

Role Name: Senior Aboriginal and Torres Strait Islander Research Officer

Role data

Position no.	E12298	Work Area Profile	Research and Evaluation team
Work Level Classification	Level 6	Directorate/Business Unit	Strategy and Policy
Reports to (role)	Manager Research Analytics and Insights	Location	All major capital cities
No. direct reports	Nil	No. of indirect reports	Nil
Version date	17 January 2022	Tenure	Fulltime Ongoing

Work area profile

Ahpra's overall purpose is to protect the public by regulating health practitioners efficiently and effectively in the public interest to facilitate access to safer healthcare for all the community. Website: www.ahpra.gov.au

Strategy and Policy exists to protect the public through whole of National Scheme strategy, policy, engagement and regulatory governance functions that are effective and responsive. The directorate provides high quality services that are national and run across the professions we regulate. The directorate works in partnership with National Boards and collaboratively with accreditation authorities and key partners.

The Ahpra Research and Evaluation team, which sits within the Strategy and Policy Directorate, reflects Ahpra's investment in enhanced evaluation and research projects and provides expert research and evaluation skills, advice and support to ensure high quality evaluation and research work though out the organisation.

Commitment to cultural safety for Aboriginal and Torres Strait Islander Peoples

Ahpra and the National Scheme, in partnership with the [National Scheme's Aboriginal and Torres Strait Islander Health Strategy Group](#) (the Strategy Group) have committed to eliminating racism within healthcare in Australia.

Ahpra, as the health practitioner regulator, aims to make patient safety the norm for Aboriginal and Torres Strait Islander Peoples by ensuring registered health practitioners are practising their profession in a culturally safe way.

Ahpra acknowledges the Traditional Owners of Country throughout Australia and their continued connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures and Elders past, present and emerging.

This commitment is demonstrated in the development and implementation of its key strategies:

- [National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025 \(the Strategy\)](#)
- [Aboriginal and Torres Strait Islander Employment Strategy 2020-2025](#)
- [Ahpra Innovate Reconciliation Action Plan \(RAP\)](#)

Ahpra is committed to improving the representation of Aboriginal and Torres Strait Islander Peoples in employment across all levels of the National Scheme to be representative of the communities in which we operate and serve.

Role purpose

You'll be responsible for leading ground-breaking Aboriginal and Torres Strait Islander designed cultural safety research in healthcare regulation.

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You'll work with the Research Officer (Identified) to provide specialist research advice and achieve project deliverables. Both Identified researcher roles will regularly collaborate and receive support from the Aboriginal and Torres Strait Islander Health Strategy Unit (HSU). The HSU is responsible for leading the implementation of the Strategy, the RAP and working with the Strategy Group.

Reporting to the Manager of Research Analytics and Insights you'll be positioned within the Research and Evaluation Team, and support the implementation of the Strategy and work across the agency to embed cultural safety through evidence-based research into the business and operations of Ahpra and in the healthcare system.

You play a key role in supporting a high-performing research team across a range of functions through the development, implementation, coordination, evaluation and translation of research projects.

Success in this role derives from:

- your strong connection to Aboriginal and Torres Strait Islander Peoples, communities and culture and working, knowing and living as an Aboriginal and/or Torres Strait Islander person;
- your strong written communication skills to tailor the communication of research findings to a broad range of internal and external stakeholders.

You'll work across research projects that provide a sound empirical basis for the regulation of Australian health practitioners registered under the National Scheme. You'll work collaboratively with your peers whilst leading dedicated projects in alignment with the research priorities and principles as detailed in the Research Framework for the National Scheme.

Special/Equal Opportunity Measures

Ahpra considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement for this position.

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This position is only open to Aboriginal and/or Torres Strait Islander applicants.

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and the following state/territory legislation:

- s25 of the Anti-Discrimination Act 1991 (QLD)
- sub-s56(2) of the Equal Opportunity Act 1984 (SA)
- sub-s26(3) and s28 12 of the Equal Opportunity Act 2010 (VIC)
- s 42(d) of the Discrimination Act 1991 (ACT)
- sub-s35(1)(b)(ii) of the Anti-Discrimination Act 1996 (NT)
- s41 of the Anti-Discrimination Act 1998 (TAS)
- s50 Equal Opportunity Act 1984 (WA)
- s14(d) Anti-Discrimination Act 1977 (NSW)

Key accountabilities

- Written communication:

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 - Provide support and guidance to the research group in the communication of research findings.
 - Undertake write up of a wide variety of research projects, with clear language that is targeted to a broad range of audiences.
- Research and Evaluation:
 - Development and application of sound research methodology, data collection, data analysis, interpretation and dissemination of research results.
 - Design social, ethnographic or longitudinal research processes.
 - Conduct literature/scoping reviews/systematic reviews using research methods.
 - Preparation of research ethics proposals, meeting papers, presentations, reports and publications as required.
 - Interrogate administrative databases to identify and explore factors associated with risks to Aboriginal and Torres Strait Islander Peoples and broader public.
 - Quantitative research skills and a working understanding of Aboriginal and Torres Strait Islander data sovereignty principles such as the design and appropriate collection of data to answer research questions.
 - Statistical and thematic analysis.
- Project Management:
 - Collaborate with Aboriginal and Torres Strait Islander members of The Scheme and key knowledge holders.
 - Manage research and evaluation projects, including study design, planning, time management, regular progress reporting and delivery in line with agreed timelines.
 - Identify and mitigate risks to the timely delivery of project results.

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- System Improvement:
 - Participate in the development, review and continuous improvement of research practices to improve cultural safety for Aboriginal and Torres Strait Islander Peoples.
 - Contribute to the system of data governance and management for the purpose of The Scheme.

- Health Safety and Wellbeing:

Ensuring the workplace provides a safe working environment with the required level of care and respect for its participants meaning to:

- Take reasonable care for own and others' health, safety and wellbeing
- Adhere to Ahpra's workplace health, safety and wellbeing policies and procedures.

Capabilities for the role

The Ahpra [Capability Framework](#) applies to all Ahpra employees. Below is the complete list of capabilities and proficiency level required for this position.

Capabilities	Proficiency level
Commits to customer service	Foundation
Displays leadership	Intermediate
Generates and delivers the strategic vision	Intermediate
Demonstrates an awareness of the National Registration and Accreditation Scheme (the National Scheme) and the National Law	Foundation
Builds constructive working relationships	Advanced
Communicates effectively	Highly Advanced
Demonstrates accountability in delivering results	Advanced
Uses information and technology systems	Highly Advanced
Displays personal drive and integrity	Advanced

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Qualifications/ Experience	Required
Qualifications	A relevant research qualification in health, allied health, public health, social science or social research.
Experience	<p>Excellent understanding, demonstration of, and strong respect for, Aboriginal and Torres Strait Islander Peoples and cultures and cultural safety.</p> <p>Highly developed interpersonal skills engaging with stakeholders particularly Aboriginal and Torres Strait Islander stakeholders and to enable open information sharing within a team.</p> <p>Evidence of extremely strong written communication skills with the ability to translate technical communication concisely for diverse audiences such as boards and executive management.</p> <p>Experience with qualitative and Aboriginal and Torres Strait Islander research principles including design, in-depth interviews and discussion groups.</p> <p>Strong verbal communication skills to enable open information sharing within a team.</p> <p>Desirable</p> <p>Social research or ethnographic research would be an advantage but not a requirement.</p> <p>Quantitative research and evaluation experience would be an advantage but not required.</p>

Key relationships

Internal relationships	External relationships
Aboriginal and Torres Strait Islander Health Strategy Unit (HSU)	Aboriginal and Torres Strait Islander health sector organisations
National Boards	Research partners
Executive Officers	Jurisdictional health departments
Research Evaluation Committee	State, territory, national and international health research entities
National Executive Committee	
Agency Management Committee and relevant sub-committees	

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