

Position Description

Senior Research Fellow

Position No:	New
Business Unit:	Provost
Division:	School of Psychology and Public Health
Department:	Olga Tennison Autism Research Centre
Classification Level:	Level C, Senior Research Fellow
Employment Type:	Full-time, Fixed term
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

School of Psychology and Public Health – <http://latrobe.edu.au/school-psychology-and-public-health>

Olga Tennison Autism Research Centre – <http://latrobe.edu.au/otarc>

Position Context/Purpose

The Senior Research Fellow will be part of the research team at the Olga Tennison Autism Research Centre (OTARC). OTARC is Australia's first Centre dedicated to autism research, established in 2008. It provides a vehicle for knowledge creation and translation including evidence-based practices and supports, training opportunities and collaboration with community services and research centres/universities involved in autism research both in Australia and overseas. With a focus across the lifespan and the full range of ability, research at the OTARC encompasses four core program areas: Identification and Diagnosis; Supports and Practices for Daily Living; Educational and Vocational Engagement; and Health and Wellbeing.

OTARC is one of four research centres within the School of Psychology and Public Health, one of the larger Schools within the University. The School undertakes teaching and research across a broad range of disciplines, including: Neuroscience; Psychology; Counselling; Rehabilitation Counselling; Art Therapy; Family Therapy; Public Health; Digital Health and Analytics; Health Information Management; and Ergonomics, and Safety and Health. In addition to OTARC, the School comprises: the Department of Psychology, Counselling and Therapy, the Department of the Public Health, The Bouverie Centre, the Centre for Alcohol Policy Research (CAPR), and the Australian Research Centre in Sex, Health and Society (ARCSHS).

La Trobe University offers a range of general and specialist undergraduate and postgraduate courses that are rigorous and attuned to meeting the needs of students in ensuring their readiness to work in changing environments. It's research achievements have an outstanding reputation for innovation and contribution to society and are at the forefront of building strong relationships with industry partners.

As a Level C research only academic, the Senior Research Fellow is expected to make independent and original contributions to research which have a significant impact towards the research effort of the centre at a national level, and will provide a significant level of leadership in scholarly, research and/or professional activities relevant to the particular field of research.

The Senior Research Fellow will undertake and publish research related to at least one of the following research program areas:

- **Identification and Diagnosis:** *Developing and evaluating evidence-based approaches to identify and diagnose Autism at all ages to activate timely and personalised supports.*
- **Supports and Practices for Daily Living:** *Developing and evaluating evidence-based practices and supports that enable Autistic people to live a life that is meaningful to them across the lifespan.*
- **Health and Wellbeing:** *Understanding factors that influence the health and wellbeing of Autistic people and developing supports and practices to support them across the lifespan.*
- **Educational and Vocational Engagement:** *Determining and promoting the best learning and vocational pathways for Autistic people at all levels of education and in volunteer and paid employment.*

In so doing, they will be expected to meet annual publication and income targets consistent with a research workload allocation of 70%.

Duties at this level will include:

- Conduct and lead innovative and high impact research in at least one of OTARC's research program areas and produce conference, seminar papers and publications resulting from that research.
- Play a significant role in research projects including leadership of research teams and/or management of projects.
- Make a significant contribution to the discipline at a national level, demonstrated by a strong record of published work or other scholarly activities.

- Lead the preparation of research proposal submissions to external funding bodies with approval of the OTARC Research Executive
- Obtain necessary research funding from contracts/grants/consultancies.
- Supervise research support and administrative staff involved in research and, where appropriate, supervise the research of less senior research-only colleagues.
- Supervise Higher Degree by Research (HDR), honours and postgraduate students and research projects.
- Actively engage and build partnerships with industry and government on major research issues.
- Develop a limited amount of research related material for teaching or other purposes.
- Be involved in professional activities including attendance at conferences and seminars in field of expertise.
- Keep up-to-date with current and emerging issues in autism and related areas.
- Contribute to knowledge and knowledge transfer, at a local and/or nationally significant level.
- Attend to effective and efficient performance of allocated leadership functions primarily connected with the area of research.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the OTARC Director or representative.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or equivalent accreditation and standing together with subsequent research experience.
- Demonstrated expertise in the field of autism and neurodevelopmental differences
- A record of high-level scholarly research, as evidenced by the impact and significance of research outcomes.
- Strong record of publications in high quality peer-reviewed journals, conference papers, reports in the relevant discipline area.
- A proven record of successful supervision to completion of Honours, Masters and PhD students.
- Demonstrated record of achievement as a leading practitioner with a reputation for skills, knowledge and expertise at a state/national level.
- Experience in the preparation of research proposal submissions to external funding bodies and evidence of success in securing funding.
- High level analytical capability with an ability to communicate complex information clearly both orally and in writing.
- Demonstrated ability to build relationships with a range of industry partners locally and/or nationally.
- Proven experience and success in managing staff performance and development
- Demonstrated creative and critical thinking, ability to generate ideas to solve local problems and recommend improvements to current work practices.
- Ability to work collaboratively, demonstrate inclusivity and tailor communication in a way that is meaningful to the audience – consistently modelling accountability, connectedness, innovation and care.

Desirable Attributes

- Research experience resulting in publications, conference papers, reports or professional or technical contributions which give evidence of research ability related to Autism.
- Database management expertise
- SPSS, R, other software analysis skills
- Experience in translating research findings into service application

Capabilities required to be successful in the position

- Knowledge of own strengths, weaknesses and biases – modifying behaviour, based on self-reflection and feedback, to respond to others with empathy and act on feedback to improve knowledge, skills and behaviour.
- Ability to work collaboratively, demonstrate inclusivity and tailor communication in a way that is meaningful to the audience – consistently modelling accountability, connectedness, innovation and care.
- Demonstrated creative and critical thinking, ability to generate ideas to solve local problems and recommend improvements to current work practices.
- Ability to align individual and University goals and create a safe, inclusive, high-performing culture – modelling and enabling accountability, connectedness, innovation and care.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

La Trobe's Cultural Qualities:



We are accountable

*We strive for excellence in everything we do.
We hold each other and ourselves to
account, and work to the highest standard.*



We are connected

*We connect to the world outside – the
students and communities we serve, both
locally and globally*



We are innovative

*We tackle the big issues of our time to
transform the lives of our students and
society.*



We care

*We care about what we do and why we do it.
We believe in the power of education and
research to transform lives and global
society. We care about being the difference
in the lives of our students and communities*

For Human Resource Use Only

Initials:

Date: