Position Description – Research Fellow

Updated 14 February 2025

POSITION DETAILS

College/Portfolio	**College of Nursing and Health Sciences**
Organisational Unit	**Aged Care Research & Industry Innovation Australia (ARIIA)**
Supervisor	**Senior Research Fellow, Knowledge and Implementation Hub**
Classification	**Research (Academic) Level B**
Employment Type	**Fixed-term, Full-Time**

POSITION SUMMARY

The Research Fellow will facilitate and support the development of lay evidence summaries for **Aged Care Research & Industry Innovation Australia's (ARIIA)** Knowledge and Information Hub (KIH), under the direction and mentoring of the Senior Research Fellow, Knowledge and Implementation Hub (or delegate). The primary focus of the KIH, and of this non-traditional research fellow role, is to identify, appraise and disseminate evidence and practice resources on priority areas identified by ARIIA in lay language to a variety of target audiences within the Aged Care sector to make meaningful change and improve care and service delivery for the sector.

The Research Fellow will contribute to the identification, appraisal, and synthesis of published and grey literature and resources both to inform the work of ARIIA through its programs and services and to support the use of evidence within the aged care sector. The Research Fellow will also contribute to the design and development of web products to facilitate access to, and use of, evidence by the aged care sector. The Research Fellow will also support other ARIIA programs and consulting work by identifying and describing best-practice for implementation and undertaking evaluation to support translational research projects being driven by sector partners as needed.

The Research Fellow will work closely with clinicians and practitioners from the aged care sector, aged care consumers, and academic experts to develop evidence-based and practical resources. The Research Fellow will also contribute to formative and summative evaluation activities that contribute to, and demonstrate, the uptake and use of evidence, as well as contribute to publications and dissemination activities.

UNIVERSITY EXPECTATIONS AND VALUES

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:

- 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 that values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner that 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.

In addition to meeting the University's Expectations and Values, ARIIA staff are also responsible for demonstrating commitment to ARIIA's Mission, Vision and Values and complying with ARIIA's policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID in line with the SA Health policy or the relevant state where the position is operating.

KEY POSITION RESPONSIBILITIES

The Research Fellow is accountable for:

- Actively contributing to ARIIA by assisting in conducting KIH and related research, evaluation and dissemination activities, preparing documentation, and collaborating with the various key stakeholders involved, to successfully deliver project milestones.
- Undertaking appraisal and synthesis of research and grey literature and practice resources on topics identified by ARIIA and preparing associated lay summaries, dissemination outputs, reports and publications.
- Establishing networks of academic experts, community organisations and consumers, and aged care industry representatives to co-produce evidence resources for the KIH.
- Working with others in the KIH team to create online content for the KIH including web pages, interactive resources, and learning modules.
- Contributing to the design, development and conduct of evaluation activities relating to KIH and ARIIA.
- Contributing to the development of ethics, research applications, publications, and other research products as required.
- Supporting the marketing, communications, and dissemination activities of ARIIA in lay language to a variety of different audiences within the aged care sector.
- Establishing and maintaining collaborations across the aged care, industry, and education sector to support the work of ARIIA.
- Independently contributing to preparing and submitting publishable reports on relevant activities as required.
- Some out-of-hours work (including weekends) as well as rural SA, 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 a health or social services-related discipline.
- Demonstrated knowledge and experience in the Australian aged care or health care sectors or training for the aged care or health care workforces.
- Well-developed skills in thematic analysis, evidence synthesis and critical summation of research evidence and grey literature.
- Demonstrated ability to plan and execute data collection and quantitative and/or qualitative analysis.
- Demonstrated excellence in knowledge mobilisation and dissemination including ability to write in lay language for a variety of different audiences and communicate messages in different ways/modalities/platforms.
- Demonstrated well-developed interpersonal skills and the capacity to collaborate and engage with diverse stakeholders, community organisations and consumers, and industry partners.
- Proven ability and desire to work collaboratively and flexibly in a non-traditional research fellow role in a fast-paced and dynamic work environment.
- Experience with resource platforms, libraries, repositories or websites preferred.
- Experience utilising AI software to summarise or search in large quantities of information preferred.
- Research, clinical or industry background in health, aged care or social sciences highly desirable.
- Experience in project/program evaluation desirable.
- Demonstrated understanding of challenges in aged care and workforce capacity and capability is highly desirable.