

# POSITION PROFILE

## Senior Research Fellow, Translational Research

Molly Wardaguga Institute for First Nations Birth Rights, Faculty of Health

Position Number	10711
Position Classification	Research Focused Academic Level C
Location	Casuarina campus, Alice Springs campus and/or Brisbane centre
Reporting to	9281_Deputy Director, Research & Innovation
Special Provisions	<ul style="list-style-type: none"><li>• Appointment is contingent upon receipt of a satisfactory National Criminal History check and Working with Children clearance.</li><li>• Ability to travel to regional and remote locations, as required</li><li>• It is a requirement of the position for the occupier to hold a current clean drivers licence.</li></ul>
Required Qualifications	<ul style="list-style-type: none"><li>• PhD qualifications and identifiable research experience.</li></ul>

The Molly Wardaguga Institute for First Nations Birth Rights (Molly Institute) was established in honour of the Burarra Elder and midwife, Molly Wardaguga (1938-2009), who worked extensively to improve health outcomes, with a vision of returning the control of First Nations birthing services to First Nations communities. The Institute works toward Molly's vision by supporting First Nations communities to realise their aspirations for birthing and maternal healthcare.

### Purpose of the Position

The primary objective of the position will provide research and academic leadership within the Molly Centre with specific deliverables related to a number of research projects. The successful candidate will provide translational research leadership across research sites and will lead key projects identified and resulting from the CRE.

The position will maintain an active research program in the area of First Nations child and maternal health especially in line with the research agenda of research partners. This position will fill a multi-tasked role in the area of research leadership, research methodologies and program development, facilitation, post-graduate student training and support and the provision of support for the Centre in research administration and planning, and to undertake research and produce research outcomes within the field.

As a key part of their role, the Senior Research Fellow will carry out original scholarly research and will provide leadership, mentoring and capacity building with early career researchers, postgraduate HDR students, as well as to contribute to the overall operational management of research within the Institute.

The Senior Research Fellow will work in close partnership with our research partners including their senior research staff and identified key leaders. This may also include working with other key stakeholders groups including government and non-government agencies and other related but

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Manager Category	OM	Industry Subdivision	81

separate First Nation organizations and communities associated with research partner sites, particularly in relation to undertaking research that informs the Birthing on Country and RISE Framework. The role will contribute to strategies in attracting funding, driving research outputs and building the capacity within, whilst enhancing our research track record at the Institute.

## **Duties**

The following examples of accountabilities are not exhaustive and may include others as directed from time-to-time.

### **Research and First Nations Community Engagement**

- Commitment to innovation, excellence and cultural safety in impact driven research through the design and delivery of world-class First Nations research programs and projects with outputs and impacts that aim to enhance CDU's research profile and ensure lasting impact in the communities in which we work.
- Contribute to the development of and lead as appropriate, the application of innovative research methods suitable for use in the community with identified stakeholders especially First Nations stakeholders.
- In conjunction with the Deputy Director, Research & Innovation and other key academic staff:
  - Actively engage in the First Nations research agenda and identify sources of funding.
  - Develop (and secure) research funding grants relevant to the areas of research focus.
- Network effectively with the relevant local, regional and national research community in matters relating to research including communication of research findings to the wider national, international, academic and general community.
- Work with the research team and stakeholders to develop processes for First Nations community and end-user engagement in project design, implementation and governance including participation in research integration and practice improvement meetings and activities.
- Manage and maintain a sustainable research portfolio through partner relationship development and collaborative applications for research funding.
- Produce high quality, timely research outputs with a focus on health services and translational research in tandem with high quality academic publications, within the requirements of project plan deliverables.
- Establish and maintain good working relationships including the management of governance frameworks with stakeholders of the research theme, especially end-user organisations including government officers, Aboriginal and Torres Strait Islander community-controlled and First Nations communities, and other locally identified partners.
- Supervise HDR students (Masters and PhD), in line with the expectations of the CDU academic framework.
- Maintain involvement in professional and industrial bodies relevant to research in their field of expertise and have achieved national recognition;
- Lead and develop acceptance of articles and papers for publication in peer reviewed publications that yield high impact on policy and/or practice

### **Leadership and supervision**

- Develop strategic direction and documentation comprehensible by both technical and non-technical audiences.
- Measure, report and develop processes and procedures sustainable as per project needs.
- Manage specialised teams where significant innovation, initiative and/or judgment are required.
- Provide mentoring and coaching to team members
- Provide leadership, as part of the team to progress MWRCs research including profiling high quality relevant research, potential projects, outputs and identified pathways that will impact positively on the MWRC Research program.
- Lay the foundations for sustainable research under the theme through partner relationship

development and grant applications.

- Ensure the achievement of objectives, outputs and outcomes specified in research grant agreements with both internal and external partners.

### **University Expectations**

- Contribute to the efficient and effective functioning of their team or work unit in order to meet University objectives. This includes demonstrating appropriate and professional workplace behaviours in accordance with the Code of Conduct, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisors;
- Demonstrate and promote the University Values, ensuring all workplace behaviour is appropriate in all workplace settings, proactively calling out inappropriate behaviour;
- Read, understand and comply with all University policies and procedures;
- Undertake risk management and actively support and participate in the risk management processes adopted by the University which include identifying, analysing and evaluating risk that may impact on the University;
- Work at and travel between other University campuses or to other locations from time to time as may be required during the course of employment;
- Complete all mandatory training such as required by the University;
- Demonstrate understanding of the principles of anti-discrimination, staff and student equity, work health and safety and other relevant legislation, and show the willingness and capacity to implement equal employment opportunity and work health and safety plans, policies and programs.

### **Work Health & Safety**

- Ensure all activities comply with WHS legislation and university policy & procedure.
- Implement & monitor risk management activities including, but not limited to, workplace inspections, incident/hazard investigation and follow-up, and implementation of risk controls.
- Analysis of WHS training requirements for staff including the provision of training and monitoring of training to ensure completion and currency.

### **Key selection criteria**

#### **Essential competencies**

1. PhD in a health or related field and extensive experience within a relevant maternal infant and/or child health field
2. An established national and an emerging international research track record including publications, external grants, and consultancies
3. Demonstrated experience in co-design, conduct and analysis of implementation and/or participatory action research to meet ethical and scientific standards
4. Extensive research project management experience that demonstrates your organisational skills to set priorities, undertake multiple tasks and work in a flexible, productive, and pro-active manner
5. Proven experience working effectively with First Nations people and communities which demonstrates an understanding of culturally safe practice and the ability to manage your own practice in line with expectations of First Nations peoples.
6. Demonstrated interpersonal skills including teamwork, capacity building, collaboration, and communication
7. Demonstrated written communication skills with the ability to write project reports, ethics and governance applications, and funding applications, conference papers and articles for submission to peer reviewed journals.

8. Demonstrated experience in supervising postgraduate students at Honours, Masters and PhD level.

**Desirable competencies**

1. Demonstrated experience and a working understanding of the Aboriginal Community Controlled Health sector and the ability to implement research practices that meet with expectations of First Nations stakeholders.
2. Demonstrated understanding of Birthing on Country services