



POSITION DESCRIPTION

Department of Paediatrics
Faculty of Medicine, Dentistry and Health Sciences

Research Fellow (STRONG kids, STRONG future - ASQ-TRAK)

POSITION NO	TBC
CLASSIFICATION	Level A or Level B (based on existing skills and experience)
SALARY	Level A: \$80,258 - \$108,906 per annum (pro rata) Level B: \$114,645 - \$136,136 per annum (pro rata)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part-time (0.4 - 0.6FTE)
BASIS OF EMPLOYMENT	Fixed-term position for 12 months
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Associate Professor Anita D'Aprano Tel +61 3 9345 6959 Email anita.daprano@unimelb.edu.au <i>Please do not send your application to this contact.</i>

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

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

1. STRONG kids, STRONG future program

The STRONG kids, STRONG future team sits within the Department of Paediatrics at the University of Melbourne. The program has a commitment to enhancing developmental outcomes for Aboriginal and Torres Strait children, and to actively promote self-determination in developmental care. We work in partnership with community on activities focused on research, development, training, and implementation of culturally appropriate development measures for Aboriginal and Torres Strait Islander children. Our two main areas of work are:

1. The **ASQ-TRAK developmental screening tool** is used to observe and monitor the development of Aboriginal and Torres Strait Islander children, typically as part of routine health checks. The tool is the only culturally adapted developmental screening tool for this context and was developed in collaboration with communities. The ASQ-TRAK is being implemented nationally and we are responsible for distribution (in partnership with the Royal Children's Hospital) and implementing training to support its use.
2. The **ASQ-STEPS developmental outcome measure (ASQ-STEPS)** is still in development phase, currently being validated in the contexts where it will be used. Created in response to stakeholder needs for further culturally appropriate measures, the ASQ-STEPS will be used to assess individual children's developmental progress and evaluate the impact of early childhood programs and intervention.

In 2021 a co-design process was undertaken to develop a draft ASQ-TRAK Implementation Support Model (the Model) that informed a 2022 NHMRC Partnership Project Grant Application. The NHMRC grant is seeking funding to finalise the Model, implement it and undertake an evaluation. In the interim, we have secured a seed grant and plan to continue to engage and co-design the Model with partners (including the Victorian Aboriginal Child Care Agency, Central Australian Aboriginal Congress, NT Department of Education, MacKillop Family Services and the Commonwealth Department of Education Connected Beginnings). As part of this project we intend to explore a digitised ASQ-TRAK.

Position Summary

We are seeking an experienced Research Fellow to support the STRONG kids, STRONG future research program. The Research Fellow will join the ASQ-TRAK research team, led by

Associate Professor Anita D'Aprano, and will support the progress of the **ASQ-TRAK research program**, through translational research activities. The projects in this program adopt a participatory action research and capacity building approach. In particular, the Research Fellow will build collaborations with Aboriginal and Torres Strait Islander community and research partners, and contribute to capacity building of Aboriginal and Torres Strait Islander co-researchers. This will contribute to the co-design of an ASQ-TRAK implementation model evaluation study through collaboration with the Aboriginal and Torres Strait Islander Steering Group.

The position will require PhD qualifications with demonstrated relevant experience such as: implementation research; evaluation through mixed-methods research; multi-site case studies; and knowledge translation activities. You will be expected to contribute significantly towards the research effort of the team and to develop your own research expertise with increasing degree of autonomy. Self-motivation, high level organisation and sound project management skills will be vital. There will also be opportunities to be involved in ASQ-TRAK training activities.

The position is located in The University of Melbourne's Department of Paediatrics, based at The Royal Children's Hospital, and will report directly to the Program Lead, Associate Professor Anita D'Aprano.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Undertake a detailed literature review, to better understand implementation in the Aboriginal and Torres Strait Islander Health Sector context, and adaptation of programs in this context.
- ▶ Engage and build collaborations with research partners and stakeholders, including education and health practitioners, and peak bodies, such as VACCHO and NACCHO.
- ▶ Co-ordinate and co-lead co-design meetings with stakeholders, and support consultative processes and informed decision-making through the provision of high quality information and data
- ▶ Active application to, and success in, obtaining external research grants. Work with other investigators to seek funding opportunities and prepare applications for suitable funding, including an NHMRC Partnership Project application, philanthropic organisations and government bodies.
- ▶ Lead the development of the ASQ-TRAK implementation model with partners and stakeholders.
- ▶ Scope and propose complementary research and implementation projects. Contribute to continual refinement of the strategy for testing and developing the ASQ-TRAK
- ▶ Monitor timelines and milestones concerning the objectives of the research program
- ▶ Lead and supervise ethics approval applications, and adhere to and maintain protocols for the secure storage and ethical use of research data, in keeping with policies at The University of Melbourne
- ▶ Prepare and supervise written material for reports, meetings, ethics approval applications, publications, presentations and other scholarly outputs to a high standard, in accordance with the research expectations of The University of Melbourne

1.2 TEACHING AND LEARNING

- ▶ Contribute to training, scientific mentoring and supervision of students and research staff
- ▶ Develop and maintain effective working relationships with staff and students, at all levels. Contribute to effective supervision of junior research staff.

1.3 LEADERSHIP AND SERVICE

- ▶ Recruit Aboriginal and Torres Strait Islander co-researchers and support capacity building of their research skills
- ▶ Contribute to the team effort in establishing and improving systems and procedures that support the effective operations of the research program
- ▶ Contribute to raising the profile of the research project by assisting with communication plans as directed.
- ▶ Identify and pursue opportunities for knowledge translation. Actively participate in or present seminars, conferences and training programs, as opportunities arise to disseminate research findings and engage with stakeholders
- ▶ Actively participate at School meetings and contribute to planning activities or committee work to support capacity building in the Department.

1.4 RESPONSIBILITY AND COMPLIANCE

- ▶ Organise and actively participate in project planning meetings.
- ▶ Participate in regular staff development activities.
- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Effective demonstration and promotion of University 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

- ▶ A PhD or equivalent expertise and experience in medicine, public health, early childhood education, evaluation, or a related discipline
- ▶ Keen interest in children's health and development equity
- ▶ Demonstrated experience and/or demonstrated understanding of working with Aboriginal and Torres Strait Islander communities.
- ▶ Understanding of and commitment to the principles of research ethics and governance in Aboriginal and Torres Strait Islander and health research
- ▶ High level research skills including demonstrated experience conducting literature reviews, excellent data collection and statistical analysis skills.

- ▶ Emerging research profile, as evidenced by track record of scholarly outputs, including publishing in high quality peer-reviewed journals, commensurate with experience and opportunities
- ▶ Specialist expertise in implementation and evaluation, including experience designing and applying a range of evaluation and consultation methodologies in community settings.
- ▶ Well-developed organisational skills to meet deadlines and bring projects to a timely completion, including working in a dynamic research environment with evolving and shifting priorities.
- ▶ Demonstrated ability to work collaboratively and independently in a multidisciplinary team to meet agreed deadlines and achieve project goals.
- ▶ Excellent communication skills, both academic written and verbal, and an ability to communicate to diverse audiences, and effectively liaise with a wide range of stakeholders
- ▶ Demonstrated stakeholder management abilities, including community and government stakeholders
- ▶ Demonstrated strong computer skills, including MS Office and statistical software skills.

2.2 DESIRABLE

- ▶ Previous research experience in the field of Aboriginal and Torres Strait Islander health
- ▶ Previous experience facilitating workshops or delivering adult education activities
- ▶ Experience working with electronic medical records or data extracted from medical records
- ▶ Experience working in the health or early childhood education sector

2.3 SPECIAL REQUIREMENTS

- ▶ The incumbent may be required to undertake occasional interstate travel to meet and work with co-researchers and other collaborators
- ▶ As this position is located at The Royal Children's Hospital, the incumbent will be required to hold and maintain a current Working with Children Assessment Notice, valid for paid-work (<http://justice.vic.gov.au/workingwithchildren>), and a current police check.

3. *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.

4. 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:

<https://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.

5. Other Information

5.1 DEPARTMENT OF PAEDIATRICS

<http://www.paediatrics.unimelb.edu.au/>

The Department of Paediatrics is the flagship representative of the University partnership with the Royal Children's Hospital, and is co-located on the Melbourne Children's campus in Flemington Road, Parkville.

The Department of Paediatrics is a large department within the Melbourne Medical School. The Department has responsibility for the Child & Adolescent Health component of the Doctor of Medicine course of the School. There are approximately 80 academic and professional staff, including 25 Professorial positions, 400 honorary academic staff, and more than 150 students who are enrolled to pursue research degrees from Honours, Masters and PhD. A further 60 students undertake research in the Scholarly Selective component of the MD course. In 2017, the total research income for the Department was nearly \$8.5M and members of the Department published more than 1000 peer reviewed publications.

The Department delivers a range of teaching across the clinical, biological and health sciences, and within the MD program and is responsible for the teaching of child and adolescent health, paediatric surgery, and other specialties in relationship to children, adolescents and their families, including mental health. Other programs include post-graduate courses in Adolescent Health & Welfare and Genetic Counselling as well as Research Higher Degrees

The Department of Paediatrics plays a pivotal role in the life of the Royal Children's Hospital with its members being actively involved in policy development and senior management. Members of the Department make major contributions to the development of child and youth health policy and also to broader aspects of health policy at a national and state level.

Working with its partners, the Department of Paediatrics' vision for the Melbourne Children's campus is to be a world-leading, integrated research, teaching and clinical site with the overall aim of benefiting child and adolescent health.

5.2 MELBOURNE CHILDREN'S CAMPUS

<https://www.melbournechildrens.com/about/>

Melbourne Children's is a fully integrated academic paediatric teaching hospital and research institute which is unique in Australia and acclaimed internationally. Bringing together four outstanding organisations, The Royal Children's Hospital, the Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation, the Melbourne Children's is a single, purpose-built and multi-award winning campus in the city of Melbourne.

The purpose of the Melbourne Children's is to collaborate, as world leaders, in advancing child and adolescent health through prevention, early intervention and health promotion, together with the highest quality clinical care, outstanding research and comprehensive education and training. Together the partnership forms an interwoven, symbiotic relationship delivering high quality clinical services underpinned by research and education. Collectively the independent entities contribute to a paediatric health sciences precinct which is greater than the sum of the parts. The presence of each benefits the other, ensuring the primary focus of each entity is achieved.

The Royal Children's Hospital Foundation provides invaluable philanthropic support to Melbourne Children's, enabling the campus to pursue innovative, world-leading clinical, research and teaching opportunities to deliver high quality paediatric care and successful prevention strategies.

5.3 THE ROYAL CHILDREN'S HOSPITAL

<http://www.rch.org.au/home/>

The Royal Children's Hospital (RCH) is a state-wide teaching, training and research paediatric hospital. The hospital provides tertiary, secondary and primary child and adolescent health services, including mental health services.

The Royal Children's Hospital has a major leadership role in child and adolescent health in Victoria with state-wide specialist roles. A tertiary and quaternary paediatric referral centre the Royal Children's Hospital provides specialist services and multidisciplinary clinics for sick infants, children and adolescents from Victoria, Tasmania, South Australia and southern New South Wales. The Royal Children's Hospital also provides specialised paediatric care for patients from overseas, particularly from south-east Asia, Nauru and Fiji.

The Royal Children's Hospital plays a major role in child public health, health promotion and advocacy for children and young people's health. It provides the full spectrum of medical and surgical paediatric services, as well as a number of specialist tertiary paediatric services and health promotion and prevention programs for infants, children and adolescents. These services are provided on both an inpatient and ambulatory basis.

Teaching, training and research are fundamental elements of the Royal Children's Hospital. The Royal Children's Hospital is part of a child health precinct, and in partnership with the Murdoch Children's Research Institute, the University of Melbourne, La Trobe University, Deakin University, Monash University and RMIT University, ensures clinical services are integrally linked with teaching, training and research.

These relationships are crucial in providing opportunities for significant participation in the public health agenda for children and young people, for 'translational research' to drive laboratory and clinical findings into health promotion and prevention programs and for driving new paradigms and models of care.

5.4 MELBOURNE MEDICAL SCHOOL

www.medicine.unimelb.edu.au

Established in 1862, Melbourne Medical School (MMS) in the Faculty of Medicine, Dentistry and Health Sciences at the University of Melbourne is the oldest medical school in Australia. It is internationally renowned for global leadership in teaching and training, health research, policy and practice. The School is ranked ninth in the world (Times Higher Education World University Rankings 2019 for clinical, pre-clinical and health), has strong academic partnerships and ground-breaking collaborative research programs with leading hospitals in both the public and private sectors, as well as with leading medical research institutes and centres, nationally and internationally.

MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

With nine clinical departments (Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) the MMS has over 900 academic and professional staff members who are located at the University of Melbourne's Parkville campus or are embedded within health services throughout metropolitan Melbourne and rural Victoria. In addition, MMS staff are privileged to work alongside over 2400 honorary appointees from the health sector who tirelessly contribute their time, knowledge and clinical expertise to the education of our students.

MMS delivers a suite of health-related graduate programs including the Doctor of Medicine (MD) which is the School's flagship program. It was the first Masters level entry-to-practice medicine qualification developed in Australia and set a new benchmark in medical education.

MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. With an annual research income of \$88.5 million the research effort of the school is highly collaborative and spans basic to translational research. MMS has nearly 550 higher degree by research candidates.

School staff members also actively lead and participate in public debate and advocacy around key health issues and policy based on the MMS values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins, MMS is undertaking exciting new developments including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory (in partnership with affiliated Hospitals, Medical Research Institutes and Foundations), and a reinvigorated focus on clinically relevant research. These initiatives are being enhanced by a number of recruitment opportunities (through retirements, resignations and recent funding acquisitions) for a range of leadership positions across the School. These positions present a wonderful opportunity for appointees to help drive the strategy, growth and continued excellence of Australia's leading medical school.

5.5 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

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.

5.6 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>

5.7 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.8 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 <https://about.unimelb.edu.au/strategy/governance>