

Position Description – *Research Associate in Education and Training Evaluation in Regional and Remote Australia*

Updated 7 September 2023

POSITION DETAILS	
College	College of Medicine and Public Health
Organisational Unit	The Poche Centre SA + NT
Supervisor	Director, The Poche Centre SA + NT
Classification	Research (Academic) Level A
Employment Type	Fixed-term, Part-time

POSITION SUMMARY
<p>The Research Associate undertake research in the evaluation of the Ramaciotti Regional and Remote Health Sciences Training Centre under the direction of the Director, The Poche Centre SA + NT. In working with the Director and research team, the position will assist the investigators and team members to support the development of funding applications and outputs.</p> <p>The Research Associate will work closely with the research team, stakeholders, and community partners to assist successful execution of the project.</p> <p>The Research Associate will play a key role within the project to bridge a critical gap in understanding the needs of the regional and remote health workforce in the Northern Territory. This is an Aboriginal led, co-designed project consisting of experts in health, evaluation, education and training, and equity.</p> <p>The position will be located in Darwin, Northern Territory.</p>

UNIVERSITY EXPECTATIONS AND VALUES
<p>All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:</p> <ul style="list-style-type: none"> • demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred; • contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor; • promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity; • perform their responsibilities in a manner which reflects and responds to continuous improvement; and • familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

Northern Territory Government legislation (*the Care and Protection of Children Act 2007*) now requires all individuals in child related employment or whose duties involve, or are likely to involve, contact with a child, to hold a valid 'Working with Children Clearance' (Ochre Card). This position involves child related work and is assessed as requiring a Working with Children Clearance/Ochre Card.

A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

An up to date COVID-19 vaccination may be required as a condition of employment, in accordance with the Flinders University [COVID-19 Vaccination Policy \(2022\)](#). If required, any offer of employment will be subject to the successful candidate presenting their COVID-19 Digital Certificate as evidence of vaccination or showing evidence of a valid medical exemption, where relevant.

KEY POSITION RESPONSIBILITIES

The Research Associate in Education and Training Evaluation in Regional and Remote Australia is accountable for:

- Assisting in leading the Project by collaborating with the Project Research Team to successfully deliver project milestones and Key Performance Indicators.
- Contribute to the planning and execution of research by offering new ideas, reviewing relevant literature and other sources of information, actively participating in the production of data and attending seminars, meetings and conferences.
- Contributing to the coordinating, planning and executing the project tasks required to collaborate with industry partners.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Assisting principal supervisors with supervision of postgraduate students.
- Establishing and maintaining collaborations within the University, and at Territory, national and international levels in order to improve research outputs, patents and/or publications.
- Supporting the development of an evidence-based education and training pathways framework for the Northern Territory.
- Assisting in the design and implementation of research methodologies, data collection tools, and evaluation frameworks.
- Support meetings, workshops, and consultations with stakeholders to gather input and feedback.
- Independently contributing to the planning and execution of research by reviewing relevant literature and other sources of information, contributing to the writing and editing of publications and attending seminars, meetings and conferences.
- Independently contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, publishing in recognised high quality, relevant journals and assisting the preparation and submission of bids for external research funding.
- Some out of hour's work (including weekends) as well as rural, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD in health sciences, public health or social sciences or significant progress towards completion of a PhD in these areas.
- Demonstrated emerging research experience in terms of publications and presentations at a national and/or international level in a relevant field.
- Demonstrated experience in qualitative research methodology, particularly within education or health-related settings.
- Demonstrated ability to deliver project targets on time, including setting and meeting milestones.
- An understanding of contemporary issues in healthcare, patient care and delivery of health policies.
- Demonstrated well-developed interpersonal skills and the capacity to collaborate and engage with diverse stakeholders and industry partners.
- Demonstrated ability to critically review the literature in relevant fields.
- Demonstrated ability to undertake collaborative research and establish and maintain effective relationships with staff and industry.
- Demonstrated excellent oral and written communication skills in an academic environment, including attention to detail and ability to maintain accurate project records and documentation.
- Strong organizational and problem-solving skills, with the ability to manage multiple tasks and priorities simultaneously and adapt to changing project requirements.
- Knowledge and understanding of Aboriginal and Torres Strait Islander cultures, communities, and health contexts, including experience working with Aboriginal and Torres Strait Islander people.
- Proficiency in project management tools and software.
- Commitment to ethical research practices and cultural safety principles.
- Demonstrated ability to work collaboratively within a team, but also to take initiative and work independently while managing competing demands.
- Demonstrated commitment to fostering a positive workplace culture, and role modelling behaviours that support the University's Reconciliation Action Plan (RAP) and commitment to enhancing educational opportunities for Aboriginal and Torres Strait Islander people.