

POSITION DESCRIPTION

POSITION TITLE:	First Nations Senior Research Officer/Research Fellow
POSITION NUMBER:	5757
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 pro rata
STATUS (FTE):	0.5
LOCATION:	Mparntwe (Alice Springs), Northern Territory
DIRECT REPORTS:	0
INDIRECT REPORTS:	0
SPECIAL PROVISIONS:	<ol style="list-style-type: none"> 1. Travel to remote communities (by light aircraft or 4WD). Timings and frequency to be agreed. 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. 3. 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:

Menzies is committed to fostering First Nations leadership of research programs. Menzies is grounded in, and committed to, the Northern Territory and the populations of rural and remote northern and central Australia. Our commitment to pursuing health equity for Aboriginal and Torres Strait Islander peoples - consistent with the National Agreement on Closing the Gap - is fundamental to the work we do, the organisations we partner with and the people we employ.

We are seeking an experienced First Nations researcher to provide research support to 4 research projects that are being undertaken as part of SPLASH. SPLASH is a successful NHMRC Collaborations in Health Services Research grant which will strengthen place-based health services research collaboration and capacity in Mparntwe (Alice Springs). The projects include implementing and evaluating a new Aboriginal Health Practitioner-led hospital discharge process, increasing understanding of continuous glucose monitoring feasibility in remote Aboriginal kidney transplant

patients, improving cultural safety for Aboriginal patients admitted to ICU and improving cultural safety of emergency department triage for Aboriginal patients at Alice Springs Hospital.

The successful applicant will work closely with a great team of experienced First Nations and non-Indigenous researchers at Menzies' Remote Health Systems and Climate Change Centre (RHC3) in Mparntwe (Alice Springs), staff at Alice Springs Hospital, and with Aboriginal patients and their carers. They will have a key role in effectively engaging community members in the research and building researcher capacity and research partnerships in Central Australia.

PRIMARY RESPONSIBILITIES:

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

1. Lead engagement with Aboriginal and/or Torres Strait Islander patients and carers, including coordinating, planning and facilitating yarning sessions.
2. Support implementation and evaluation of project interventions (eg. changes to hospital discharge and emergency department triage processes, codesign of culturally and linguistically appropriate survey invitation and animation).
3. Conduct high quality research as a member of a multi-institutional research team using a range of Indigenist methodologies guiding qualitative data collection, cleaning, analysis and interpretation.
4. Assist with writing of project reports, conference and seminar papers and manuscripts to be published as research papers in high quality peer reviewed journals.
5. Identify and synthesise existing relevant literature.
6. Develop ethics and institutional research governance applications, reports and ethics amendments, as required.
7. Establish and maintain effective and respectful research partnerships with key stakeholders through project development, implementation and translation.
8. Contribute to the development of new priorities and strategic research directions, including preparing research proposal submissions to external funding bodies.
9. Assist with research project administration, including communication with investigators, advisory committee members including consumer representatives and health services, arrange meetings, field visits and research translation activities, making bookings and travel in compliance with Menzies policies and funding rules.
10. Attendance at, and contribution to, team, project and other meetings related to the research or to the academic role.
11. Involvement in professional activities including conferences, workshops and seminars translating research related to these projects.
12. Work closely with First Nations investigators, colleagues and governance groups to ensure appropriate conduct of all research activities and outputs.
13. 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.
14. Carry out any other tasks as reasonably required by the Supervisor, Manager and/or Director.

SELECTION CRITERIA:

Essential:

1. Demonstrated research experience working in a culturally responsive manner with Aboriginal and Torres Strait Islander people, communities, and organisations.
2. Demonstrated understanding of Indigenist 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. 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. 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.
5. Exemplary communication skills with advanced interpersonal skills and the ability to communicate with Aboriginal and/or Torres Strait Islander research participants as well as with a multidisciplinary and multicultural research team.
6. Ability to contribute to academic peer-reviewed papers, manuscripts, study protocols and project reports.
7. 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.
8. Ability to develop, support and mentor novice clinician researchers.
9. Sound computer skills including demonstrated experience using Microsoft Office software, online literature and reference databases and data analysis software.
10. Strong organisational skills, self-motivation and integrity, and the ability to effectively prioritise workloads, work under pressure and work efficiently to strict timelines.
11. Demonstrated ability to work independently and capacity to work under broad direction as part of a multidisciplinary team.

Desirable:

1. A vocational education or graduate qualification in health, community research or public health with a record of relevant experience, or an equivalent combination of qualifications and relevant research.
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.

SPECIAL CONSIDERATIONS:

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the [Racial Discrimination Act 1975](#) and section 57 of the [Anti-Discrimination Act 1992](#) (NT). This position therefore only be open to Aboriginal and Torres Strait Islander applicants.

APPROVED BY: Menzies Human Resources
DATE: 05 June 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