

RESEARCH ASSOCIATE/ RESEARCH FELLOW



Job No. 4579

The University of Newcastle is an equal opportunity employer committed to equity, diversity and social inclusion. Women and Aboriginal and Torres Strait Islander candidates are particularly encouraged to apply.

As part of the University's commitment to increasing Indigenous employment within its workforce, this role is a targeted Aboriginal and Torres Strait Islander position. The University holds an exemption under Section 126 of the Anti-Discrimination Act 1977 (NSW) in relation to its targeted recruiting programs. Please note that both Indigenous and non-Indigenous candidates can apply, however priority will be given to Indigenous candidates who can demonstrate their Indigenous heritage by way of providing their Confirmation of Aboriginality with the completed application and successfully meet the selection criteria

- Priority role for Indigenous candidates
- Part time or Full time | Fixed term for 2 years (with extension)
- Embrace your passion and enthusiasm for research in Aboriginal health research

Look to the future

The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence. Our vision is to be a world-leading University for our regions and creating a better future for our regions and the globe. Underpinned by this vision are our values of excellence, equity, engagement and sustainability.

The College of Health, Medicine and Wellbeing is an innovative and dynamic research intensive College. In collaboration with our external partners and stakeholders, the College strives to make a difference by producing world-leading research that builds capacity for excellence in health care intervention.

Be challenged and imagine with us

Yindymarra (to honour, respect) Aboriginal experiences in the conduct of health research: the development of practical recommendations to enhance the uptake of ethical research guidelines.

Led by a multi-disciplinary team of Aboriginal and Torres Strait Islander researchers and non-Indigenous researchers, this national project will develop new knowledge on the uptake of ethical processes in Aboriginal health research.

Collated data will contribute to the development of practical recommendations that can further strengthen research processes, research workforce and ultimately health outcomes for Aboriginal people.

Based at Callaghan Campus, this position is being offered on a part time or full time fixed term contract for a period of two years with possible extension for an additional two years under grant funding. Flexible home-based work arrangements will be considered though Newcastle based applicants are preferred.

How will you inspire us?

Collaborating with an impressive multidisciplinary team, you will have the opportunity to work on a range of community-led research projects in partnership with Research Fellows within the Health Behaviour Research Collaborative (HBRC) and be mentored by prominent Aboriginal and Torres Strait Islander researchers across the country.

Applying your understanding of Aboriginal and Torres Strait Islander health/research, you will use a diverse range of proven research methods whilst being flexible and open to understanding and learning new ways of conducting research to deliver high quality research projects and research outputs.

In addition to having demonstrated experience in academic writing of high quality peer-reviewed publications, you will possess a high-level of organisational, time management and problem solving skills to effectively juggle completing priorities and successfully meet deadlines.

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Job No. 4579

For additional information on the position contact Dr Michelle Bovill on 02 4055 3313 or via email michelle.bovill@newcastle.edu.au.

Conditions & Benefits

Level A from \$70,840.00 - \$96,136 p/a (pro rata for part time) plus 17% superannuation with UniSuper.

Level B from \$101,197.00 - \$120,173.00 p/ a (pro rata for part time) plus 17% superannuation with UniSuper.

Additional information on benefits and conditions of employment is available via these links:

<http://www.newcastle.edu.au/about-uon/jobs-at-uon/benefits-at-a-glance>

<http://www.newcastle.edu.au/about-uon/jobs-at-uon>

Submitting your application

Please note: your application **must** include;

- a statement addressing the selection criteria (4 pages max)
- your CV with contact details for three relevant referees.

Before submitting your application please read the important information and useful tips on what to include - available via this link: [Submitting your application](#)

Additional information about our application process is available via this link: [Application Process](#)

If you have any difficulties uploading your application please telephone HR Services (+61 2)4033 9999 - and press 2- during business hours (AEST) or email: employment@newcastle.edu.au

RESEARCH ASSOCIATE/ RESEARCH FELLOW



Job No. 4579

POSITION DESCRIPTION – Academic Staff

| | |
|---------------------------|--|
| Position title | Research Associate/Research Fellow |
| Academic Level | Level A – B (dependent on experience) |
| School / Unit | Thurru Indigenous Health Unit. |
| College / Division | College of Health, Medicine and Wellbeing |
| Reports to | Dr Michelle Bovill |
| Direct reports | None |
| Indirect reports | None |
| Contract type | Fixed-term, full-time or part-time (minimum 3 days/week) for 2 years, with potential for extension |

ROLE DESCRIPTION

The Fellow will effectively manage a National Aboriginal and Torres Strait Islander health NHMRC Ideas funded research project, contribute to high quality peer-reviewed publications, contribute to funding applications, and contribute to research administration functions.

The research fellow will work collaboratively on the project: *Yindymarra (to honour, respect) Aboriginal experiences in the conduct of health research: the development of practical recommendations to enhance the uptake of ethical research guidelines.*

This is a National Project led by a multi-disciplinary team of Aboriginal and Torres Strait Islander researchers and non-Indigenous researchers. The project will develop new knowledge on the uptake of ethical processes in Aboriginal health research. This data will contribute to the development of practical recommendations that can further strengthen research processes, research workforce and ultimately health outcomes for Aboriginal people, as prioritised in the NHMRC Roadmap 3. The Fellow will apply their understanding of Aboriginal and Torres Strait Islander health/ research, high-level organisational, problem-solving, interpersonal and writing skills in combination with their sound scientific knowledge to deliver high quality research projects and research outputs on time. This is a full-time or part-time position, and home-based work arrangements will be considered though Newcastle based applicants are preferred.

OVERVIEW OF THE UNIVERSITY, COLLEGE/DIVISION AND SCHOOL/UNIT AND POSITION CONTEXT

The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence. Our vision is to be a world-leading University for our regions and creating a better future for our regions and the globe. Underpinned by this vision and our values of excellence, equity, engagement and sustainability, [the University of Newcastle's Looking Ahead Strategic Plan 2020-2025](#) outlines the University's commitment to delivering an exceptional student experience and serving our communities.

The College of Health, Medicine and Wellbeing is an innovative and dynamic research intensive College, which is passionate about excellence, equity and engagement globally and regionally. In collaboration with our external partners and stakeholders, the College strives to make a difference by creating new knowledge; preparing exemplary, career ready health care and health research

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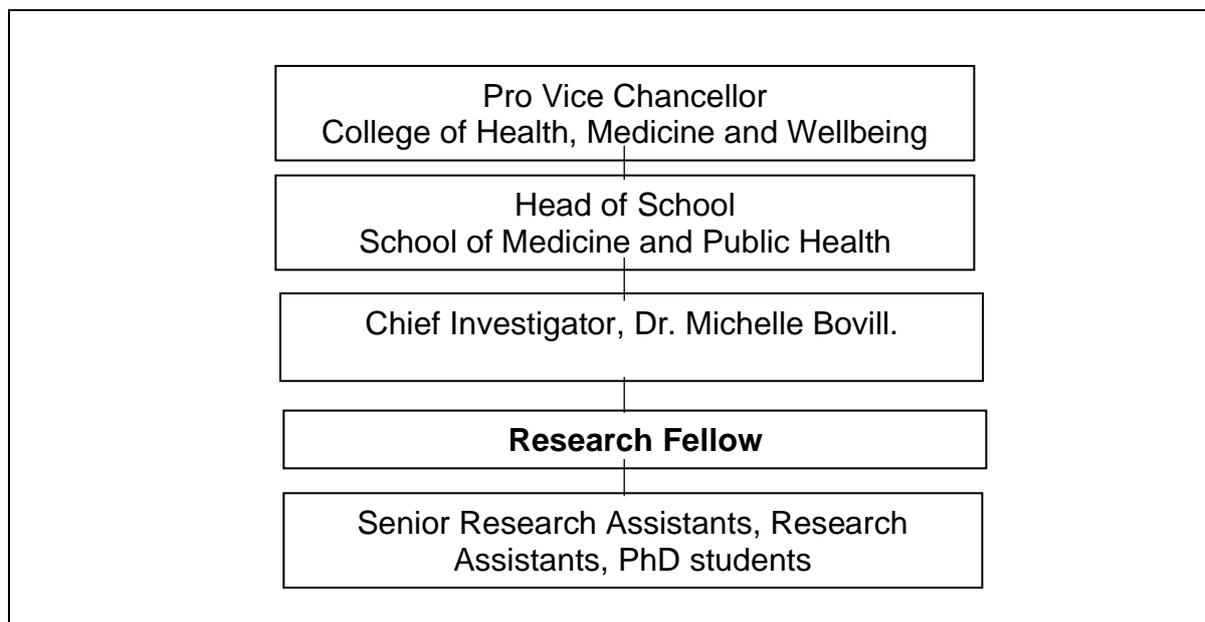
professionals; and producing world-leading research that builds capacity for excellence in health care intervention.

The School of Medicine and Public Health is the largest of four Schools within the College of Health, Medicine and Wellbeing. The School has a strong research focus and works closely with the Hunter Medical Research Institute (HMRI) which has pioneered the integration of multi-campus university and hospital-based research. The School's mission is to make a positive difference to the health of people on the Hunter region, Australia, and worldwide, by being at the forefront of Australian medical and public health education and research for the 21st century.

This position is situated in the School of Medicine and Public Health, College of Health, Medicine and Wellbeing, Thuru Indigenous Health Unit. The office location is the Wollotuka Institute. Dr Michelle Bovill conducts research in partnership with leading Aboriginal and Torres Strait Islander researchers across the country on a range of community-led and prioritised research projects. With funding from competitive grants, the group conducts research which aims to improve the health and wellbeing of Aboriginal and Torres Strait Islander people, through Indigenous led research.

This position will also be working in partnership with Research Fellows within the Health Behaviour Research Collaborative (HBRC) which is within the university's School of Medicine & Public Health and affiliated with the Hunter Medical Research Institute's Public Health Program.

ORGANISATION CHART



RESEARCH ASSOCIATE/ RESEARCH FELLOW



Job No. 4579

ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES

Areas of accountability listed in approximate order of importance and time commitment

| Areas of accountability | Core responsibilities and typical activities | Measures of performance |
|-------------------------|---|---|
| Research and Innovation | <p>Work as a principal member of the research team to contribute significantly to the research activities of the <i>Yindymarra</i> research project.</p> <ul style="list-style-type: none"> • Oversee the high quality implementation of research projects to achieve project goals on-time and within budget. • Oversee preparation of ethics applications including development of research protocols and study materials. • Work with research staff managing recruitment, primary data collection and data entry procedures to promptly solve issues and ensure methodological rigour. • Oversee statistical analyses and interpretation. • Prepare papers in collaboration with colleagues and external stakeholders, and submit to pertinent high quality peer-reviewed journals. • Prepare scientifically rigorous and cutting-edge research proposals, tenders and grant applications in collaboration with colleagues and external stakeholders. • Prepare and deliver high quality presentations at scientific conferences, industry meetings and consumer forums. | <p>Project milestones are achieved</p> <p>Positive feedback from stakeholders and team members</p> <p>Meet the core requirements for all academic staff listed under research and innovation in the Academic Performance Expectation Framework.</p> |
| Service and Engagement | <p>Participate in research-related networks, communities of practice, and partnerships.</p> <p>Contribute to School and/or College research-related activities, initiatives, roles and committees as required.</p> | <p>Participate as requested by supervisor</p> <p>Meet the core requirements for all academic staff listed under service and engagement in the Academic Performance Expectation Framework.</p> |

RESEARCH ASSOCIATE/ RESEARCH FELLOW



Job No. 4579

POSITION CHARACTERISTICS

| | |
|--|--|
| Organisational knowledge | Be aware of the University's strategic goals, key priorities, regulations and policies relevant to this position. |
| Professional / industry knowledge | Keep up to date with research policies and procedures, and developments in the sector, that may affect own or group activities. |
| Level of supervision / independence | Under broad direction from the Director, work independently and collaboratively with team members to undertake research activities and achieve key research outputs. Take responsibility for delivering to plan and on time. |
| Problem solving and judgement | Use academic judgement and problem solving skills to propose improvements and make decisions that minimise risks and delays, and facilitates progress of research activities and outputs. |
| Key relationships (internal and external) and immediate team | Build and maintain positive relationships with UON academic and professional staff, students and external stakeholders. |
| Challenges | Willingness to work across a range of different projects and types of tasks in a large team environment to achieve own and group goals. Ability to be flexible, adaptable and to change direction in response to new initiatives, strategic direction or external requirements. |
| Special characteristics | Travel for research collaboration may be required on an as-needed basis. Work outside of ordinary hours may be required depending upon the research and external deadlines such as for grant applications. |
| WWC check required | No |
| Criminal record check required | No |

EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with Individual Contributors as outlined in the Leadership Framework.

The University of Newcastle Leadership Framework describes six leadership capabilities for both academic and professional staff. At the University of Newcastle leaders; shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At the University of Newcastle, we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.

INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the essential criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements. Inherent Requirements refer to your ability to:

RESEARCH ASSOCIATE/ RESEARCH FELLOW



Job No. 4579

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position.

ESSENTIAL CRITERIA

- Doctoral Degree in Aboriginal studies, behavioural science, public health, social science, psychology, education or similar, with relevant experience.
- Demonstrated experience in effectively managing research projects.
- Proven knowledge of research designs (quantitative and/or qualitative methodologies, and/or Indigenous methodologies).
- Demonstrated understanding of Aboriginal and Torres Strait Islander ethical research principles and practices.
- Demonstrated skills in academic writing as evidenced by a track record (relative to opportunity) of high quality peer-reviewed publications, research funding.
- Demonstrated high-level organisational and time management skills to effectively juggle competing priorities and meet deadlines while still producing high quality work.
- Demonstrated ability to work independently in a goal-directed manner with minimal supervision, as well as collaboratively in a large team environment.
- High-level interpersonal skills and the ability to liaise effectively with research staff, external collaborators and the general public.
- High-level computer skills in word processing, presentations, spreadsheets, databases and statistical analyses packages.
- Knowledge of, and experience in adhering to workplace policies and procedures in the areas of work health safety, equity, diversity and promoting a respectful workplace culture.