



# Senior Research Fellow in Rural Health

Department of Rural Health  
Faculty of Medicine, Dentistry and Health Sciences

## Senior Research Fellow in Rural Health

<b>POSITION NO</b>	0048021
<b>CLASSIFICATION</b>	Level C/Level D
<b>WORK FOCUS CATEGORY</b>	Research Focused
<b>SALARY</b>	\$120,993 - \$139,510 p.a. (Level C) \$145,685 - \$160,500 p.a. (Level D)
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full or part-time (0.6-1.0 FTE)
<b>BASIS OF EMPLOYMENT</b>	Fixed term until December 31, 2020
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Lisa Bourke Tel +61 3 5823 4519 Email <a href="mailto:bourke@unimelb.edu.au">bourke@unimelb.edu.au</a>  <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](http://about.unimelb.edu.au/careers)

## ***Position Summary***

The Department of Rural Health (DRH) is seeking a senior researcher to add to its research team. The DRH undertakes research in three areas, namely (i) Rural Health Workforce, (ii) Rural Chronic Ill-health and (iii) Culturally Inclusive Rural Health Care. The successful incumbent will continue their own research in one of these areas, provide supervision of the Rural Health Academic Network (RHAN) and provide leadership in the University Department of Rural Health (UDRH) program. RHAN is a small network of academics based in rural health services who undertake research and research training for the service as supported by RHAN. The UDRH program supports nursing and allied health student placements, provides education and research in Aboriginal Health and undertakes rural health research. This position is available in Shepparton or Wangaratta.

### ***1. Key Responsibilities***

#### **1.1 TEACHING AND LEARNING**

- ▶ Provide training, support and mentorship to members of the RHAN team.
- ▶ Actively contribute to education and student support of nursing and allied health students undertaking placements in rural health services.
- ▶ Develop research capacity across the RHAN network as required by the rural health services and RHAN team through enhancing research governance, facilitating research training, and providing research opportunities.

#### **1.2 RESEARCH AND RESEARCH TRAINING**

- ▶ Produce quality peer reviewed academic publications in Rural Health focusing on either workforce, chronic illness or cultural inclusion.
- ▶ Secure research funding for the development and expansion of research in Rural Health.
- ▶ Participate in rural health research independently and as a member of the RHAN team.
- ▶ Manage the RHAN research team and their projects in Rural Health that lead to conference presentations, research reports, publications in peer reviewed journals and/or outcomes for rural health services.
- ▶ Support the RHAN team to increase research capacity in the partner health services.
- ▶ Provide effective supervision of nursing and allied health student placement projects, postgraduate research projects and supervise Research Higher Degree students.

#### **1.3 LEADERSHIP AND SERVICE**

- ▶ Support the RHAN team to work collaboratively with partner health services for mutual benefits for the UDRH and the health service.
- ▶ Manage all RHAN partner relationships, including contracts, agreements and employment.
- ▶ Actively participate in Department, School and Faculty meetings at The University of Melbourne.
- ▶ Work with the Director of the University Department of Rural Health (UDRH) to support UDRH planning, existing UDRH programs and commitment to the DRH Research Agenda.

- ▶ Provide regular reports on RHAN and other research activities, outcomes and impacts to the UDRH Director and for RHMT reporting.
- ▶ Actively participate in key aspects of engagement within and beyond the University including with local communities, health services and Aboriginal organisations.
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity.

#### 1.4 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide training, coaching, guidance and support for RHAN staff and ensure access to appropriate professional development activities.
- ▶ Ensure RHAN staff work to The University of Melbourne policies, protocols and standards and their health service standards.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- ▶ PhD or equivalent professional qualification.
- ▶ Significant research profile at a national or international level, as evidenced by success in obtaining research funding and a strong, original publication record in high-impact peer-reviewed journals.
- ▶ Evidence of significant contribution to independent and team based research in Rural Health Workforce, Rural Chronic Ill-health or Culturally Inclusive Rural Health Care.
- ▶ Evidence of research leadership or potential research leadership in Rural Health.
- ▶ Effective supervision and mentoring of early career academics.
- ▶ Effective supervision of higher degree and post-doctoral research students.
- ▶ Evidence of working in partnership with key stakeholders, including managing partner relationships, contracts and ensuring outcomes for all stakeholders.
- ▶ Strong interpersonal and communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively.
- ▶ Established cultural competency in Aboriginal Health.

### 2.2 DESIRABLE

- ▶ Clinical experience in rural settings.
- ▶ Experience of research training.
- ▶ Experience in Aboriginal Health research.

## 2.3 SPECIAL REQUIREMENTS

- ▶ A Victorian Driver's License is required.
- ▶ Some travel to Melbourne and other Department of Rural Health offices is required.

## 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/topics/responsibilities/>

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

## 5. *Other Information*

### 5.1 ORGANISATION UNIT

<http://www.ruralhealth.unimelb.edu.au/>

The Department of Rural Health, formally known as the School of Rural Health, was established in February 2002 and incorporated into the Melbourne Medical School in 2010. In 2015, the Centre was renamed the Department of Rural Health (DRH), University of

Melbourne Medical School. It currently incorporates the Australian Government Department of Health and Ageing designated 'University Department of Rural Health' (1998) and the 'Rural Clinical School' (2001). The majority of funding for the Department of Rural Health stems from the Commonwealth Department of Health and Ageing through programs aimed at establishing a rural-focused national network of medical and health professional training. The Department enables undergraduate health professionals to undertake a significant period of their training in rural environments and provides rural communities with greater access to teaching and research facilities and greater clinical support. The mission of the department is to provide excellence and equity in Rural Health through education, research and engagement.

According to the Department of Rural Health staffing profile of 2017, there are a total of 262 medical, multidisciplinary, Centre for Excellence in Rural Sexual Health (CERSH) and casual staff – of which 187 are Academic and 75 are Administrative staff. The strategic priorities of the DRH were outlined in the *MHDS Beyond 2018: A Strategic Plan* and included the goals and objectives of People and Culture, Teaching and Learning, Research, Engagement, Indigenous Development, Infrastructure and Financial Sustainability and Department Operations. The current operating budget funding for 2019-2020 strategic plan exceeds \$27 million.

The Department of Rural Health's largest campus is located in Shepparton in buildings adjacent to Goulburn Valley Hospital. Other major campuses are found in Ballarat, working closely with Ballarat Health Services, and in Wangaratta, with Northeast Health Wangaratta. Students also have opportunities to be placed in smaller towns. The new facilities that have been established as part of the Northern Victorian Rural Medical Education Network (NVRMEN) initiative include consulting rooms in general practice and lecture and clinical skills simulation facilities across Northeast Victoria.

Rural Health programs include:

**Rural Clinical School (RCS)** – one of six University of Melbourne clinical schools developed to teach 25% of students for at least 1 year of their clinical training. The RCS takes approximately 60 Commonwealth supported students each year. Within these numbers, the Extended Rural Cohort (ERC) is comprised 30 students per year recruited from Northern Victoria who spend their entire clinical training time at the RCS.

**Australian Government Department of Health, 'University Department of Rural Health' (UDRH)** – a multidisciplinary, population health-based approach involving partnerships with a range of health providers underlies teaching and research activities. A three-week rural health module is compulsory for all University of Melbourne medical students and student placements are organised for medical and allied health students. The UDRH assists the La Trobe University School of Nursing in the delivery of a Bachelor of Nursing Science course in the Shepparton region. Aboriginal health activities are undertaken in partnership with the local Aboriginal community. Community Engagement and Partnerships continue to be an important feature of the work at the Department of Rural Health in which 164 events with nearly 12,000 participants were supported in 2017.

**Goulburn Valley Regional Training Hub** - In 2017, the University of Melbourne was funded by the Commonwealth government to implement the Regional Training Hubs program in the Goulburn Valley Region. The role of the Goulburn Valley Regional Training Hub (GVRTH) links up support for students and junior doctors with an interest in rural practice, improve the junior

doctor training environment in rural areas and coordinates local stakeholders to increase the training opportunities for GPs and specialists in rural areas. The GVRTH is part of a national program which included the establishment of 26 Regional Training Hubs (RTH) Australia wide.

**Centre of Excellence in Rural Sexual Health (CERSH)** - Established in 2008, the Department of Rural Health also houses the Centre of Excellence in Rural Sexual Health. The CERSH vision is that all rural Victorians have access to quality sexual health care, information and support that is tailored to their individual needs. Following on from the work in 2017, the CERSH team will continue to focus on coordinating health promotion initiatives with rural communities, providing needs-based training and professional development opportunities for rural workers and finding opportunities to provide leadership on rural issues. CERSH is funded by the Department of Health and Human Services Victoria through a service agreement with the University of Melbourne.

## 5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

[www.mdhs.unimelb.edu.au](http://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 annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 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.

## 5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville 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. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

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>.

## 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>