



Position Description

First Nations Senior Research Fellow (Rural Health)

Three Rivers Department of Rural Health

Faculty of Science and Health

This is an identified position and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).

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	July 2022



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 Department of Rural Health

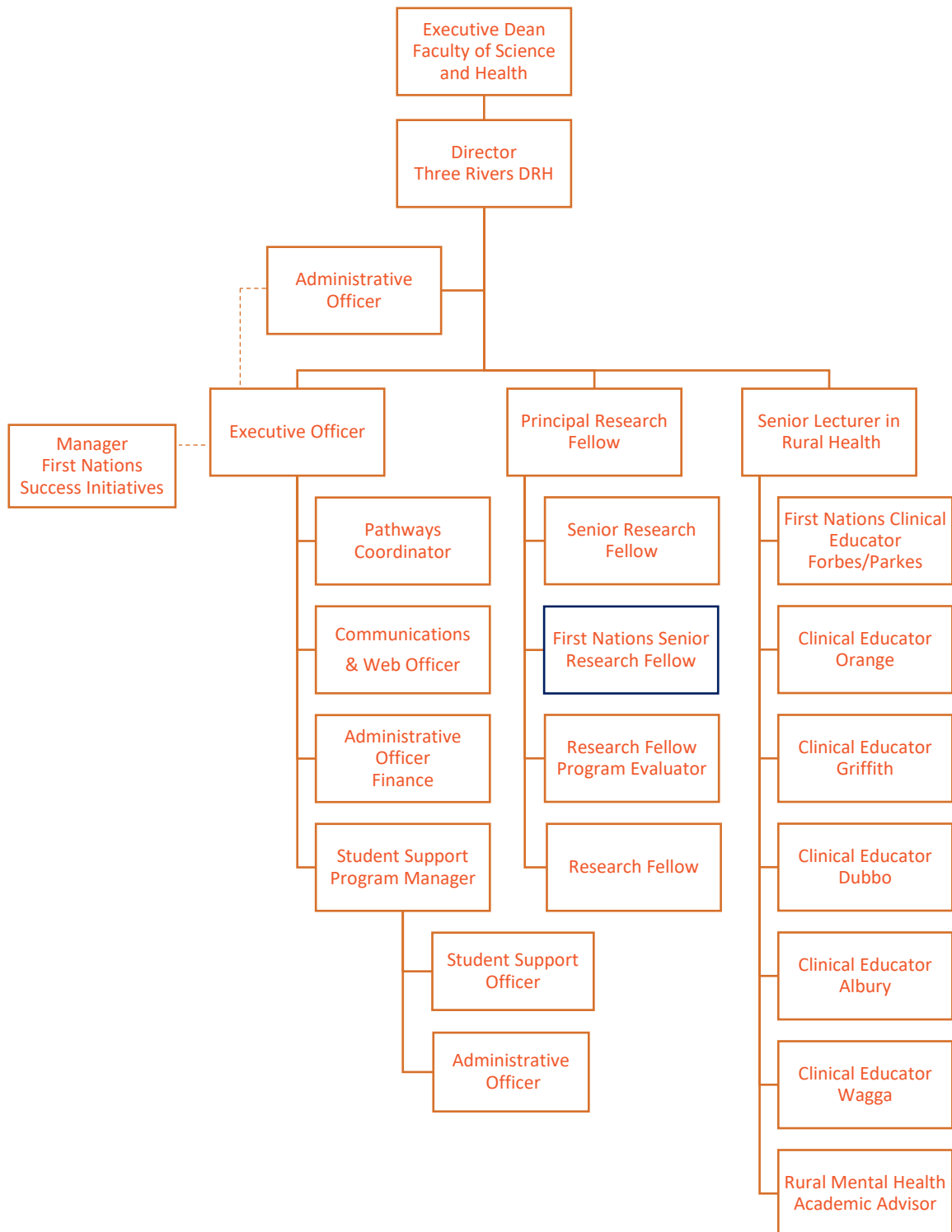
Three Rivers Department of Rural Health (DRH) is a Commonwealth Department of Health initiative embedded within Charles Sturt University; with the aim of enhancing the recruitment and retention of rural health professionals. Three Rivers is an alliance that brings together the unique geographical knowledge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

The key activities of Three Rivers DRH are:

- Raising the aspiration and success of First Nations and rural students within the footprint of the DRH;
- 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 DRH, undertaking rural health research and trialling approaches to service delivery to enhance the health of rural Australians and First Nations people; 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, Three Rivers DRH

This position supervises: Nil

Key working relationships

- Three Rivers DRH including Director, Operations, Research, and Rural Health Education teams
- Charles Sturt internal stakeholders, including Faculty Offices, Research Office, and the Office of First Nations Engagement
- External stakeholders, including Local Health Districts, Aboriginal Medical Services, Primary Health Networks and other health service community members

Position overview

The First Nations Senior Research Fellow will take a lead role in the implementation of the Three Rivers DRH research plan, with a particular focus on First Nations health research.

The Senior Research Fellow will lead and support the development and implementation of research projects addressing the health and wellbeing of First Nations people and rural communities. The First Nations Senior Research Fellow will enable capacity building of researchers within the DRH and its partner institutions to deliver on the DRH's core mission of healthy rural communities and improving First Nations health outcomes.

The First Nations Senior Research Fellow will work to establish collaborative networks with researchers and communities in the footprint of the Three Rivers DRH to conduct, facilitate, disseminate and translate First Nations and rural health research.



Principal responsibilities

- Provide leadership in First Nations health in rural and remote areas and develop high quality and effective research partnerships with key stakeholders in industry and the community.
- 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 collaborative research projects with internal and external researchers and stakeholders to develop research initiatives to provide better outcomes for Aboriginal and Torres Strait Islander people.
- Prepare documentation for gaining ethical approval for research projects and all relevant reporting documentation throughout the lifespan of individual projects.
- Conduct literature reviews and maintain Endnote databases, including use of software for scoping and systematic reviews.
- Engage in rigorous data collection and analysis, independently and as part of projects teams, providing leadership as required.
- Produce high-quality research outputs at a national and international level through scholarship, publication and presentation.
- Support the advancement of health professionals from nursing and midwifery, allied health and dentistry professions, to promote better health outcomes for First Nations people and promote high quality research training ensuring excellence in policy and practice.
- Seek opportunities to contribute to the leadership, governance, marketing and promotion, and administrative activities to facilitate the work of the Three Rivers DRH.
- Supervision of Research Higher Degree students.
- Provide mentoring and coaching to support the academic development of colleagues, with a particular focus on First Nations research methodologies and practice.
- Other duties appropriate to the classification as required.

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.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Listen closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.



Influence

Create compelling arguments to persuade others and promote ideas that add strategic value.

Analyse

Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

Formulate strategies and concepts

Work strategically, set strategies, have vision, think broadly about the organisation.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion 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. Identify as an Indigenous Australian with a thorough understanding of First Nations cultures and societies and demonstrated ability to communicate sensitively and effectively within this environment.
- B. A doctoral qualification, relevant to First Nations health and/or the practice of health in a rural context or equivalent accreditation and standing.
- C. A track record of academic achievement in First Nations health research with a demonstrated ability to coordinate and carry out research activity independently to achieve outcomes that are acknowledged at a national level.
- D. Demonstrated experience in and comprehensive knowledge of First Nations and rural health.
- E. Demonstrated ability to provide effective research leadership including research capacity building, managing research teams, building, and maintaining strong partnerships, networks and relationships to achieve organisational and team objectives.
- F. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

Desirable

- G. Research experience with a focus on community partnership or co-design research methodologies.
- H. Experience working as a member of a multi-disciplinary research team.



New South Wales

Brisbane
Study Centre

Dubbo

Port Macquarie

Orange

Bathurst

Goulburn
NSW Police Academy

Sydney
Study Centre
Parramatta

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta
Regional University Study Centre

Victoria

Melbourne
Study Centre

