

POSITION DESCRIPTION

POSITION TITLE:	Senior Research Officer / Research Fellow
POSITION NUMBER:	3923
DIVISION / SECTION:	Wellbeing and Preventable Chronic Diseases
SUPERVISOR:	Principal Research Fellow 4131
CLASSIFICATION LEVEL:	Academic Level B
SALARY RANGE:	\$109,828 - \$128,734 per annum
STATUS (FTE):	1.0
LOCATION:	Alice Springs, Northern Territory
DIRECT REPORTS:	Up to 2
INDIRECT REPORTS:	0
SPECIAL PROVISIONS:	<ol style="list-style-type: none"> 1. Travel to remote communities (by light aircraft or 4WD) up to six (6) times per year and up to five (5) days per trip. Timings to be agreed. 2. Ability to obtain and maintain a current Working with Children Check (OCHRE card) and NT driver's licence.

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:

This is an exciting opportunity for a Senior Research Officer or Research Fellow to join a dynamic multi-institutional team working to bring about improvements in Aboriginal health in remote Australia. The successful applicant will provide academic support to generate and translate evidence to ensure a stable and competent remote health workforce in partnership with Aboriginal Community Controlled Health Services across northern Australia. The research is funded by an NHMRC Centre of Research Excellence in Strengthening Health Systems in Remote Australia, an MRFF Rapid Applied Research Translation grant and a CRC for Developing Northern Australia grant.

The successful applicant will work within the Remote Health Systems and Climate Change Centre (RHC3) at Menzies, based in Mparntwe (Alice Springs) to ensure the smooth running of the research projects, including collection and analysis of qualitative research data collected via interviews with staff working in participating remote health services. RHC3 embodies a health systems strengthening and multi-sectoral research program emphasising equitable service delivery and the social determinants of health. The team is growing with newly funded projects on primary health care and health service delivery with local partners in Central Australia and research leaders nation-wide. The innovative and diverse team includes people with a mixture of skillsets and professional backgrounds, sharing a passion for meaningful research and translation that addresses remote stakeholder priorities.

PRIMARY RESPONSIBILITIES:

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

1. Conduct high quality research as a member of a multi-institutional research team using a range of methodologies including implementation and translation science methods and data collection, cleaning, analysis and interpretation of qualitative datasets.
2. Assist with writing of project reports, conference and seminar papers and manuscripts to be published as research papers in high quality peer reviewed journals.
3. Identify and synthesise existing relevant literature.
4. Develop ethics and institutional research governance applications, reports and ethics amendments, as required.
5. Establish and maintain effective and respectful research partnerships with key stakeholders through project development, implementation and translation.
6. Contribute to the development of new priorities and strategic research directions, including preparing research proposal submissions to external funding bodies.
7. Assist with research project administration, including communication with investigators, advisory committee members and health services, arrange meetings, field visits and research translation activities, making bookings and travel in compliance with Menzies policies and funding rules.
8. Attendance at, and contribution to, team, project and other meetings related to the research or to the academic role.
9. Involvement in professional activities including conferences, workshops and seminars translating research related to these projects.
10. Work closely with First Nations investigators, colleagues and governance groups to ensure appropriate conduct of all research activities and outputs.
11. Supervise project staff recruited to specific projects.
12. 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.
13. Carry out any other tasks as reasonably required by the Supervisor, Manager and/or Director.

SELECTION CRITERIA:

Essential:

1. A doctoral degree with postgraduate qualification in health or public health with a record of relevant experience, or an equivalent combination of tertiary qualification and relevant research.
2. Demonstrated understanding of qualitative research, analytical and evaluation skills, approaches and methodologies, and an aptitude to apply these to health services and public health research and evaluation contexts.
3. Proven ability to make significant and original high-quality contributions to research through activities such as quality publications and external grant acquisition that expand knowledge and practice in the discipline.
4. Exemplary verbal and written communication skills with proven track record in writing high quality reports and advanced interpersonal skills with the ability to communicate with a multidisciplinary and multicultural research team and with the ability to contribute to academic peer-reviewed papers, manuscripts, study protocols and project reports.

5. Well-developed capacity to consult, collaborate and negotiate effectively with people from diverse cultures and a wide range of stakeholders, including Aboriginal and Torres Strait Islander communities, health practitioners and policymakers.
6. Demonstrated experience in research in accordance with the Australian Code for the Responsible Conduct of Research, and National Statement on Ethical Conduct in Human Research, including an understanding of data collection methodologies.
7. Ability to develop, support and mentor junior staff.
8. Excellent computer skills including demonstrated experience using Microsoft Office software, online literature and reference databases and data analysis software.
9. Strong organisational skills, self-motivation and integrity, and the ability to effectively prioritise workloads, work under pressure and work efficiently to strict timelines.
10. Demonstrated ability to work independently and capacity to work under broad direction as part of a multidisciplinary team.

Desirable:

1. Demonstrated experience working in a culturally responsive manner with Aboriginal and Torres Strait Islander people, communities, and organisations.
2. An understanding of the remote health care system in the Northern Territory including services delivered by both Aboriginal Community Controlled Organisations and government providers.

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: 10 April 2025

Senior Research Officer - SRO1 to SRO6/RF3		
PACKAGE COMPONENT	Minimum Value SRO 1 (\$)	Maximum Value SRO 6 (\$)
Gross Salary (position advertised as Academic Level B, SR01 - SR06/RF3)	109,828	128,734
Superannuation (14% superannuation contribution depends on employee contributing 3% of pre-tax salary)	15,376	18,023
Salary Packaging Grossed Up (Based on utilising the full \$15,900 salary packaging component plus the \$2,650 Meal Entertainment Card.)	8,543	8,543
Leave Loading (Payable on the last pay before Christmas (first year will be a pro rata payment))	1,724	1,724
Total Salary Package	135,471	157,024