

POSITION DESCRIPTION

POSITION INFORMATION

POSITION TITLE:	Post-Doctoral Research Fellows
WORK AREA POSITION CODE:	<i>To be allocated by Human Resources</i>
FUNCTIONAL UNIT:	Nursing Research Institute
ORGANISATIONAL UNIT:	Faculty of Health Sciences School of Nursing, Midwifery and Paramedicine
CAMPUS:	St Vincent's Hospital, Sydney
NOMINATED SUPERVISOR (TITLE):	Director, Nursing Research Institute
CURRENT CLASSIFICATION:	Academic Level B or Academic Level C (experience dependent)
EMPLOYMENT TYPE	Four (4) years fixed-term, Full time A period of 6 months probation will be attached to this position.
REMUNERATION & BENEFITS:	A range of generous conditions of employment and entitlements are provided to staff some of these include: generous leave conditions; flexible working conditions; comprehensive Staff Development Programs; salary packaging benefits as a rebate able employer; reward and recognition programs. Funded international travel included. A fixed allowance for relocation will be provided as per the University's provisions available.
<u>Superannuation:</u>	The University will contribute an amount equivalent to 9.25% or 17% of your gross annual salary to superannuation dependent on salary level, length of appointment or age.
DATE DEVELOPED/ REVIEWED	May 2014

BACKGROUND

Australian Catholic University is a publicly funded university, open to all, irrespective of religious beliefs. It is committed to a strong Catholic ethos and seeks to foster and promote teaching and learning, research and scholarship, and community engagement in the Christian tradition.

The University chooses to focus on areas of teaching and research that are closely connected with its particular character as a University that is Catholic, and that is public and national. The focus areas are Theology and Philosophy, Health, Education, the Common Good and Social Justice and Law.

The University has approximately 23,600 students and over 1,500 staff. Australian Catholic University (ACU) has six campuses: St Patrick's in Melbourne, Aquinas in Ballarat, Mount Saint Mary at Strathfield and MacKillop in North Sydney, McAuley at Banyo in Brisbane and Signadou in Canberra. The Vice-Chancellor's Office is located in North Sydney.

The structure to support this complex and national University consists of:

Provost

Deputy Vice-Chancellor Research

Deputy Vice-Chancellor Students, Learning and Teaching

Chief Operating Officer

Each portfolio consists of a number of Schools, Directorates or Institutes;

- Five Associate-Vice-Chancellors or Campus Deans that focus on the University's local presence and development of the University at the local 'campus' level;
- A Directorate of Identity and Mission that drives both the Identity and the Mission of the University and includes a number of Institutes and Directorates
- Marketing and External Relations that leads the University's marketing, student recruitment and communications functions.

THE FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences has courses in exercise science, midwifery, nursing, occupational therapy, Paramedicine, physiotherapy, public health and speech pathology. Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia's health and sports industries, and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

Our mission:

The Faculty of Health Sciences, in accordance with the Mission of Australian Catholic University (ACU), is committed to the pursuit of learning, truth and wisdom. The Faculty is committed to promoting excellence in teaching specific to the disciplines of health science, and in scholarship and research for dissemination among the professions, other institutions and the wider society.

As a community of scholars the Faculty promotes the uniqueness, personal integrity and potential of each of its members. It also nurtures Christian values while acknowledging the beliefs, religious traditions and affiliations of others. The Faculty is committed to furthering principles of social responsibility and social justice and to promoting ethical practice in the fields of health science.

Our vision:

To be recognised for outstanding courses that supply caring, prepared and qualified graduates who will contribute to promoting health and preventing illness for Australia's health and sports industries as well as providing quality health care for vulnerable communities such as Indigenous, the elderly and disabled people.

POSITION PURPOSE

The **Nursing Research Institute (NRI)** is a joint initiative between St Vincents and Mater Health Sydney (SV&MHS) and the Australian Catholic University (ACU). The NRI undertakes clinically focused, patient outcome-oriented multidisciplinary research. Our research is centred upon implementation science and clinician practice change.

The Post-Doctoral Research Fellow will work within the ACU and the NRI to develop and support our strong acute stroke research program. Fellows are required to have a demonstrated capacity to make a significant contribution to the University's research profile. She/he will have a highly competitive track record relative to opportunity and a developing national/international research reputation. Those with nursing or other health related qualifications are encouraged to apply. Fellows will become employees of ACU and are expected to be based full-time at the NRI at St Vincent's Hospital, Darlinghurst, Sydney for the duration of the Fellowship (other than for periods of approved leave or travel). The duration of the Fellowship will normally be for a minimum period of three years, with annual reviews. Appointments must commence within six months of receipt of formal letter of offer, unless approved otherwise.

POSITION RESPONSIBILITIES

- Assist in growing the stroke research program at the NRI and Faculty of Health Sciences, ACU;
- Actively seek external research funding to support their research throughout the term of the Fellowship;
- Collaboratively manage and lead successful grants and projects;
- Publish in high impact peer review journals and present at relevant national and international conferences;
- Contribute to the research supervision of Honours and/or higher degree research students either as a principal or co-supervisor, depending on experience;
- Actively immerse themselves in the intellectual life of the NRI, School of Nursing, Midwifery and Paramedicine and Faculty of Health Sciences;
- Attendance at meetings associated with research or the work of the NRI;
- Other duties as required appropriate to the level of appointment;
- Demonstrate commitment to the specific mission and Catholic ethos of the institution.

SELECTION CRITERIA

Essential:

1. Tertiary qualifications at the level of a PhD in a health related discipline;
2. Demonstrated track record of high quality scholarly productivity;
3. Demonstrated experience in grant writing and preparation;
4. Demonstrated experience in varied research designs;
5. Statistical analysis expertise;
6. High quality research outputs;
7. High level planning and organisational skills, with the ability to manage a number of events / projects at one time, achieve required outcomes and meet deadlines in a high pressure environment;
8. Highly developed verbal and written communication skills, with demonstrated experience working with a diverse range of stakeholders (clinical, research and academic);
9. Applicants should demonstrate awareness of the University's Mission and Catholic ethos and demonstrate an understanding of how this role serves the Mission;
10. Applicants should demonstrate commitment to cultural diversity and ethical practice principles, and demonstrate knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of appointment.

Desirable:

1. Research track record in stroke;
2. Experience in the supervision and mentoring early career researchers and higher degree research students.

MINIMUM STANDARDS FOR ACADEMIC LEVELS (MSALs)

Introduction:

The Minimum standards for levels of academic staff, other than a casual, are set out in Attachment 1 of the ACU Policy on Classification Standards for Academic and General Staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position and level of achievement of the academic. The responsibilities of academic staff may vary according to the specific requirements of the institution to meet its objectives, to different discipline requirements and/or to individual staff development.

An academic appointed to a particular level may be assigned and may be expected to undertake, responsibilities and functions of any level up to and including the level to which the academic is appointed or promoted. In addition, an academic may undertake elements of the work of a higher level in order to gain experience and expertise consistent with the requirements of an institution's promotion processes.

The MSALs will not be used as a basis for claims for reclassification.

Research-only Academic Staff (inclusive of creative disciplines):

Level B

A Level B research academic will normally have experience in research or scholarly activities, which have resulted in publications in refereed journals or other demonstrated scholarly activities.

A Level B research academic will carry out independent and/or team research. A Level B research academic may supervise postgraduate research students or projects and be involved in research training.

Level C

A Level C research academic will make independent and original contributions to research which have a significant impact on his or her field of expertise. The work of the research academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will normally be demonstrated by a strong record of published work or other demonstrated scholarly activities.

A Level C research academic will provide leadership in research, including research training and supervision.

Remuneration

An allowance for relocation will be provided as per the University provisions available.

A salary (taxable) will be provided, based on the University's Academic salary scale. The commencing salaries are based strictly on experience since receiving a doctorate.

Fellows will be entitled to annual, sickness (personal leave) and parental leave in accordance with the University's relevant policy for academic staff. Fellows will be required to comply with all University policies including the University Intellectual Property.

Additional Information about ACU and working at ACU can be obtained from our website <http://www.acu.edu.au/careers>
