

POSITION DESCRIPTION

Melbourne Medical School
Department of Rural Health

Research Fellow Nursing & Allied Health Workforce

POSITION NO	0050191
CLASSIFICATION	Level B
WORK FOCUS CATEGORY	Research Focused
SALARY	\$102,967 - \$122,268 p.a (pro rata for part time)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part-time or Full-time available (0.6 - 1.0 FTE)
BASIS OF EMPLOYMENT	Fixed term until 31 December 2020
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Lisa Bourke Tel +61 3 5823 4519 Email bourke@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Department of Rural Health is a rural health workforce program aimed at supporting, enhancing and increasing the recruitment, retention and quality of the rural health workforce in Victoria. This position is funded from the University Department of Rural Health (UDRH) program that supports nursing and allied health student placements, provides education and research in Aboriginal Health and undertakes rural health research. The UDRH seeks a researcher who has interest in, and experience of, researching rural nursing and/or allied health workforce issues and is able to undertake research, evaluation and consultation on relevant nursing and allied health workforce issues within the UDRH footprint. The research projects will work in partnership with health services in the UDRH region and provide evidence of local issues. Contribution to other UDRH activities is also part of the role.

The position is available in Shepparton, Wangaratta or Ballarat.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion
- Respect
- Integrity
- Accountability

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Support the Going Rural Health team with evidence on nursing and allied health training and workforce issues
- ▶ Contribute to rural health education when requested, such as guest lectures, research training workshops or marking rural health quizzes and tests
- ▶ Provide effective supervision of postgraduate research projects and supervise Research Higher Degree students.

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in Rural Health workforce research independently and as a member of the workforce research team
- ▶ Develop innovative projects that contribute knowledge and evidence on local workforce issues
- ▶ Produce quality peer reviewed academic publications in Rural Health focusing on workforce issues in rural Victoria
- ▶ Secure research funding for rural health workforce projects
- ▶ Attend conferences to share research findings, network with other researchers and learn from research in other regions

- ▶ Ensure research leads to impacts for rural health services and rural nursing and allied health professionals
- ▶ Support and mentor junior researchers within the UDRH

1.3 LEADERSHIP AND SERVICE

- ▶ Actively participate in key aspects of engagement within and beyond the University including with health professionals, health services, rural communities, Aboriginal organisations and other stakeholders
- ▶ Provide leadership for the workforce research team within the UDRH program, ensuring connection between projects and researchers
- ▶ Contribute to policy discussions of rural health workforce through the UDRH, ARHEN and when asked to contribute
- ▶ Actively participate in Department of Rural Health meetings at The University of Melbourne, including UDRH meetings, research meetings and others relevant to the position
- ▶ Provide regular reports on research and engagement activities, outcomes and impacts to the UDRH Director bi-annually for RHMT reporting
- ▶ Other activities as identified by the UDRH Director
- ▶ Demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD in a field related to rural health workforce
- ▶ Knowledge of rural nursing and rural allied health workforce issues, evidence and current research in Australia
- ▶ Demonstrated experience of independent research related to rural nursing and/or allied health workforce
- ▶ Track record of research papers and grants in rural health workforce
- ▶ Experience in conference presentations at the national level
- ▶ The ability to undertake research in a team including multidisciplinary researchers, health professionals and health services
- ▶ Demonstrated experience in research networking, collaboration and partnerships with researchers and the health sector
- ▶ High-level interpersonal, written and verbal communication skills.

2.2 DESIRABLE

- ▶ Clinical qualifications as a nurse or allied health professional
- ▶ Experience of rural practice
- ▶ Experience working with Aboriginal communities and/or organisations

- ▶ Experience of action research and using research to solve problems

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's 2013 gross revenue was in excess of \$550M. Nearly 50% of this income relates to research activities.

The Faculty has a student teaching load in excess of 7,500 equivalent full-time students including more than 1,000 research higher degree students. The Faculty has approximately 2,200 staff comprising 700 professional staff and 1,500 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.2 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at <http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/reputation-rankings>.

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide range of knowledge-based industries.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded. Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

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5.4 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>

