

POSITION DESCRIPTION

POSITION TITLE:	Senior Research Officer
POSITION NUMBER:	5978
DIVISION / SECTION:	Global and Tropical Health
SUPERVISOR:	Deputy Director Research 5243
CLASSIFICATION LEVEL:	Academic Level B
SALARY RANGE:	\$109,827-\$128,734 per annum
STATUS (FTE):	1.0
LOCATION:	Darwin, Northern Territory / Remote
DIRECT REPORTS:	2
INDIRECT REPORTS:	1
SPECIAL PROVISIONS:	NIL

ABOUT MENZIES:

Menzies is a national leader in research and education and works to improve 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 knowledge through genuine and effective partnerships with 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 NHMRC funded study led by Menzies School of Health Research in partnership with Northern Territory (NT) Health, the NT Aboriginal Interpreter Service, the National Accreditation Authority for Translators and Interpreters (NAATI), and Swinburne University of Technology is implementing a suite of initiatives across participating hospitals. These include intercultural communication training, clinical championing, new employment and integration models for interpreters, and mentoring and training for Aboriginal Interpreters.

We are seeking an experienced and highly productive researcher with a strong record of peer-reviewed publications and a demonstrated ability to drive manuscripts and grant applications through to submission. The successful applicant will lead and accelerate high quality research outputs and conduct qualitative research that supports the development of culturally safe communication practices to strengthen interactions between healthcare providers and First Nations patients.

The role involves close collaboration with Chief Investigators and Research Officers within The Communicate Study Partnership, mentoring early career research staff, and contributing to grant development. Strong analytical capability in qualitative methods aligned with study protocols is essential. The researcher will work with the broader team and community stakeholders to codesign,

develop, and implement communication strategies, and will engage actively in team meetings and collaborative processes to support the study's overall success.

This position may be undertaken remotely, with regular engagement with the research team.

PRIMARY RESPONSIBILITIES:

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

1. Lead the preparation, writing, and submission of high-quality manuscripts for publication, reports, and conference papers, ensuring timely delivery of research outputs.
2. Work closely with The Communicate Study Partnership team and project partners to drive the publication agenda and strengthen the project's academic impact.
3. Contribute substantially to competitive grant applications, including drafting, editing, and coordinating sections of submissions.
4. Undertake qualitative and/or mixed-methods data analysis as instructed, ensuring methodological rigour and alignment with study protocols.
5. Submit ethics applications and amendments, and ensure research is conducted in accordance with approved protocols.
6. Mentor and support Research Assistants and Research Officers in research design, analysis, and academic writing.
7. Collaborate with the Communicate Study team, partner organisations, and community stakeholders to the co-design, development and evaluation of culturally safe communication initiatives that strengthen interactions between healthcare providers and First Nations patients.
8. Ensure data collection, management, and storage comply with ethical, cultural, and regulatory requirements.
9. Maintain strong communication and collaboration across partner organisations and institutions.
10. Ensure that research is culturally appropriate, respectful, reflective of First Nations 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.
11. Work independently under broad direction, setting priorities and meeting deadlines.
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, Business Manager and/or Menzies Director.

SELECTION CRITERIA:

Essential:

1. PhD or postgraduate qualification in intercultural communication, public health, anthropology, social sciences, Indigenous studies, or a related field, or an equivalent combination of tertiary qualifications and relevant research experience.

2. Demonstrated track record of publication in peer-reviewed journals, including experience leading manuscripts from concept to submission.
3. Proven experience contributing to competitive grant applications.
4. Demonstrated experience conducting qualitative research, including advanced data analysis skills.
5. Experience working collaboratively with senior investigators, multidisciplinary research teams, and external partners.
6. Experience mentoring Research Assistants, Research Officers, or junior researchers.
7. Demonstrated experience conducting research in culturally diverse settings in line with *the Australian Code for the Responsible Conduct of Research and the National Statement on Ethical Conduct in Human Research*.
8. Strong knowledge and experience in participatory research methodologies, co-design, and/or decolonising research approaches.
9. Exemplary written and verbal communication skills, including the ability to engage effectively and respectfully with First Nations communities and organisations.
10. Strong project management skills, including the ability to manage multiple competing deadlines while maintaining quality and accuracy.
11. 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.
12. Demonstrated capacity to work independently under broad direction, exercise sound judgement, and maintain confidentiality of sensitive information.

Desirable:

1. Bilingual skills in an Aboriginal language and English, and Indigenous cultural knowledge.
2. Demonstrated experience in group facilitation or education.
3. Experience conducting research in remote community settings.
4. Experience working in multi-institutional research collaborations.

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: 18 March 2026

Senior Research Officer - SRO1 to SRO6		
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