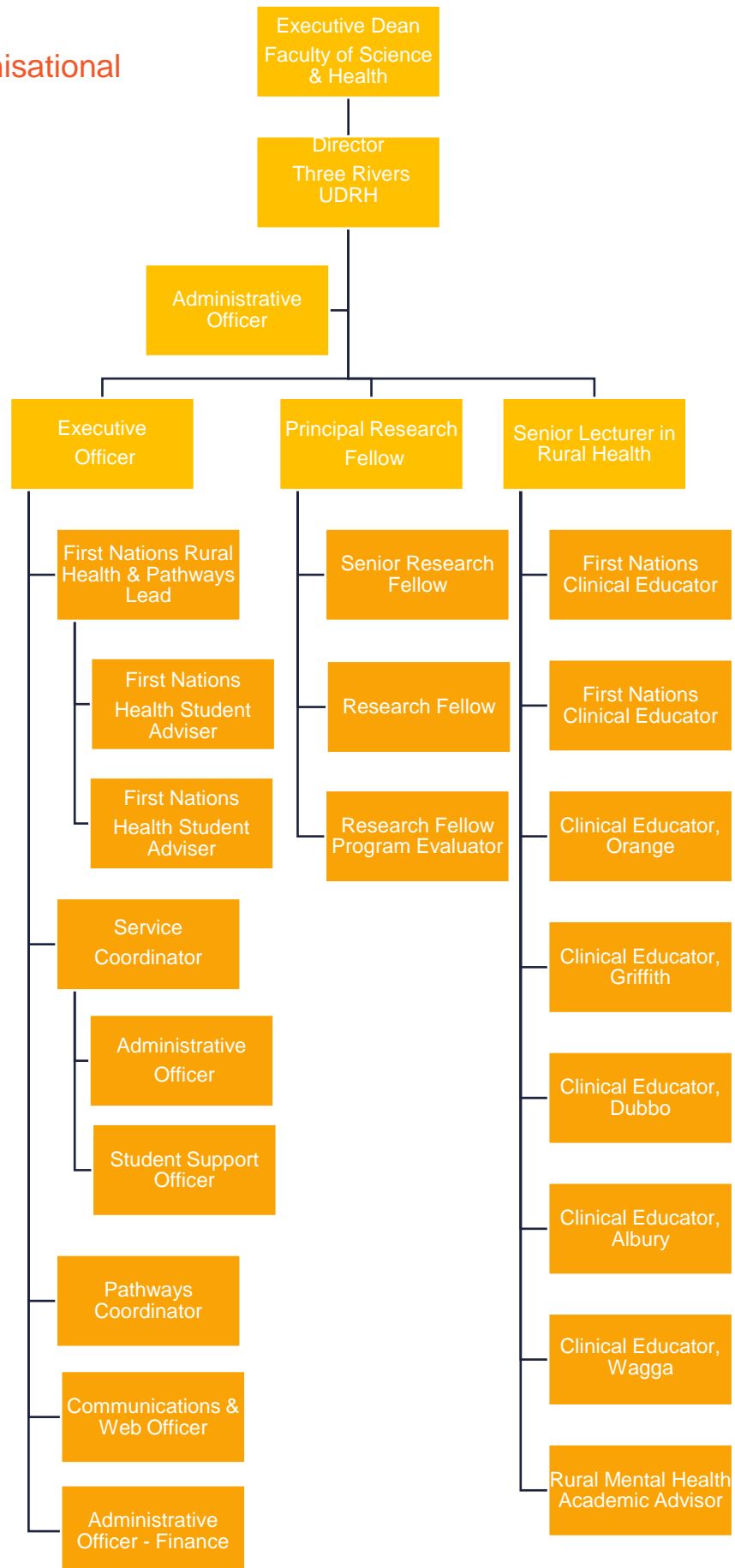
Three Rivers University Department of Rural Health (UDRH) is a Commonwealth Department of Health initiative embedded within Charles Sturt University; with the aim of enhancing the recruitment and retention of rural health professionals. Three Rivers is an alliance that brings together the unique geographical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

The key activities of Three Rivers UDRH are:

- Raising the aspiration and success of First Nations and rural students within the 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 trailing 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 relationship

This position reports to: Principal Research Fellow

This position supervises: Nil

Key working relationships

- Three Rivers UDRH team
- Charles Sturt internal stakeholders
- External stakeholders, including health organisations and community stakeholders

Position overview

The Senior Research Fellow (SRF) position will be involved in implementing the Three Rivers Department of Rural Health Research Strategy and contributing to the ongoing development and implementation of future research strategies. The SRF will lead and support research projects addressing critical rural health issues across key areas of activity at Three Rivers and span a range of methodological approaches. The SRF will have extensive skills and interest in using quantitative and qualitative methods to generate high quality research. In addition, the SRF 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 lead and support projects addressing the research priorities of the Rural Health Multidisciplinary Training Scheme including:

1. Rural health workforce development (including increasing rural-origin and Indigenous students studying health professions courses, and workforce recruitment and retention strategies)
2. Rural training strategies
3. Innovative rural service delivery models to enable the provision of health services to meet community needs
4. Health issues directly impacting on rural people, with a focus on benefiting communities within the University's catchment area through the delivery of better health services
5. Improving the health and wellbeing of First Nation's people.

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 DRH, 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.

Role-specific capabilities

This section comprises capabilities from the Charles Sturt Capability Framework.

Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Take action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Present and communicate information	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
Analyse	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

Physical capabilities

The incumbent may be required to perform the following.

- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations
- Regularly travel in / drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

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

Essential

- A. A doctoral qualification in relevant fields such as: public health, population health, social sciences, program evaluation, epidemiology, nursing or allied health field
- 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

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

