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| **Position Description** |

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| **Post-Doctoral Research Fellow** | |
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| **Position No:** | TBA |
| **Organisation Unit:** | La Trobe Rural Health School |
| **Faculty:** | Health Sciences |
| **Campus/Location:** | Bendigo |
| **Classification:** | Level B |
| **Employment Type:** | Fixed term 3-year, Full-time |
| **Position Supervisor:**  **Number:** | Violet Marshman Professor of Rural Health  50029825 |
| **Other Benefits:** | <http://www.latrobe.edu.au/jobs/working/benefits> |

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

College of Science, Health and Engineering – https://www.latrobe.edu.au/she

**For enquiries only contact:**

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| **Position Description** |

**Level B – Research Fellow**

This Level B research only position is part of the newly established Violet Vines Marshman Rural Health Initiative. It provides an outstanding opportunity for a postdoctoral researcher to conduct independent and team research that aligns with the aims of the Initiative. A strong emphasis will be on mentoring the successful applicant and activities designed to develop their research expertise.

The Violet Vines Marshman Rural Health Initiative is located in the La Trobe Rural Health School and is focused on how primary health research, innovative health service and workforce approaches, and knowledge exchange can be combined to maximise healthcare outcomes for vulnerable rural people and ensure the delivery of place-based, exceptional rural health care. Within this Initiative, community members are explicitly involved in research focused on healthcare design, delivery and evaluation.

Research focuses on health system fragmentation and how the lack of a seamless and connected rural health and social system propagates poor health outcomes directly related to key social determinants of rural disadvantage: geographic isolation, poverty, vulnerability, poor education, homelessness, and stigma. Researchers within this Initiative explore the cost of failures to integrate health, social care, and other sectors in rural communities and the impact that this has on potentially preventable hospital admissions and poor health outcomes.

The goals of the Initiative reflect the aspirational vision of health services without walls, where there are no boundaries between traditional hospital services and integrated multidisciplinary primary health care. Research conducted within this Initiative will provide a blueprint for Australian health reform, demonstrating how community-driven health service redesign and a focus on rural workforce can address major access and equity issues, and how an agile, interlinked and self-improving system can be achieved at a practical place-based level.

**Position Context**

The La Trobe Rural Health School is Australia’s largest and most multidisciplinary rural health school and is located across Northern Victoria’s most vibrant regional cities: Bendigo, Albury/Wodonga, Shepparton, and Mildura.

The School was formally established in 2009 through major Australian Government investment as a direct response to the need for high quality rural education and training to address the maldistribution of the Australian health workforce and need for research focused on improving health and wellbeing outcomes for rural people. Its growth and success have few precedents. The School currently has 3,022 students and 118 academic and professional staff.

State-of-the-art teaching and research facilities have enabled the delivery of outstanding programs across dentistry and oral health, physiotherapy, occupational therapy, speech pathology, paramedicine, exercise physiology, exercise science, social work, health sciences, and nursing and midwifery.

The School is renowned for its innovative and transformational approaches to teaching and research. The La Trobe Bachelor of Health Science in Dentistry/ Master of Dentistry was Australia’s first rural dentistry program and all courses produce outstanding graduates for rural and regional areas. The School has rapidly expanding applied health and social care research programs and researchers are recognised internationally for their world-class partnership research in rural communities, with a focus on disadvantage across a range of biopsychosocial and economic dimensions. The John Richards Centre for Rural Ageing Research (based on the Albury-Wodonga campus) supports ageing research in rural and regional Victoria, and the new Violet Marshman Rural Health Initiative is currently being established following $3 million dollars of philanthropic investment.

**Duties of this position will include:**

* Working closely with researchers, industry staff, and communities across a wide geographic region to complete high-quality, relevant, outcome focused research.
* Publishing and disseminating high quality and high impact research as a member of a team or independently.
* Engaging with communities, industry, and government to ensure that research is rapidly transferred to improve the outcomes of rural people
* Contributing to writing up research findings for publication and dissemination.
* Contributing to the preparation of research proposal submissions to external funding sources.
* Co-supervising Higher Degree by Research (HDR) postgraduate students as required.
* Supervising research support staff involved in the Violet Vines Marshman Rural Health Initiative.
* Contributing to a robust and ambitious research culture.
* Contributing to the broader activities of the La Trobe Rural Health School and the wider University.
* Attending to effective and efficient performance of allocated leadership and administrative functions primarily connected with the Violet Marshman Rural Health Initiative.
* Serving on committees at the School or Program level and contribute to committees at the Department/School or College level as required.
* Involvement in continuing education for the profession or the community.
* Contributing to building relationships at local and national level.
* Undertaking other duties commensurate with the classification and scope of the position as required by the Head of School.

**Key Selection Criteria**

* Completion of a PhD or equivalent qualifications and research experience in fields associated with the goals of the Violet Vines Marshman Rural Health Initiative
* A record of publications, conference papers and/or reports, or professional or technical contributions, which provide evidence of strong research potential.
* Demonstrated ability to work collaboratively and productively with community members, industry, staff and students from a diverse range of backgrounds.
* Ability to liaise effectively with a range of collaborators nationally and/or internationally.
* Demonstrated ability to supervise, or co-supervise, Honours, Masters and/or PhD students.
* Sound analytical skills with an ability to clearly communicate complex information both orally and in writing.
* High level organisational skills: the ability to set priorities, meet deadlines, initiate and follow-up actions, all with minimal or no supervision.
* Evidence of the ability to work as a member of a team in a co-operative and collegial manner.
* Demonstrated high level of self-motivation and personal management skills.

**HIGHLY DESIRABLE**

* Experience in the preparation of research funding proposals to external funding bodies and evidence of success in securing research funding.

**Other relevant information:**

* The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

**Essential Compliance Requirements**

To hold this La Trobe University position the occupant must:

* hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
* take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

**La Trobe Cultural Qualities**

Our cultural qualities underpin everything we do. As we work towards realising the strategic goals of the University we strive to work in a way which is aligned to our four cultural qualities:

* We are***Connected****:* We connect to the world outside — the students and communities we serve, both locally and globally.
* *We are* ***Innovative****:* We tackle the big issues of our time to transform the lives of our students and society.
* *We are* ***Accountable:*** We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.
* *We* ***Care:*** We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities.

For Human Resource Use Only

Initials: Date: