POSITION DESCRIPTION:

Research Fellowship – NDIS Impact and Outcomes

The Melbourne Disability Institute

Melbourne School of Population and Global Health

Faculty of Medicine, Dentistry, and Health Sciences

THE UNIVERSITY OF MELBOURNE

RESEARCH FELLOWSHIP: NDIS IMPACT AND OUTCOMES

POSITION NO	0057891 and 0057892 (2 positions available)
CLASSIFICATION	Level B Academic Research
SALARY	$110,236 - $130,900 per annum
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full time
BASIS OF EMPLOYMENT	Fixed Term available for 3 years
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-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	Kirsten Deane Email kirsten.deane@unimelb.edu.au *Please 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

1. Position Summary

About the position

The Melbourne Disability Institute (MDI) has a new quantitative research position for a researcher interested in joining a dynamic community of researchers interested in the impact and outcomes of the National Disability Insurance Scheme (NDIS).

This is one of two new and complementary Research Fellowships examining different aspects of the design and delivery of the National Disability Insurance Scheme (NDIS). You will be joining a community of academics and experts working together at the University of Melbourne to strengthen the evidence base and inform future research, policy and practice in this dynamic area. For this position, we are looking for a researcher with a strong track record in quantitative applied research and development of statistical models in one or more of the areas of disability, health, social/welfare policy, inequality and public policy.

About the research program

The NDIS is a ground-breaking, transformational public policy reform designed to provide support to people with disability to meet their disability related-needs and achieve their goals. In recent years the University of Melbourne researchers, in partnership with MDI, have led a number of projects examining the operation and impact of this world-leading social and economic reform. These projects have examined:

- how NDIS participants navigate the scheme
- how they use their funding
- what barriers stand in the way of them making the most of their funding
- inequalities and inequities experienced by particular groups of people with disability – including participants from Aboriginal and Torres Strait Islander communities or participants from a Culturally or Linguistically Diverse background
- the needs and experiences of people with disability who sit outside the scheme
- the ripple effects of the introduction of the scheme

The expanding research program is expected to include new projects examining what outcomes participants are achieving over time with their funding, particularly in increasing social and economic participation, as well as ways to improve the operation, impact and outcomes of the scheme. Future projects will also include a strong focus on addressing the health and social inequalities experienced by people with disability and possible policy responses.

About MDI

Since its establishment in 2018, MDI has worked collaboratively with researchers across the University to build capacity through such initiatives as seed funding, PhD scholarships and a Community of Practice. It has also strengthened the University's relationships with the disability community and governments, developed new partnerships and established 'Disability Research Hubs' in key Schools and Faculties.

The establishment of these two new Research Fellow positions represents a new and very important and exciting step in the growth of the community of disability focused researchers at the University facilitated by MDI.

MDI is led by Professor Bruce Bonyhady, one of the key architects of the NDIS and a long-time disability reformer. He was the inaugural Chair of the National Disability Insurance Agency (NDIA) from 2013 to 2016. He is now Co-Chair of the Independent Review of the NDIS announced by Minister Shorten on 18 October 2022.

About you

Researchers with disability are strongly encouraged to apply for this position, as MDI is committed to creating career pathways for researchers with disability.

The successful applicant will have a background in applied quantitative research in epidemiology, demography, health economics, or biostatistics (or other related discipline). They will be experienced in working in interdisciplinary and diverse teams and in designing and implementing mixed methods projects. They will have experience in working collaboratively with a team of academic and professional staff to ensure coordinated delivery of projects. They will also be experienced in delivering reports and products to meet the needs of different audiences, including government reports, academic publications and accessible and inclusive material for distribution in the community and disability sector.

This will be a joint appointment with a School within the University reflecting the collaborative and connecting role played by MDI across the University. Which School will depend on the successful candidate's field of research.

Key Responsibilities

The successful candidates will join MDI's existing network of disability-focused researchers across the University. They will also have an important role in designing future research projects and in responding to grant and tender opportunities.

The position will report to the co-appointing School. MDI will provide mentorship and advice in order to maximise policy and practice impact and facilitating links to Disability Research Hubs it across the University.

1.1   RESEARCH AND RESEARCH TRAINING

Key responsibilities are:

- Seek to develop an area of expertise in disability research, with a view to establishing a national and international profile
- Work with research project teams across the university on a coordinated approach to using quantitative and qualitative data to frame policy problems and solutions
- Contribute to project set up and management, including data and Human Ethics applications, as well as data use and storage protocols
- Contribute to data management and analysis and production of results tables, figures and graphs
- Work with MDI to develop a multi-year, multi-project program of work related to the NDIS and Australian Disability Strategy
- Contribute to the design and development of new and existing research proposals, including the development of research and analysis plans
- Contribute to drafting and editing of project reports
- Coordinate with project manager to provide regular updates to stakeholders and funders
- Disseminate research findings through seminars, conference presentations, public events, reports and publications in pre-eminent peer-reviewed national and international journals
- Coordinate with project manager to develop products and resources to disseminate findings for a non-academic audience

- Supervise and/or co-supervise and support PhD and Masters students, as an extension of their research work
- Work with MDI to help secure funding for further NDIS related projects, including responding to government tenders and opportunities, as well as Category 1 research grants.

1.2   LEADERSHIP AND SERVICE

- Co-supervise and support project team members, moving onto lead roles as the fellowship progresses
- Mentor research staff and students where required, particularly with regard to established protocols for safe and trusted data use
- Collaborate with research team members to deliver coordinated project results
- Collaborate with project management team, stakeholders and funders
- Actively participate in relevant MDI, Department, School and Faculty meetings and activities, particularly to share research progress and findings
- Work with MDI to develop partnerships and relationships with other Departments, Schools and Faculties across the University as well as with external stakeholders
- Effectively demonstrate and promote university values, including diversity and inclusion and high standards of ethics and integrity

1.3   RESPONSIBILITY AND COMPLIANCE

- Maintain a sound knowledge of current University policy and procedures, and reliably follow these or provide compliant advice to others
- Reliably follow communications protocols and/or policies as appropriate
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5
- Behavioural expectations - all staff are expected to maintain the following behaviours:
    - Treat everyone equitably; act fairly and demonstrate respect for diversity
    - Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration
    - Behave ethically at all times- do good, do no harm, show respect

2. Selection Criteria

2.1 ESSENTIAL

- A PhD in a relevant discipline such as epidemiology, biostatistics, health economics, public health, demography, public policy or social science
- Demonstrated track-record and interest in evidence-based policy reform, inequality and disability research

- Strong background in, and understanding of, health and disability policy in Australia
- Demonstrated high level experience in quantitative research methods and analysis including:
    o Strong statistical programming skills including extensive experience using a statistical programming language (such as R or Stata) and skills in ensuring quantitative analysis is reproducible
    o Experience in using large, complex administrative data sets including linked data, for research
    o Experience in applying advanced epidemiological and/or causal inference methods (such as using Directed Acyclic Graphs to inform study design, G-formula and mediation analysis)
- Demonstrated high level project management skills in all aspects of the research process, including the ability to produce high quality work in tight timeframes
- Strong publication record in high impact peer reviewed journals
- Demonstrated experience with obtaining research funding, including commissioned research, internal and/or external research grants
- Excellent interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders, including academic peers, sector, community, policy-makers and government

2.2 DESIRABLE

- Researcher with disability
- Experience in translation of research into policy and practice outcomes
- Experience in developing and sustaining a research collaboration with a funding partner in an applied setting
- Experience in the supervision or co-supervision of junior research staff and students
- Demonstrated success in obtaining research funding

2.3 SPECIAL REQUIREMENTS OF THE ROLE

- Interstate travel may be required occasionally

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 based on 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 Advancing Melbourne strategy that addresses 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 Advancing Melbourne.

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:

https://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 MELBOURNE DISABILITY INSTITUTE

https://disability.unimelb.edu.au/

The Melbourne Disability Institute

An interdisciplinary research institute based at the University of Melbourne, the work of MDI is focused on providing the much-needed evidence data and research to address the complex problems faced by people with disability and their families in this country and beyond. The Institute has an ambitious agenda to position the University of Melbourne as a national and international leader in disability research that improves outcomes for people with disability and their families. MDI looks to facilitate and support research that is driven by the priorities of people with disability, includes people with disability in all aspects of the research process and produces results that will make a real difference in their lives.

MDI is hosted by the Melbourne School of Population and Global Health at the University of Melbourne. MDI is one of six interdisciplinary research institutes at the University of Melbourne (https://research.unimelb.edu.au/melbourne-research-institutes) that foster interdisciplinary research across the University on areas of community concern.

5.2 MELBOURNE SCHOOL OF POPULATION AND GLOBAL HEALTH

The MSPGH was established in 2001 as the first school of its kind in Australia with a vision to make a difference in the population and public health sphere - building on the substantial assets of our University to advance public health in communities nationally and internationally - with a strong focus on Indigenous peoples. Since its inception, the School has grown rapidly in size, scope and reputation and has consistently attracted leading academics and researchers who bring considerable skills, insights, and expertise. We continue to attract increasing levels of

competitive funding from governments and from a range of renowned philanthropic organisations and individuals.

The quality of MSPGH research is confirmed by the Academic Ranking of World Universities within which the University of Melbourne maintains its place as the top-ranked Australian university. The ARWU Global Ranking of Academic Subjects 2021 placed the University 16th in the world for Public Health and first in Australia. Our researchers regularly have work published in prestigious titles including The Lancet, Nature, The New England Journal of Medicine, and the Journal of the American Medical Association. The School is strongly engaged internationally with key collaborations including the World Health Organisation, Grand Challenges Canada, the Pasteur Institute and Department of Health in Vietnam, the Public Health Foundation of India and the International Association for Suicide Prevention.

The flagship Master of Public Health degree, with over 650 enrolments, forms the core of a strong teaching program alongside undergraduate teaching and a suite of specialist postgraduate coursework degrees across Biostatistics, Epidemiology, Gerontology, Health Economics, Health Informatics and Sexual Health. These programs and the School's extensive cohort of more than 120 graduate research students make a substantial contribution to training the next generations of public health specialists and researchers nationally and internationally.

The School comprises four Centres and two Institutes that focus on key areas of population and global health that are relevant now and will have tangible impacts on the health of national and international communities into the future. These comprise the:

- Centre for Epidemiology & Biostatistics;
- Centre for Health Equity;
- Centre for Health Policy;
- Centre for Mental Health;
- Melbourne Disability Institute; and
- Nossal Institute for Global Health

Throughout its history, MSPGH has included a strong focus on Indigenous issues across the School's teaching, engagement and research programs, including current dedicated units focused on:

- Indigenous Health Equity
- Indigenous Eye Health
- Indigenous Studies
- Indigenous Epidemiology and Health

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 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes: place, community, education, discovery and global.

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 https://about.unimelb.edu.au/strategy/governance