

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Aboriginal Research Fellow – Coolamon Navigator
Level/ Classification:	ACLEB
Reports to	Director, Yorga Maaman Koolanga Research and Advocacy Centre
Research Institute	Ngangk Yira Institute for Change
Directorate	Research and Innovation
Positions Supervised	Various

This is a 50D designated position for an Aboriginal and/or Torres Strait Islander person.

Position Purpose

The position requires a dynamic, and well organised person with good project management, communication and research skills to work as a member of a multidisciplinary team to support the effective implementation of the Coolamon Wraparound Care Program in the ICARE project funded by NHMRC. The ICARE research project aims to improve Aboriginal and Torres Strait Islander health and wellbeing during pregnancy, birth and the early years within Western Australia and South Australia. The project aims to empower Aboriginal and Torres Strait Islander women and their families in Western Australia through the *Coolamon Wraparound Care Program* to access the healthcare they want and their concerns may be identified via the *Baby Coming You Ready* program which supports women in the antenatal period as an integral component to achieve the specific aims of the grant.

It is important that this position is held by an Aboriginal researcher to ensure effective cultural communications with participants and stakeholders.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference. Our Strategy – Ngala Kwop Bididi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.

- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

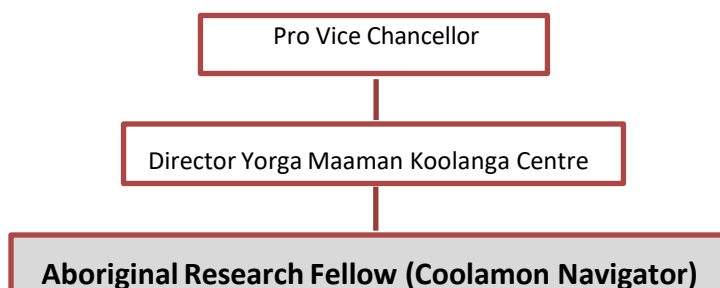
The Ngangk Yira Institute for Change (Ngangk Yira) is one of the four key Murdoch University institutes that bring together leading researchers from centres and across the University to deliver world class multidisciplinary and interdisciplinary translational research that benefits the Aboriginal community, government, and industry. Ngangk Yira brings together the disciplines that contribute to ensuring quality research evidence underpins Murdoch University's commitment to excellence in Aboriginal health and social equity and transformative research that translates to community needs. Ngangk Yira is founded on principles of meaningful community engagement, professional collaborations, and Aboriginal-led research. These, together with engagement of Aboriginal Elders, Aboriginal communities, and the preservation and promotion of cultural wisdom and data sovereignty, ensures Ngangk Yira is championing meaningful, co-designed research for the health and wellbeing and social equity and change for Aboriginal people, families, and communities.

Ngangk Yira's reputation in Aboriginal-led translational research is diverse and is organised across three distinct and yet interconnected Research and Advocacy Centres that focus on:

- 1) The health of Aboriginal women, men, children and families - *Yorga, Maaman and Koolanga Research and Advocacy Centre*;
- 2) Aboriginal youth and family empowerment - *Yawardani Jan-ga Research and Advocacy Centre*; and
- 3) Healthy Aboriginal families and communities - Coolamon Research and Advocacy Centre.

Each of these Centres is informed by a System's and Policy Lens to advocate for systems accountability and change, critical for a fair and just society to be responsive to the needs of all its' citizens. This System's and Policy framework guides the translation of Ngangk Yira research for the ultimate benefit of Aboriginal peoples and relevant stakeholders.

Reporting Relationships



Key Responsibilities / Duties

1. Work with the ICARE Project Team in WA & SA to connect, advocate, and support Mothers/Families to access identified prioritised resources, services, and facilitate the use of the drug and alcohol app or other interventions/strategies to ensure effective program implementation as needed.
2. Facilitate the use of the *Coolamon* wrap around support for Aboriginal women through strategies that respond to each woman's, child's, partner's, and families' needs as identified through the *Baby Coming You Ready* program. This includes coordinating access to services such as counselling, legal support, drug and alcohol counselling, transport assistance, and housing support to help alleviate stress and reduce systemic burdens.
3. Prioritise leadership for the Coolamon Navigator site research team.
4. Negotiate with clinical and managerial staff and stakeholders to identify and seek solutions for the implementation of Coolamon in the WA sites.
5. Maintain a consistent flow of program implementation information to the ICARE investigator team as well as Aboriginal community-controlled organisations and agencies, and Aboriginal communities as relevant.
6. Supervise and support the WA-based Research Assistants to ensure ICARE program delivery including data collection, data analysis, establishment of governance groups, and community engagement with program sites and Aboriginal communities.
7. Participate in the ICARE project's research aims as an early career researcher and member of a research team, including active participation in the gathering and interpretation of data to ensure diverse Aboriginal lenses are present in these activities.
8. Present research findings at academic and non-academic forums including conferences and seminars.
9. Contribute to the drafting of research papers for scholarly journals and other necessary documents including milestone reports.
10. Present research findings and workshops at community and professional meetings and conferences and develop and communicate knowledge about *Baby Coming You Ready*, and ICARE program outcomes at relevant forums intra and interstate and internationally.
11. Other duties as required/directed by the Ngangk Yira Institute for Change PVC.

Selection Criteria

Essential

1. A Masters or extensive recent experience in Aboriginal maternal and/or infant/child health.
2. A background and/or experience in one or more in areas of maternal, child or family care, community health or Indigenous health.
3. Demonstrated ability to maintain effective and culturally safe interactions with diverse Aboriginal people in urban, regional, and remote communities.
4. Experience in working with multiple partners and teams.

5. Demonstrated ability to work under broad direction only, exercise initiative in undertaking responsibilities, work effectively and collaboratively as a team member.
6. Experience with organising stakeholder meetings and seminars.
7. Highly developed interpersonal and communication skills with the ability to manage expectations of multiple external stakeholders, including the ability to seek solutions to address conflicting views.
8. Good knowledge of the WA health system and Aboriginal community-controlled health sector, with the capacity to network effectively with senior managers and maintain strong collaborative relationships.
9. Demonstrated research and problem-solving skills with the ability to identify and recommend solutions to address challenging issues.
10. Demonstrated ability to work as an effective member of a large multidisciplinary investigator and project team as well as the ability to exercise independence, judgement, and initiative.
11. Demonstrated commitment and understandings of working in a culturally safe and trauma informed way.

Work Requirements

1. Evidence of a criminal record check in accordance with the University's Criminal Record Screening Procedure.
2. Current Working with Children's Check (WA).
3. A current and valid C Class driver's license.
4. A willingness and ability to travel intrastate and nationally.
5. Able to work outside of normal office hours when required.
6. Australian permanent residency or possession of a valid visa with work entitlement in Australia.

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Academic Contribution Development conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.