POSITION DESCRIPTION



Department of Medicine, Western Health

Faculty of Medicine, Dentistry and Health Sciences

Senior Research Fellow

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| Position No | 0040482 |
| Classification | Level C |
| WORK FOCUS category | Research Focussed |
| Salary | $126,128 - $145,431 p.a. (pro rata for part-time) |
| Superannuation | Employer contribution of 9.5% |
| WORKING HOURS | Full Time  |
| BASIS OF EMPLOYMENT | Fixed-term position available for two years |
| 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](http://hr.unimelb.edu.au/careers), select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number. |
| contactFor enquiries only | Professor Gustavo DuqueTel +61 3 8395 8121 Email gustavo.duque@unimelb.edu.auPlease do not send your application to this contact |

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

Position Summary

The Senior Research Fellow is a significant contributor to research and leadership in the Australian Institute for Musculoskeletal Science (AIMSS). AIMSS is a collaborative research institute formed between The University of Melbourne, Western Health, and Victoria University and is located at the Centre for Health Research and Education at the Sunshine Hospital.

The Senior Research Fellow is expected to undertake research (biomedical, translational or clinical) leading to improved understanding and/or treatment of the biological mechanisms of musculoskeletal ageing and musculoskeletal diseases such as osteoporosis and sarcopenia, having mastery of academic skills in research, dissemination and translation while performing to a high standard.

The incumbent will be an integral part of a well-funded research team directed by the Chair of Medicine and AIMSS Director. There will be significant opportunities to integrate with other projects at AIMSS spanning basic and translational research. Collaborative studies will be encouraged with our partner organisations Western Health and Victoria University.

The position is located at the Western Centre for Health Research and Education (WCHRE) at Sunshine Hospital, a $51.6 million development which provides high quality laboratory space with *state-of-the-art* facilities to perform bone phenotyping, cell cultures, animal studies, flow cytometry, mechanical loading, etc. The clinical research unit at WCHRE has a bone density unit including DXA and pQCT, a metabolic gym, clinical trial rooms, library and a collaborative research environment for researchers and clinicians from The University of Melbourne, Western Health and Victoria University.

The position reports to the Chair of Medicine, Western Health.

# Key Responsibilities

## research and research training

* Participate in research independently and as a member of a research team
* Produce quality conference and seminar papers and publications
* Prepare research proposals for submission to external funding bodies to obtain external research income
* Provide effective supervision of major honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students
* Significantly contribute to research projects including leadership of research teams or management of projects, leading to publications in peer reviewed journals

## Leadership and service

* Actively participate at School and/or Faculty and/or AIMSS meetings and play a major role in planning or committee work
* Actively participate in key aspects of engagement within and beyond the University e.g. School’s outreach, first year orientation, academic advising and other external bodies
* Positive engagement in learning and career development of self and others
* To liaise closely with other members of AIMSS including the research teams, collaborators within The University of Melbourne, Victoria University and Western Health.
* Involvement in professional activities including attendance at conferences to present research outcomes.
* To liaise with key community stakeholders, such as health care professionals, local community groups, recreational groups, GPs, and organisations such as Osteoporosis Australia and Arthritis Australia.
* To prepare research reports, annual reports and ethics reports as required by funding agencies, The University of Melbourne, Western Health and attendance at meetings associated with research, department meetings or seminars.
* Other duties within the project as directed by the Supervisor;
* Effective demonstration and promotion of University and Faculty values including diversity and inclusion and high standards of ethics and integrity

## STAFF SUPERVISION

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| * 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 coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
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| * Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
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| * Allocate and monitor workload and address associated issues in a timely manner.
* Ensure new staff participate in the university’s induction program and provide a localised work area orientation.
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# Selection Criteria

Essential

* PhD or equivalent in Health Sciences, Medical Imaging, Biomedicine or Exercise Science, with relevant experience in the health sector
* Experience in conducting human clinical, intervention or basic research studies related to musculoskeletal health and function.
* Outstanding research publication track record in high impact peer-reviewed national and/or international journals
* A demonstrated interest in factors that influence muscle and/or bone in health and disease
* Experience in supervising students (Honours, Master’s, PhD) up to completion of their programs.
* Highly developed organisational, analytical and interpersonal skills, demonstrating leadership and management skills.
* Strong written and oral communications skills.
* Ability to work both independently and as part of a team.
* Demonstrated project management skills including developing project plans, reporting and communicating with stakeholders.
* Demonstrated ability to be adaptive and accepting of new ideas, and a willingness to approach new challenges and adjusts plans to meet new priorities.
* Ability and willingness to initiate national and international collaborations.

## Desirable

* Experience with histomorphometry analyses of muscle and bone
* Experience translating research into improved clinical outcomes
* Knowledge of exercise prescription for optimising musculoskeletal health and function.
* Previous experience with musculoskeletal imaging

## Special Requirements

* Leave may not be granted during specific peak periods of the year (e.g. grant writing, or reporting periods)

# 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.

# 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.

# Other Information

## Department of Medicine, western health

[www.medicine.unimelb.edu.au/medicine-and-radiology](http://www.medicine.unimelb.edu.au/medicine-and-radiology)

The Department of Medicine and Radiology is a large and diverse department in the Melbourne Medical School that undertakes research, postgraduate and undergraduate teaching within the University of Melbourne teaching hospitals. The Department of Medicine, Western Health is a rapidly growing node of the Department with strengths in musculoskeletal research, ageing, neurology and other areas. In addition, there is a strong focus on clinical trials research as well as innovative interfaces between tertiary healthcare and cutting-edge research. The Department is based within the Western Centre for Health Research and Education (WCHRE).

The Centre is the operational hub of a diversified campus which incorporates the University of Melbourne activities involving staff from the Melbourne Medical School and other Faculty of Medicine, Dentistry & Health Sciences Schools. A collaborative approach enables us to deliver a community focused medical education experience for students enrolled in the Doctor of Medicine (MD) degree across Western Health. Medical Research at AIMSS has a major focus on high quality research into musculoskeletal disorders and chronic disease common in the Western suburbs of Melbourne. Current academic staff forms a multidisciplinary group comprising physicians, nurses, allied health professionals, biomedical researchers, and postgraduate and Honours students who have extensive experience in the design and conduct of high quality biomedical research projects and large-scale clinical randomised controlled trials and public health and translational research.

The University of Melbourne through collaboration with Western Health and Victoria University have formed the Australian Institute of Musculoskeletal Science (AIMSS) which is a national reference centre for research into disorders of bone, muscle and joint. AIMSS provides an innovative and collaborative environment for clinicians and researchers to translate basic research into direct health outcomes. The Institute also promotes disease prevention with the establishment of community-based programs based on disease-specific intervention, including exercise and nutrition. <http://aimss.org.au/>

## melbourne medical school

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

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of nine clinical departments (Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health-related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge.  The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

## 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.

## 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>.

## 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.

## 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>