

POSITION DESCRIPTION



Position	Senior Research Fellow (Systems Pathway Partnership Project)
Level/ Classification:	ACSLC
Reports to	Systems and Policy Lead
Research Institute	Ngangk Yira Institute for Change
Directorate	Research and Innovation
Positions Supervised	Various

This is a Section 51 position and Aboriginal and/or Torres Strait Islander applicants will be prioritised

Position Purpose

The position requires a dynamic, visionary, organised and experienced researcher to advise and support a large group of chief and partner investigators in the co-design, implementation and evaluation of evidence-based strategies which embed culturally safe care practices across a whole of Health Service Provider (HSP) maternity service. The position requires a person with leadership qualities, strong research experience and 'big picture' management, including high level communication skills, and with demonstrated strengths in qualitative, mixed methods and/or quantitative research.

Key to this position purpose is firstly, the maintenance of authentic and transparent communication and reporting with a range of stakeholders to ensure agreed strategies are implemented to achieve improved maternal and child health outcomes and patient care experiences in the HSP region, demonstrated through robust data collection and analysis. Stakeholders include the project Investigator team, cultural and project governance reference groups, maternity service managers and staff, community partner maternity and child health staff, the Department of Health and interested policy and decision makers (Ministers and Senior Policy Advisers, Director General for Health, and WA Government CTG Partnership Planning Groups). The second key purpose is advocating the translation of change outcomes into policy and practice relevant to Aboriginal women's maternal and child health care. The third key purpose is maintaining adherence to Aboriginal research governance and data sovereignty to ensure the project outcomes benefit the Aboriginal community.

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

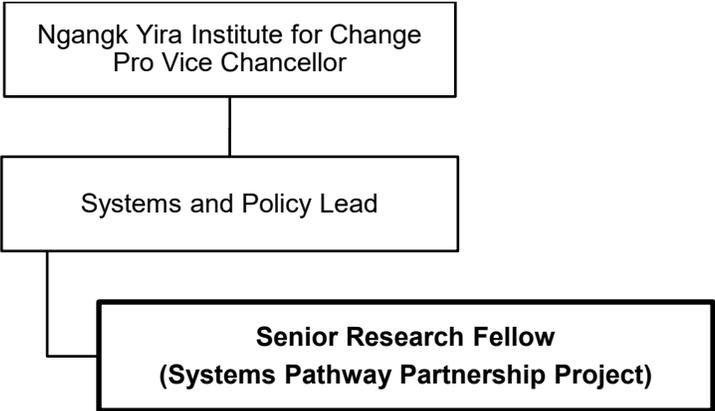
The Ngangk Yira Institute for Change (Ngangk Yira) is one of four Murdoch University institutes that bring together leading researchers working in two Research Centres with colleagues from across the University and broader academic and other sectors to deliver world class multidisciplinary and interdisciplinary translational research benefitting the Aboriginal community, government, and health and service sectors. 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 meet community needs.

Ngangk Yira is founded on principles of Aboriginal-led research, community engagement, and professional collaborations. Through meaningful and structured engagement with Aboriginal Elders and Aboriginal communities, Ngangk Yira is committed to the preservation and promotion of cultural wisdom and data sovereignty and ensuring meaningful, co-designed research which supports change in health, wellbeing and social equity for Aboriginal people, families, and communities.

Ngangk Yira’s reputation in Aboriginal-led translational research is diverse and is organised across two Research and Advocacy Centres and a Systems and Policy Unit. These are:

- 1) The health of Aboriginal women, men, children and families - *Yorga, Maaman and Koolanga Research and Advocacy Centre*; and
- 2) Healthy Aboriginal families and communities - *Coolamon Research and Advocacy Centre*.
- 3) Responsive and accountable health and social systems – the *Systems and Policy Unit*.

Reporting Relationships



Key Responsibilities / Duties

1. Undertake day-to-day research management of the NHMRC Partnership Project – a systems pathway to culturally safe maternity and child health care (Maternity Systems Pathway):
 - Coordinate ethics applications and reporting, stakeholder involvement and academic outputs
 - Manage data collection and analysis in consultation with relevant Chief Investigators (CI)
 - Conduct field research (stakeholder interviews)
 - Contribute to qualitative and quantitative analysis
 - Keep project co-leads CIA/B well informed of progress in fortnightly briefings or as required
 - Facilitate strategic communications with project investigators and coordinate meetings
 - Manage administrative functions of the project
2. In close consultation with the Project Executive Management Group provide analysis updates and expert advice on data outcomes for their relevance to meeting the project's objectives and milestones, and, take carriage of the co-design, implementation and evaluation workshops.
3. Ensure consistent and appropriate communications with all stakeholders including
 - Timely and strategic communications with all Chief and Partner Investigators and project team to ensure agreed strategies and actions are effectively implemented and reported and any problems arising are communicated to the Project Executive Management Group.
 - Coordinate the preparation of site outputs for project meetings and funding milestone reports
 - Provide regular updates of project progress, implementation successes and challenges to the Ngangk Yira Elders Council, Kaadininny Advisory Group and project reference groups
4. In close consultation with CIA/B/C manage stakeholder engagement and communications with Partner Organisations (including executive and clinical personnel) and Aboriginal community representatives.
5. Guide the Site Implementation Coordinator in the implementation of change strategies and actions and provide direction to other NYIC project team personnel to ensure tasks are completed in a timely and effective way.
6. Lead the preparation of research publications for peer reviewed journals and contribute to other papers to disseminate project learnings to promote project outcomes and impact more broadly, including presentation at relevant state and national conferences, seminars, community meetings.
7. Contribute as relevant to the broader Ngangk Yira research strategy to improve equity in Aboriginal maternal, infant and family health in the early years (first 2000 days) including strategic planning.
8. Co-supervise Honours and HDR students interested in further education opportunities at Ngangk Yira.
9. Provide expert research advice to the preparation of other research proposals for submission to external funding bodies including the NHMRC and ARC and other relevant organisations, as appropriate, to support further research in maternal and child health.
10. Other duties as required/directed by the Systems and Policy Lead.

Selection Criteria

Essential

1. A PhD, or Masters with senior clinical/health sector experience, and sound knowledge of Aboriginal women's perinatal health needs, recent experience in maternal and infant/child health research and/or implementation of new models or clinical tools.
2. Demonstrated knowledge and understanding of
 - the history of Aboriginal people

- Aboriginal family structure, culture and customs
 - the impacts of colonisation on health
- and how these influence how Aboriginal people access to health services.
3. Demonstrated commitment and understanding of working in a culturally safe and trauma aware/trauma informed way with Aboriginal people and ability to effectively communicate with and maintain relationships with a diversity of Aboriginal people (colleagues, professionals, families and community members).
 4. Demonstrated research management experience including implementing innovations into health service settings.
 5. Demonstrated research and problem-solving skills with the ability to identify and recommend solutions to address challenging issues.
 6. Highly developed interpersonal and communication skills and demonstrated ability to engage with a diversity of stakeholders from executive and clinical areas, community organisations and strategic decision makers in the Department of Health.
 7. Demonstrated ability to work under broad direction, exercise initiative in undertaking responsibilities, work effectively and collaboratively as a team member and maintain a leadership role.
 8. Experience with organising stakeholder meetings, workshops and seminars.
 9. Good knowledge of the WA health system and Aboriginal community-controlled health sector.
 10. Demonstrated knowledge of research ethics requirements and the function of the WA Department of Health RGS system.
 11. Good knowledge of the National Close the Gap priorities for maternal and infant/early childhood health and the WA Aboriginal Health and Wellbeing Framework and Close the Gap Implementation Plan.
 12. Demonstrated ability to draft publications towards finalisation and submission of manuscripts, and preparation of progress and other project reports.
 13. Ability to supervise and direct team personnel in their work activities.

Desirable

1. Proficiency in the NVivo or similar qualitative analysis software package.
2. Experience in the analysis and interpretation of complex data sets for translation to research or practice in areas considered to be 'wicked problems'.

Work Requirements

1. Evidence of a criminal record check in accordance with the University's Criminal Record Screening Procedure and, if relevant, provide a current Working with Children's Check (WA).
2. A current and valid A Class driver's license.
3. A willingness and ability to travel intrastate and nationally.
4. Able to work outside of normal office hours when required.
5. 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 Review (ACDR).

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