



# Position Description

## Postdoctoral Research Fellow

Rural Health Research Institute

Office of Deputy Vice-Chancellor, Research

<b>Classification</b>	Level A
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Nil
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	May 2024



# 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 all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

<b>Our Students</b>	<ul style="list-style-type: none"> <li>• Commencing progress rate</li> <li>• Student experience</li> </ul>
<b>Our Research</b>	<ul style="list-style-type: none"> <li>• Research income</li> <li>• Research quality and impact</li> </ul>
<b>Our People</b>	<ul style="list-style-type: none"> <li>• Engagement</li> <li>• All injury frequency rate</li> </ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"> <li>• Underlying operating result</li> <li>• Community and partner sentiment</li> </ul>



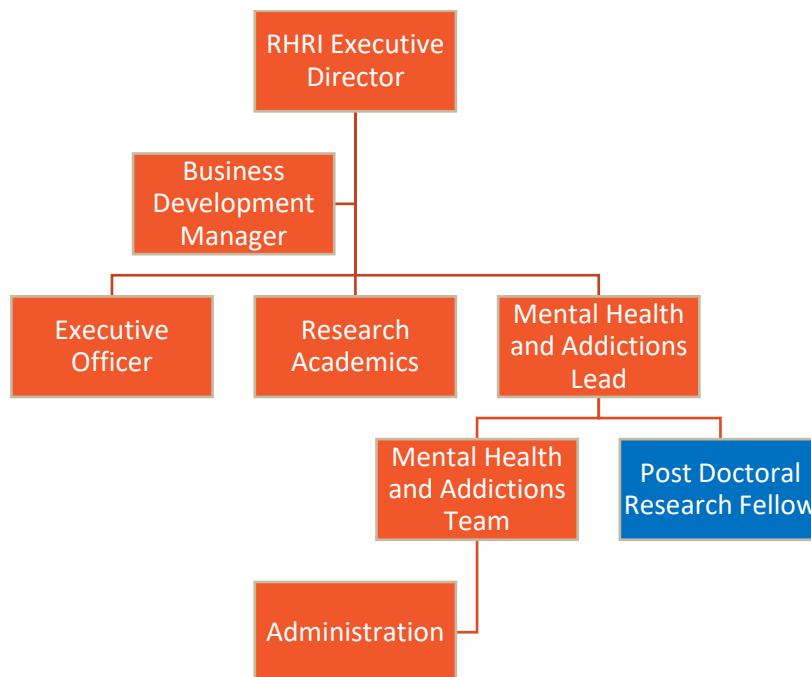
## Rural Health Research Institute Mental Health and Addiction Team

The Rural Health Research Institute (RHRI) has been established to conduct research that addresses the health gap in communities across regional, rural and remote Australia. The RHRI provides a critical pillar of research infrastructure to CSU that enhances the existing health and medicine programs and provides pathways for building research capability and capacity across CSU’s regional footprint.

Rural communities are known to have gaps in healthcare access and have poorer outcomes than their metropolitan counterparts. Changes in policy are needed, and a stronger rural health evidence base is required to inform these changes. This includes considerations of how to improve services and access to them as well as supporting rural residents to live healthy lives. Rural communities are diverse, but they tend to be older, have a higher proportion of Aboriginal and Torres Strait Islander people, and children and young people have restricted support and opportunities for optimum healthy development. There is a significant and sustained equity gap in the research funding allocated for rural health and to regional universities and services to undertake health research, the RHRI represents an important investment to address this gap and build rural health research capacity in the regions.

The **Implementing Cognitive Remediation Therapy into Mental Health Practice (CRT Implementation) project** is funded through the Australian Government Million Minds Research Future Fund (MRFF) research program. Led by RHRI, CRT Implementation is exploring how cognitive remediation therapy can be implemented into different practice environments. The project partners include Western NSW Local Health District, Illawarra Shoalhaven Local Health District, Tertiary Referral Service for Psychosis – Southeastern Sydney Local Health District, QLD Health Metro South Addiction and Mental Health Service, Marathon Health, NSW Mental Health Branch, Griffith University and Kings College London.

### Organisational chart





## Reporting relationship

**This position reports to:** Associate Professor, Mental Health and Addictions

**This position supervises:** Nil

## Key working relationships

- CRT Implementation partners
- Mental Health and Addictions Team
- RHRI Academics and students

## Position overview

RHRI is looking for a motivated Post-Doctoral Researcher experienced in implementation research for the CRT implementation project. The project is funded through the Commonwealth Department of Industry via the Medical Research Future Fund (MRFF) Rapid Applied Translation research programme. Led by RHRI, CRT implementation will rapidly translate an evidence-based therapy into different clinical mental health settings with a team of clinician researchers, people with lived experience of mental illness and researchers. The research team have chosen Computerised Interactive Remediation of Cognition Training for Schizophrenia (CIRCuiTS) as the cognitive remediation therapy to be implemented at each site. CIRCuiTS is an evidence-based computerized cognitive therapy program for people with schizophrenia that includes facilitation by a trained therapist, practice of cognitive exercises, procedures to develop problem-solving strategies, and procedures to facilitate transfer to real world functioning. The program was developed and is supported by Kings College London who license the software and provide training and support internationally. The study will be conducted in four sites, three in NSW and one in QLD.

## Principal responsibilities

- Actively contribute to high performing multi-disciplinary teams with an outcome-oriented focus and the development of a respectful, trusting and collaborative working environment.
- Conduct, under supervision, ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation.
- Under supervision, develop and execute a research plan that aligns with Charles Sturt University's Research Plan and objectives including contributing to application for funding to support research outcomes.
- Build networks and form relationships with internal and external researchers and stakeholders, as appropriate.
- Actively contribute to governance, marketing and promotion, and administrative activities to facilitate the work of the Research Institute.
- Assist with administrative and project management tasks in relation to research projects, including but not limited to, ethics processes, tracking deliverables, financial reporting.
- Assist with project publications and dissemination.
- Manage the communication related to all aspects of the project and serve as key link for internal and external communication.
- Monitor budgets and contract milestones and ensure compliance with funding guidelines.



- Other duties appropriate to the classification as required.

## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

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<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Applying expertise and technology</b>	Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines
<b>Writing and Reporting</b>	Writing clearly, succinctly and correctly, convincing through writing, avoiding jargon, structuring information
<b>Analysing</b>	Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically
<b>Learning and Researching</b>	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach
<b>Planning and Organising</b>	Setting objectives, planning, establishing contingencies, managing time, resources and people, monitoring progress

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## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, 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 vehicle distances up to 500km per day within the terms of the university's [Driving Hours Guidelines and Policy](#).
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



## Selection criteria

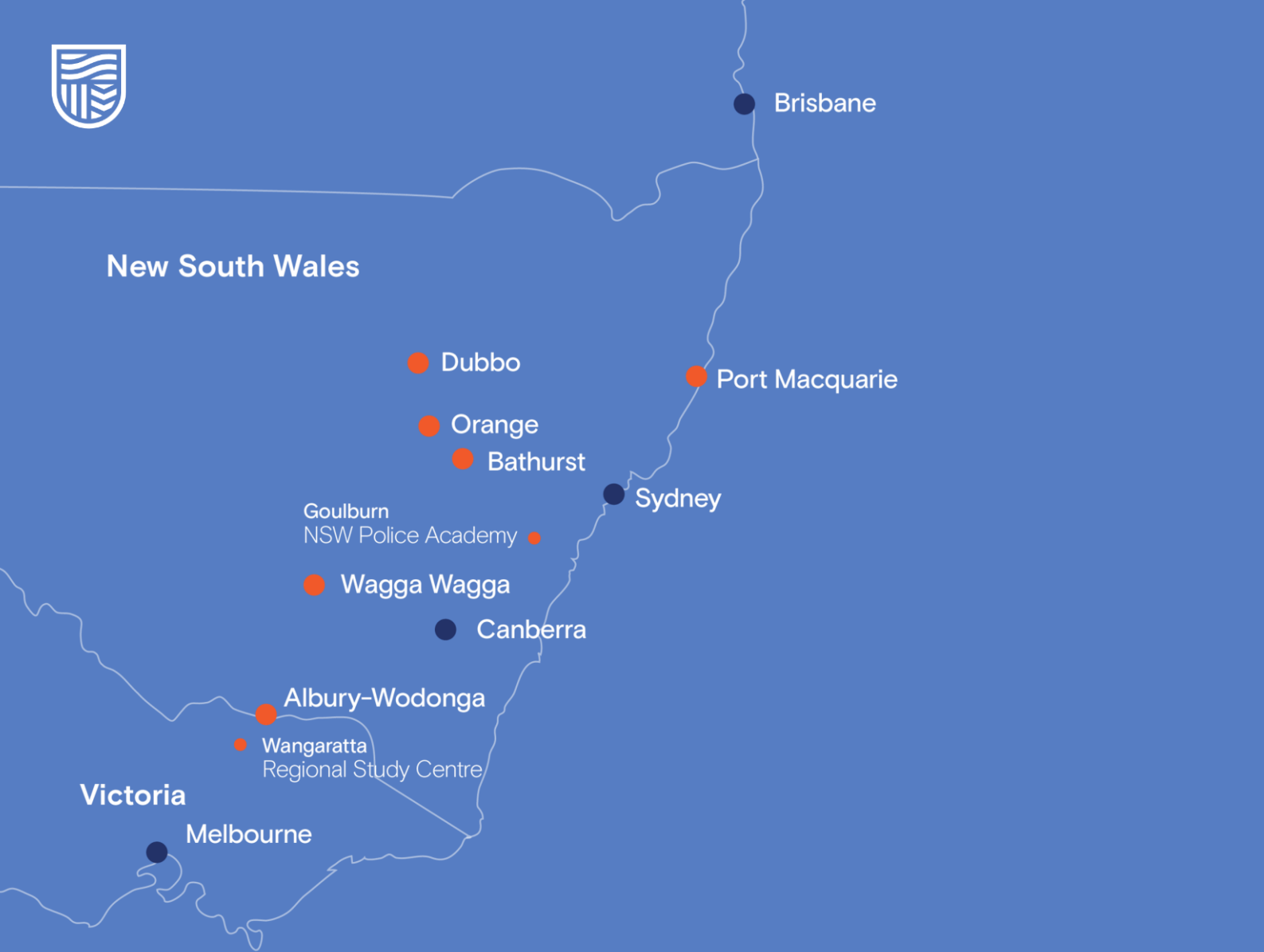
Applicants are expected to address the selection criteria when applying for this position.

### Essential

- A. A PhD in health sciences, management, epidemiology, social work, communications or other field relevant to the position
- B. Capacity to undertake, under supervision, research activity.
- C. Project management experience including demonstrated project planning and organizational skills.
- D. Sound knowledge and understanding of implementation science gained through industry experience and/or scholarly activities or similar.
- E. Demonstrated high level communication and interpersonal skills including influencing, negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- F. Demonstrated ability to build strong partnerships, networks and relationships to achieve work objectives.

### Desirable

- G. Experience working in public mental health environments.
- H. Knowledge of public health research.



● - Capital city ● - Campus location

