



POSITION DESCRIPTION

Indigenous Postdoctoral Fellowship
Faculty of Medicine, Dentistry and Health Sciences

MDHS Indigenous Postdoctoral Fellowship

POSITION NO

CLASSIFICATION Research Fellow
Level B.1

SALARY \$105, 232 (pro rata)

SUPERANNUATION 17%

WORKING HOURS Full-time / part-time by negotiation

BASIS OF EMPLOYMENT Fixed term for 3 years (Internally Funded)

OTHER BENEFITS <http://about.unimelb.edu.au/careers/working/benefits>

HOW TO APPLY Please go to <https://mdhs.unimelb.edu.au/about/indigenous-development#strategy-and-initiatives> for application details

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For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) Indigenous Postdoctoral Fellowship offers a career pathway for MDHS Indigenous PhD graduates (or near completion). The Fellowship aims to support the next generation of Indigenous researchers who will actively contribute to health research and/or address critical health issues facing Indigenous communities. The Fellows will contribute to and enrich the Faculty's diverse scholarly community and build an Indigenous research community that will generate Indigenous informed and led research.

The Fellows will represent our talented graduating Indigenous PhD scholars across all of the MDHS academic disciplines and will use their research as the basis for teaching during the Fellowship. Successful candidates will demonstrate a commitment to health research, research that will inform and influence practice and policy areas critical to improving Indigenous health and developing healthy futures for Indigenous communities. Fellows will receive research mentorship and support that will contribute to their participation in a global evidence-based narrative of Indigenous revitalization, development and adaptation.

The key goal of the three-year Fellowship is to develop and support the health research career of aspiring Indigenous academics. The successful candidate will be supported to achieve their proposed research goals with an experienced research mentor and advisory team relevant to the field of expertise. They will also be supported to consider an appropriate research academic trajectory which may include a Category 1 grant or equivalent.

Each Fellow will be granted a one-off stipend of \$10,000 to be expended on professional development and/or training relevant to their research. Applicants are required to articulate their research plans and if successful will be located in the department most relevant to their proposed research project.

Applicants are strongly encouraged to discuss their planned research projects with relevant heads of academic areas they would like to work in and their PhD supervisors (if not yet graduated).

1. Key Responsibilities

1.1 RESEARCH

- ▶ In consultation with the assigned mentor, create a strategic research agenda that outlines appropriate research outputs for the duration of the Fellowship.
- ▶ Plan, develop and conduct research both independently and in collaboration with Departmental/Faculty staff or community-based colleagues as appropriate to the project.
- ▶ Publish peer-reviewed academic papers and other scholarly outputs.
- ▶ Present conference/symposium papers at appropriate Australian and international forums.
- ▶ Contribute to research workshops as appropriate. Where appropriate, contribute to supervision of honours or Masters higher degree students (subject to completion of PhD).
- ▶ Engage in Indigenous research activities, where appropriate

1.2 TEACHING

- ▶ In consultation with the assigned supervisor and using the research as the basis, contribute to teaching and learning activities, including preparation and delivery of lectures, tutorials and seminars.

1.3 LEADERSHIP AND SERVICE

- ▶ Contribute to the research team and the Department through attendance at meetings or seminars and or conferences relevant to the team's activities and the Fellow's research expertise.
- ▶ Contribute to the Faculty's Indigenous Staff Network activities as appropriate
- ▶ Engage in public outreach and community engagement activities.
- ▶ Effective demonstration and promotion of University and Faculty values including diversity and inclusion and high standards of ethics and integrity
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

2. Selection Criteria

2.1 ESSENTIAL (PLEASE NOTE ALL RESPONSES TO BE IN THE APPLICATION AND RESEARCH PLAN FORM)

- ▶ A PhD (awarded or near completion). Applicants must have submitted, or intend to submit, their PhD within the 2020-21 financial year.
- ▶ A considered and well-developed research plan in line with the applicant's developing research profile.
- ▶ Demonstrated research excellence evidenced by PhD supervisor letter, publications, conference and seminar presentations and contribution to grant applications, if any.
- ▶ Strong evidence of ability and desire to build an academic career trajectory
- ▶ Demonstrated ability to work independently and collaboratively in a team to achieve project goals and meet agreed deadlines as appropriate.
- ▶ Willingness to teach in the context of your research.

2.2 DESIRABLE

- ▶ Demonstrated capacity to work and communicate effectively in an interdisciplinary environment.

3. Eligibility/Special Requirements

- ▶ Only UoM MDHS PhD Indigenous Australian candidates/graduates are eligible to apply.

4. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

5. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

6. Other Information

6.1 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities. The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff. The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University-wide plan. To enable the Faculty to improve

its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

6.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

6.3 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's

'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.

- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

6.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>