

## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Researcher - The Communicate Study Partnership
<b>POSITION NUMBER:</b>	5722
<b>DIVISION / SECTION:</b>	Global and Tropical Health
<b>SUPERVISOR:</b>	Deputy Director Research - 5243
<b>CLASSIFICATION LEVEL:</b>	Level B - SRO1-SRO6
<b>SALARY RANGE:</b>	\$109,827-\$128,734 per annum
<b>STATUS (FTE):</b>	1.0
<b>LOCATION:</b>	Darwin, Northern Territory
<b>DIRECT REPORTS:</b>	0
<b>INDIRECT REPORTS:</b>	1
<b>SPECIAL PROVISIONS:</b>	<ol style="list-style-type: none"> <li>1. Travel to remote communities (by light aircraft or 4WD) for up to five (5) days per trip, six (6) to eight (8) times per year.</li> <li>2. Comply with the NT Health Worker Immunisation Policy by providing proof of vaccination based on the work being undertaken in high-risk areas such as hospitals and laboratories and for exposure to blood or body substances from patients.</li> <li>3. Ability to obtain and maintain a current Working with Children Check (OCHRE card)</li> </ol>

### ABOUT MENZIES:

Menzies is a national leader in research and education that improves health outcomes for Aboriginal and Torres Strait Islander people and populations across our region. As a leader in global and tropical research into life-threatening illnesses, Menzies continues to translate its research into effective partnerships and programs in communities across Australia and the Asia-Pacific region.

### SUMMARY OF POSITION:

The vision of the Communicate Study Partnership is to ensure more First Nations patients receive culturally safe healthcare. This study, run by Menzies School of Health Research in partnership with Northern Territory (NT) Health, the NT Aboriginal Interpreter Service, the Djalkiri Foundation and the National Accreditation Authority for Translators and Interpreters (NAATI) is funded by the NHMRC and MRFF. A suite of activities is being implemented at participating hospitals including an intercultural communication training program on culturally safe communication in healthcare; clinical championing; new employment and integration models for interpreters; and mentoring and training for Aboriginal Interpreters.

This role focuses on conducting qualitative research to support the development of culturally safe communication practices that improve interactions between healthcare providers and First Nations

patients. The researcher will be responsible for ethics applications, data collection, and analysis in alignment with study protocols, as well as leading the preparation of research outputs, including reports, publications, and conference presentations, while contributing to grant applications. The researcher will also provide mentorship and support to research assistants and work closely with the research team and community stakeholders to co-design, develop, and implement communication strategies. Strong communication and collaboration skills are essential, as the researcher will engage with the broader team and participate in meetings to contribute to the study's overall success.

### **PRIMARY RESPONSIBILITIES:**

The following responsibilities are not exhaustive and may include others as directed by the Supervisor:

1. Work with the Communicate Study team and community stakeholders to design, develop and implement culturally safe communication strategies and interventions.
2. Undertake qualitative research activities including submitting ethics applications, data collection and analysis as per Communicate Study project plans and study protocols.
3. Lead the preparation of reports, research publications, conference papers, and contribute to grant applications.
4. Ensure data collection and storage is in accordance with ethical and cultural guidelines.
5. Support and mentor research assistants.
6. Communicate effectively with the research team and participate in team and institutional meetings as required.
7. Maintain consistent communication and engagement with all internal and external stakeholders.
8. Ensure that research is culturally appropriate, respectful, reflective of Aboriginal perspectives and in strict accordance with *the Australian Code for the Responsible Conduct of Research*, *National Statement on Ethical Conduct in Human Research*, ethics approvals, study protocols, study specific procedures, Menzies policies, procedures and guidelines.
9. Initiative to work independently without direct supervision under broad direction
10. Understanding and awareness of relevant Workplace Health and Safety as well as Equal Opportunity principles and legislation, along with a commitment to maintaining a healthy and safe workplace for all Menzies staff, students, volunteers and visitors.
11. Carry out any other tasks as reasonably required by the Supervisor, Business Manager and/or Menzies Director.

### **SELECTION CRITERIA:**

#### **Essential:**

1. PhD or postgraduate qualification in health communication, public health, medical anthropology, social sciences, Indigenous studies, or a related field or an equivalent combination of tertiary qualification and relevant research experience.
2. Demonstrated experience in research in culturally diverse settings in line with, Australian Code for the Responsible Conduct of Research, and National Statement on Ethical Conduct in Human Research
3. Relevant experience in the conduct of research as evidenced through publication in peer reviewed journals
4. Demonstrated experience conducting qualitative or mixed-methods research, particularly in First Nations health or intercultural communication contexts.
5. Proven ability to communicate to community and professional audiences through various forms of presentation and publication.
6. Strong knowledge and experience in participatory research methodologies, co-design, and/or decolonising research approaches.

7. Exemplary written and verbal communication skills including proven ability to engage effectively and respectfully with First Nations communities and organisations, including understanding cultural safety principles.
8. Experience in knowledge translation, including writing for academic and non-academic audiences, community engagement, and dissemination of research findings.
9. Strong project management skills, including the ability to work independently, meet deadlines, and manage multiple tasks.
10. Demonstrated ability to maintain the confidentiality of data, personal and sensitive information, exercise diplomacy and discretion when dealing with sensitive and confidential issues and experience in problem-solving and conflict resolution in line with Trial Protocol and Standard Operating Procedures.
11. Demonstrated capacity and initiative to work independently without direct supervision under broad direction, set priorities, and meet and manage competing deadlines against expected timeframes, while maintaining accuracy, quality and strong problem solving skills.

### Desirable:

1. Bilingual skills in an Aboriginal language and English, and Indigenous cultural knowledge.
2. Demonstrated experience in group facilitation or education.
3. Demonstrated experience in conducting research in a remote community setting.

### COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER WORKFORCE:

Menzies is committed to providing a culturally inclusive and supportive work environment, and ensuring our workforce is representative of the people with and for whom we work. We seek to amplify Aboriginal and Torres Strait Islander voices in all aspects of our work, and we strongly encourage Aboriginal and Torres Strait Islander peoples to apply for this position.

**APPROVED BY:** Menzies Human Resources  
**DATE:** 16/04/2025

<b><u>Senior Research Officer - SRO1 to SRO6/RF3</u></b>		
<b>PACKAGE COMPONENT</b>	<b>Minimum Value SRO 1 (\$)</b>	<b>Maximum Value SRO 6 (\$)</b>
<b>Gross Salary</b> (position advertised as Academic Level B, SR01 - SR06/RF3)	109,828	128,734

<b>Superannuation</b> (14% superannuation contribution depends on employee contributing 3% of pre tax salary)	15,376	18,023
<b>Salary Packaging Grossed Up</b> (Based on utilising the full \$15,900 salary packaging component plus the \$2,650 Meal Entertainment Card.)	8,543	8,543
<b>Leave Loading</b> (Payable on the last pay before Christmas (first year will be a pro rata payment))	1,724	1,724
<b>Total Salary Package</b>	<b>135,471</b>	<b>157,024</b>