

STANDARD RESEARCH POSITION DESCRIPTION



Position	Aboriginal Research Fellow
Level/Classification:	ACLEB
Reports to	Senior Research Fellow
Research Institute	Ngangk Yira Institute for Change
Directorate	Research and Innovation
Positions Supervised	Nil

Being an Aboriginal and/or Torres Strait Islander person is a genuine requirement for this role. Under Section 50 (d) of the Equal Opportunity Act 1984 (WA), only applications from suitably qualified Aboriginal and/or Torres Strait Islander candidates will be considered.

Position Purpose

The Aboriginal Research Fellow based in Perth is crucial to the successful research and evaluation of the Changes to Country (C2C) project. The role works closely with the Senior Research Fellow and Project Coordinator and meets regularly with the programs leads for each site.

The person will lead and/or facilitate the research and evaluation of the project based in Perth, Yarragin and Collie in collaboration with locally based team members. They will undertake appropriate data collection on site, and analysis of data in collaboration with the research team and be responsible for assisting with preparing manuscripts for publication. The appointed person needs to build and maintain effective communication and relationships with the Aboriginal Elders, communities and teams we work as this is essential for success of the role. This position is part time (0.4 FTE).

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

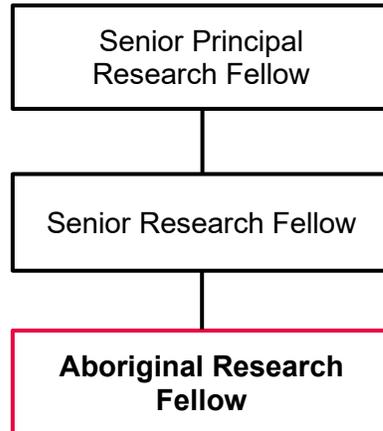
The Ngangk Yira Institute for Change (Ngangk Yira) is one of the four key Murdoch University institutes that bring together leading researchers from centres and across the University to deliver world class multidisciplinary and interdisciplinary translational research that benefits the Aboriginal community, 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

In this role, you will be able to demonstrate and further develop a high degree of responsibility, self-motivation, organisation and communication skills (written and oral). You thrive in a team environment and can work co-operatively, with the ability to establish and maintain collaborative working relationships. You have the initiative to set priorities, meet deadlines, initiate and follow up actions with minimal supervision. You will:

1. Provide consistent research support for the C2C project, in close consultation with the C2C Senior Principal Research Fellow, project coordinator, and the project leads.
2. In accordance with Participatory Action Research methodology and in collaboration with Elders and Aboriginal community members, lead, manage, analyse, and write up the results of the projects.
3. Organise the collection and cleaning of qualitative and quantitative data and/or transcripts.
4. Ensuring the secure storage and management of project data.
5. Undertake the analysis of data and finalise results for presentation to the community.
6. Write up results and prepare scientific papers and other peer-reviewed publications.
7. Undertake ongoing review of relevant literature, keeping up to date with new and current findings.
8. Attend C2C project meetings and provide regular reports as requested on implementation progress.
9. Participate in the University's Academic Contribution Development Conversation (ACDC).
10. Other duties as required/directed by the C2C Senior Research Fellow.

Selection Criteria

Essential

1. Be of Aboriginal and/or Torres Strait Islander descent.
2. Demonstrated research experience.
3. Experience in two or more of: Aboriginal research methodologies, co-designed research projects, Participatory Action Research, Yarning, and qualitative research methods.

4. Knowledge about Aboriginal peoples, cultures, Social and Emotional Wellbeing, and mental health.
5. Experience and/or demonstrated understanding of working with Aboriginal communities.
6. Experience in data collection, data analysis and/or preparing manuscripts for publication.
7. Experience in working with multiple partners and teams.
8. Demonstrated ability to maintain effective and culturally safe interactions with Aboriginal people and communities.
9. Demonstrated ability to engage in high quality research and contribute to research collaborations, publications and project designs.
10. Demonstrated research and problem-solving skills and the ability to identify and recommend solutions to address challenging issues.
11. Demonstrated ability to work as an effective member of a large multidisciplinary investigator and project team as well as the ability to exercise high levels of independence, judgement and initiative.

Desirable

1. Proficiency in the NVivo or similar qualitative analysis software package.
2. Proficiency in Microsoft software.
3. Experience in quantitative data collection, processing and analysis.
4. Experience in the collection and interpretation of research data for translation to research or practice.

Work Requirements

1. Australian permanent residency or possession of a valid visa with work entitlement in Australia.
2. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Criminal Record Screening Procedure.
3. Current Working with Children Check WA
4. A willingness and ability to travel intrastate and nationally (pandemics permitting).
5. Able to work outside of normal office hours when required.

Special Requirements

The position will be filled by a person who identifies as Aboriginal and/or Torres Strait Islander. Pursuant to a Section 50(d) of the Equal Opportunity Act 1984, only applications from suitably qualified Aboriginal and/or Torres Strait Islander candidates will be considered.

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.

Academic Career Framework

Murdoch University's Academic Career Framework provides a transparent, equitable and consistent approach to probation and promotion as well as outcome and workload expectations. Please refer to the Murdoch University Academic Career Framework for performance criteria and expectations for all academic positions.

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.