



POSITION DESCRIPTION

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

Senior Research Fellow/Research Fellow in Rural Health

POSITION NO	0057107
CLASSIFICATION	Level B or Level C
WORK FOCUS CATEGORY	Research Focused
SALARY	\$110,236 - \$\$155,698 p.a. (pro rata)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Fixed term position until December 31, 2024 Fixed term contract type: Externally funded
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 , under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor 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 websites:
about.unimelb.edu.au/careers

Acknowledgement of Country

The University of Melbourne would like to acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated, the Wurundjeri and Boon Wurrung peoples, the Yorta Yorta Nation, the Dja Dja Wurrung people. We acknowledge that the land on which we meet and learn was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

Position Summary

The Department of Rural Health is a rural workforce programme receiving funding from the Australian Government Rural Health Multidisciplinary Training programme. As part of this, the University Department of Rural Health (UDRH) programme is funded to support nursing and allied students to undertake a rural clinical placement, to support the rural and Aboriginal workforce and to develop evidence on effective rural health workforce initiatives. This position offers the opportunity for a rural health researcher to join our team to conduct evaluations of our programs and undertake research projects that will improve understanding of the health workforce in our regions. These projects include evaluating our training, student placement and other programs as well as workforce mapping, workforce projects and working with health services. Knowledge of research design, data collection and analysis, and rural health issues is required along with a track record of grants and publications. The position provides the researcher with an opportunity to lead new projects, evaluate existing programs and collaborate with colleagues to support existing research projects.

The position reports to Professor Lisa Bourke (UDRH Director). This role is available in either Wangaratta, Shepparton or Ballarat, as selected by the preferred applicant, however the incumbent must live and work in one of these rural regions. Researchers in the UDRH receive a small allowance for conference travel or professional development each year.

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 RESEARCH AND RESEARCH TRAINING

- ▶ Undertake evaluations of the UDRH training, student placement and other programs as directed.
- ▶ Map the rural health workforce in our regions to identify workforce shortages, needs and alternative approaches.
- ▶ Develop new research projects with rural health services, key partners and other researchers and then seek funding for these projects, undertake research analysis and publish findings in quality academic (peer-reviewed) journals.
- ▶ Work with researchers at the UDRH to provide support, mentoring, collaboration and partnership to undertake quality research projects that achieve grant and publication outcomes.

- ▶ Develop an academic research profile and track record in rural health, including grants, consultancies, publications, conference presentations and contribution to rural health dialogue.
- ▶ Contribute to research training and support to junior researchers as required.
- ▶ Other research tasks as required by the UDRH Director

1.2 LEADERSHIP AND SERVICE

- ▶ Actively contribute to the UDRH Research Team by being a supportive colleague, a mentor to junior researchers, and a partner with other researchers on rural health research projects.
- ▶ Actively participate in the UDRH, including participation in the UDRH meetings, research team meetings and other relevant meetings and also provide the required reporting twice per year.
- ▶ Participate in departmental, university, local community and professional activities as appropriate.
- ▶ Demonstrate the 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 5

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD in an area related to rural health
- ▶ Excellent verbal and written communication skills for effective research collaboration and engagement
- ▶ A strong publication record of original research related to rural health
- ▶ Evidence of research funding related to rural health research
- ▶ Ability to articulate the impact of research activity and to work to achieve impact from research findings
- ▶ Demonstrated ability to articulate scholarly research through conference presentations, public (community) presentations, non-peer reviewed mediums and University level forums
- ▶ Evidence of effectively supporting junior researchers to achieve research outcomes
- ▶ Experience of working in interprofessional research teams that have achieved research outcomes

2.2 DESIRABLE

- ▶ A qualification in nursing or allied health
- ▶ Experience conducting research with Aboriginal and/or Torres Strait Islander communities
- ▶ Research partnerships with national and international leaders in rural health

2.3 OTHER JOB RELATED INFORMATION

- ▶ Some travel across the region and/or to Melbourne may be necessary to complete this work and therefore a Victorian Drivers Licence is required
- ▶ Occasional work out of ordinary hours, travel, etc.

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 Advancing Melbourne strategy 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 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:

<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

<https://medicine.unimelb.edu.au/school-structure/rural-health>

Our Department provides professional health education and research training in a rural context. Based at Shepparton in the Goulburn Valley, we have major nodes at Ballarat

and Wangaratta and associations with nearly 40 smaller towns in rural Victoria. We offer an exciting range of multidisciplinary opportunities for undergraduate, postgraduate students and practicing health professionals. We aim to make our students' time at the Department rich in academic, social and cultural experiences, providing a real sense of the many opportunities in rural Victoria for community involvement and service. Our success depends on support from our local community, especially the health care sector. Partnerships with many agencies in the Shepparton, Ballarat and Wangaratta regions underpin our teaching and research. With funding from the Rural Health Multidisciplinary Training program and other sources, we aim to support, develop and build capacity of the rural health workforce.

5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) plays a vital role in the delivery of the University of Melbourne's Strategic Plan 2015-2020: Growing Esteem by providing current and future generations with education and research equal to the best in the world. It is Australia's largest and leading biomedical research faculty. It employs more than 1,700 members of staff, has more than 8,000 students, and total revenue of \$607 million for 2015. Reflecting the complexity of today's global health landscape, the Faculty is made up of six different Schools and four Strategic Research Initiatives, and draws together all areas of human health, ranging from the most basic to the most applied areas of research. The Faculty contributes close to 50 per cent of research conducted at the University.

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