

POSITION DESCRIPTION

POSITION TITLE:	Senior Research Fellow / Principal Research Fellow
POSITION NUMBER:	3495
DIVISION / SECTION:	Wellbeing and Preventable Chronic Disease Division
SUPERVISOR:	Partnership Lead – 5319
CLASSIFICATION LEVEL:	Academic level C - D
SALARY RANGE:	\$128,399 - \$167,470 per annum, pro rata
STATUS (FTE):	Up to 1.0
CONTRACT PERIOD:	18 months
LOCATION:	Darwin, Alice Springs, Cairns with potential for negotiation in other locations
DIRECT REPORTS:	0
INDIRECT REPORTS:	0
SPECIAL PROVISIONS:	- Ability to obtain and maintain a current Working with Children Check (NT OCHRE / QLD Blue card) and National Police Clearance 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:

The Diabetes Across the Lifecourse: Northern Australia Partnership (the Partnership) commenced in 2011 in the Northern Territory and expanded into Far North Queensland (FNQ) in 2016. Originally focussed on the establishment of a clinical register and research activities to improve the care and outcomes for women (and their babies) who have had a pregnancy complicated by diabetes, our work has now expanded to include a focus on type 2 diabetes in children and Aboriginal and Torres Strait Islander young people.

Menzies is committed to pursuing health equity for Aboriginal and Torres Strait Islander peoples. This commitment is reflected in the work we do, the organisations we partner with, and the people we employ.

The Partnership has a range of research projects that aim to enhance prevention, early-intervention and management of diabetes. All projects work in partnership with Aboriginal and Torres Strait Islander people, organisations, and communities.

As such, the Diabetes Across the Lifecourse: Northern Australia Partnership is seeking a talented First Nations researcher to support existing projects (such as those focussed on diabetes in pregnancy), and to develop, lead, and sustain his/her own program of work. The successful candidate will also participate in the Partnership's Research Leadership Group, a group of researchers who work collaboratively under the direction of the Partnership Lead. In addition, the successful candidate must demonstrate the ability and commitment to mentoring students and staff.

PRIMARY RESPONSIBILITIES:

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

1. Support First Nations Governance within the Partnership.
2. Provide research expertise (clinical, epidemiological, or qualitative) to guide analyses planning for existing (to be negotiated with relevant Chief Investigator) and future research projects.
3. Contribute to, and where required, lead data management, data analyses and interpretation of research findings.
4. Provide leadership on current projects as required and support the development of future work within the Diabetes across the Lifecourse: Northern Australia Partnership.
5. Provide support for, including mentoring and capacity building opportunities for staff and students within the Diabetes across the Lifecourse: Northern Australia Partnership.
6. Establish an increasingly independent and collaborative postdoctoral research program within the Diabetes across the Lifecourse: Northern Australia Partnership by contributing to the development of new priorities and strategic directions, and by contributing to research proposal submissions to external funding bodies.
7. Lead the preparation of high-quality academic papers and reports, suitable for peer-review and publication in top tier journals.
8. 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.
9. Conduct duties in accordance with Good Clinical Practice (GCP) Guidelines, Australian Code for the Responsible Conduct of Research, and National Statement on Ethical Conduct in Human Research.
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, Manager and/or Director.

Additional responsibilities for appointment at Level D

1. Design and deliver high quality original research which adhere to best practice in research integrity and ethics and promote cross-institutional cooperation and partnerships by engaging with researchers across Menzies, CDU and nationally, and preparation of research proposal submissions to external bodies.
2. Secure resources through competitive grant submissions or philanthropic sources, to support ongoing salary beyond the current contract, and to create and expand a program of research; oversee the management and successful completion of such grants.
3. Provide leadership and guidance and contribute to a positive research culture at Menzies that fosters effective ways of working with the community and stakeholders.

4. Lead effective knowledge translation through communication of research findings in accessible ways to relevant community members and stakeholders, as well as through high quality academic outputs (peer-reviewed publications and conference presentations).

SELECTION CRITERIA:

Essential:

1. A research doctorate or equivalent qualifications and/or experience.
2. Demonstrated experience in First Nations Governance.
3. Demonstrated experience in design and conduct of research with Aboriginal and Torres Strait Islander people and communities.
4. Expertise in at least one of a number of disciplines relevant to the Diabetes across the Lifecourse: Northern Australia Partnership.
5. Demonstrated experience in health research, including an understanding of participant engagement and recruitment, data collection methodologies and analysis.
6. Demonstrated experience in research translation including the ability to apply research findings to public health settings and policies.
7. Documented evidence of writing to a high standard including in peer-reviewed publications and the ability to develop an in-depth knowledge of relevant literature and data analysis methodologies.
8. Demonstrated previous experience supervising, teaching, and/or mentoring.
9. Experience in successful preparation of grant submissions.
10. Excellent computer skills including demonstrated experience using Microsoft Office software, online literature, and reference databases.
11. Excellent verbal and written communication skills with proven track record in writing high quality reports and interpersonal skills to communicate with a multidisciplinary and multicultural research team, government and community stakeholders as required.
12. The ability to interact effectively with people from diverse cultures and backgrounds.
13. Demonstrated experience in research in accordance with Good Clinical Practice (GCP) Guidelines, Australian Code for the Responsible Conduct of Research, and National Statement on Ethical Conduct in Human Research

Additional criteria for appointment at Level D

1. Demonstrable achievements in research planning and implementation involving multi-disciplinary teams and multi-institutional stakeholder relationships.
2. A significant record of independent research achievements leading to high quality research outputs, success in attracting competitive grants and contract research funding, exceptional ability to sustain research collaborations and partnerships, and research demonstrating high impact on policy or practice.

Desirable:

1. Demonstrated achievement in recruiting and advising early career and/or higher degree research students.
2. Understanding of health services across Northern Australia particularly in the Northern Territory and Far North Queensland, and the impact of chronic conditions on individuals, communities and health services.
3. Experience in child and maternal health and/or diabetes prevention.

COVID-19 SAFETY REQUIREMENTS:

1. Menzies encourages all staff to be fully vaccinated in accordance with the latest guidance and recommendations for COVID-19 vaccination as issued by the Australian Technical Advisory Group on Immunisation (ATAGI).
2. Menzies requires all staff to implement, as directed, risk control strategies that provide them with protection from COVID-19 in the workplace.

COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER WORKFORCE:

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: 07 November 2024

Senior Research Fellow (SRF1) to Principal Research Fellow (PRF4)		
PACKAGE COMPONENT	Minimum Value SRF 1 (\$)	Maximum Value PRF 4 (\$)
Gross Salary (position advertised as Academic Level C - D, SRF1 – PRF4)	128,399	167,470
Superannuation (14% superannuation contribution depends on employee contributing 3% of pre-tax salary)	17,976	23,446
Salary Packaging Grossed Up (Based on utilising the full \$15,900 salary packaging component plus the \$2,650 Meal Entertainment Card.)	8,469	11,473
Leave Loading (Payable on the last pay before Christmas (first year will be a pro rata payment))	1,676	1,676
Total Salary Package	156,519	178,591