

## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Research Fellow or Senior Research Fellow
<b>POSITION NUMBER:</b>	4991
<b>DIVISION / SECTION:</b>	Wellbeing and Preventable Chronic Diseases
<b>SUPERVISOR:</b>	Research and Program Lead 5356
<b>CLASSIFICATION LEVEL:</b>	Academic Level B or Level C
<b>SALARY RANGE:</b>	\$121,170, - \$151,412 per annum
<b>STATUS (FTE):</b>	1.0
<b>LOCATION:</b>	Alice Springs, Northern Territory
<b>DIRECT REPORTS:</b>	Up to 2
<b>INDIRECT REPORTS:</b>	0
<b>SPECIAL PROVISIONS:</b>	<ol style="list-style-type: none"> <li>1. Travel to remote communities (by light aircraft or 4WD) for up to three (3) days per trip, up to five (5) times per year. Timings to be agreed.</li> <li>2. Travel to attend national meetings and events, up to two (2) times per year. Timings to be agreed.</li> <li>3. Ability to obtain and maintain a current Working with Children Check (OCHRE card), and NT driver's licence.</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 Research Fellow or Senior Research Fellow will provide academic support to two new MRFF-funded projects on multidisciplinary primary health care (PHC) in the remote Northern Territory (NT) and nationwide. These nationally significant projects will support efforts to develop, implement, and sustain innovative models of multidisciplinary team-based care in areas of highest unmet health need in Australia, working closely with remote Aboriginal communities, Aboriginal Community Controlled Health Services, leading researchers and a national network of PHC stakeholders.

The successful applicant will ideally be a postdoctoral researcher who will join a team of Menzies-based researchers in the NHMRC Centre for Health Systems Strengthening in Remote Australia (CRESTRA), working closely with project investigators in Central Australian Aboriginal Congress (Congress). Congress is the largest Aboriginal Community-Controlled Health Service in the NT, providing a comprehensive, holistic and culturally responsive PHC service to Aboriginal people living in Mparntwe (Alice Springs) and eight remote communities in Central Australia (Amoonguna, Ntaria (Hermannsburg), Ulana (Wallace Rockhole), Ltyentye Apurte (Santa Teresa), Utju (Areyonga), Imanpa,

Kaltukatjara (Docker River), Yulara and Mutitjulu). Congress is one of the most experienced Aboriginal PHC services in Australia, a strong political advocate of closing the gap on Aboriginal health disadvantage, and a national leader in improving health outcomes for all Aboriginal people. Menzies and Congress share a long history of collaborative research and advocacy to advance community health and strengthen health outcomes for Aboriginal and Torres Strait Islander peoples, which underpins both projects.

The NT-based MRFF project will involve qualitative and quantitative data collection in town-based and very remote PHC clinics, while the national MRFF project will involve virtual and in-person engagement and collaborative research with PHC leaders and researchers nation-wide. The role will deliver a critical conduit between the two (NT-based and national) projects to improve remote multidisciplinary PHC practice and policy at both local (NT) and national levels. The incumbent will have access to exceptional opportunities to work with local Aboriginal communities and organisations in Central Australia, access research career mentorship, and engage with policymakers at the national level to shape PHC reform. The incumbent will be expected to attend an annual Strategic Think Tank event, network with other postdoctoral researchers across the country, and contribute to a national white paper on multidisciplinary PHC in Australia.

CRESTRA is situated within the newly established Remote Health Systems and Climate Change Centre (RHC3) in Menzies, based in Mparntwe (Alice Springs). 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 PHC and health service delivery with local partners in Central Australia and research leaders nation-wide. The innovative and diverse team includes people with a mix 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 two multi-institutional research teams using a range of methodologies including implementation and translation science methods and data collection, cleaning, analysis and interpretation of qualitative and quantitative datasets.
2. Assist with working closely with Aboriginal investigators, colleagues and governance groups to ensure appropriate and culturally safe conduct of all research activities and outputs.
3. Writing of project reports, conference and seminar papers and manuscripts to be published as research papers in high quality peer reviewed journals.
4. Identify and synthesise existing relevant literature.
5. Develop ethics and institutional research governance applications, reports and ethics amendments, as required.
6. Establish and maintain effective and respectful research partnerships with key stakeholders through project development, implementation and translation.
7. Contribute to the development of new priorities and strategic research directions, including preparing research proposal submissions to external funding bodies.
8. 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.
9. Attendance at, and contribution to, team, project and other meetings related to the research or to the academic role.
10. Involvement in professional activities including conferences, workshops and seminars translating research related to these projects.

11. 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.
12. Carry out any other tasks as reasonably required by the Supervisor, Manager and/or Director.

### **Additional responsibilities for appointment at Academic Level C:**

1. Provide exemplary research and evaluation leadership, management and cultural integrity within all allocated research and evaluation projects including project planning, ethics preparation, recruitment, fieldwork, data analysis and reporting.
2. Lead the development of new priorities and strategic research directions, including the submission of grant proposals.
3. Supervise project staff recruited to specific projects.
4. Lead the preparation of high-quality academic papers and reports, suitable for peer-review and publication in top tier journals.

### **SELECTION CRITERIA:**

#### **Essential:**

1. Completion or progress towards a doctoral degree with undergraduate clinical and/or postgraduate qualifications in health or public health with a record of relevant experience, or an equivalent combination of tertiary qualifications and relevant research.
2. Demonstrated understanding of Aboriginal health and the role of Aboriginal community controlled PHC services.
3. Demonstrated ability to communicate effectively with a broad range of audiences, including Aboriginal communities, health practitioners and policymakers.
4. Demonstrated ability to work independently and capacity to work under broad direction as part of a multidisciplinary team.
5. Demonstrated excellent written and verbal communication skills with the ability to contribute to academic peer-reviewed papers, manuscripts, study protocols and project reports.
6. Strong organisational skills, self-motivation and integrity, and the ability to effectively prioritise workloads, work under pressure and work efficiently to strict timelines.
7. Demonstrate an understanding of a range of research, analytical and evaluation skills, approaches and methodologies, and an aptitude to apply these to public health research and evaluation contexts.
8. Demonstrated understanding of ethical considerations of research and a high level of discretion in handling sensitive and confidential information and material.
9. Excellent computer skills including demonstrated experience using Microsoft Office software, online literature and reference databases and data analysis software.
10. The ability and willingness to occasionally undertake travel for up to five days at a time to remote and very remote health services within the Northern Territory, and to attend national meetings and events.
11. Evidence of ability to initiate and maintain positive and effective relationships with internal and external stakeholders, together with ability to interact effectively with people from diverse cultures.

### Additional selection criteria for appointment at Academic Level C:

1. A PhD with a record of relevant research experience or equivalent.
2. Demonstrated experience in leading and managing high-quality, nationally relevant, culturally responsive, and independently led research and evaluation projects in a research and/or teaching institution of national standing.
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. Demonstrated experience working independently and showing leadership and initiative within a research and evaluation context, to set priorities, coordinate tasks and meet deadlines.

### Desirable:

1. Demonstrated experience working in a culturally responsive manner with Aboriginal people, communities, and organisations.
2. An understanding of PHC and/or remote health care system in the NT including services delivered by both Aboriginal Community Controlled Health Services 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:** 07 May 2025

Research Fellow or Senior Research Fellow		
PACKAGE COMPONENT	Minimum Value RF1 (\$)	Maximum Value SRF 6 (\$)
<b>Gross Salary</b> (position advertised as Academic Level B, SR01 - SR06/RF3)	121,170	151,412
<b>Superannuation</b> (14% superannuation contribution depends on employee contributing 3% of pre-tax salary)	16,964	21,198
<b>Salary Packaging Grossed Up</b> (Based on utilising the full \$15,900 salary packaging component plus the \$2,650 Meal Entertainment Card.)	8,469	10,103
<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>148,327</b>	<b>184,437</b>