Flinders University

Position Description - Postdoctoral Research Fellow
Updated 25 September 2025

POSITION DETAILS

College/Portfolio	**College of Nursing and Health Sciences**
Organisational Unit	**Aged Care Research & Industry Innovation Australia (ARIIA)**
Supervisor (Title)	**Program and Research Director (or delegate)**
Classification	**Research (Academic) Level B**
Employment Type	**Fixed term, Full-Time or Part-Time available**

POSITION SUMMARY

The Postdoctoral Research Fellow will facilitate and support the development and delivery of education and capability building programs, and the completion of research and consultancy projects within Aged Care Research & Industry Innovation Australia (ARIIA), College of Nursing and Health Sciences.

The Postdoctoral Research Fellow will contribute to quality improvement of the Innovation Capability Program (ICP) and short course modules and learning resources and facilitate the delivery of these. This will include building engagement and collaboration across existing aged care training and education providers, as well as the specific industry and government bodies focused on aged care skills. This will enable ARIIA to identify areas in which it can uniquely contribute and add value to the aged care sector and most effectively create capability building and development opportunities.

The Postdoctoral Research Fellow will contribute to the delivery of research and consultancy projects that ARIIA partners with the aged care sector to deliver. This will require building and maintaining collaborations and research partnerships, data collection, analysis, identifying relevant outputs for translation and implementation into practice, and contributing to high quality publications. The incumbent may provide specific research project management to a team of research staff under the general direction of the relevant Program and Research Director.

Under the supervision and support of the Program and Research Director, the Postdoctoral Research Fellow is expected to consult with their supervisor on strategic and higher-level operational matters, and on matters likely to impact on the project deliverables and research quality.

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 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.

THE 2025 AGENDA

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

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.

KEY POSITION RESPONSIBILITIES

The Postdoctoral Research Fellow is accountable for:

1. Actively contributing to the activities of ARIIA capability building programs including development, revision, updating of education resources for the Innovation Capability Program and short courses.
2. Facilitation of Innovation Capability Programs and short courses delivered online and in person.
3. Participating in the codesign of multiple methods of delivery of training and multi-media resources across ARIIA.
4. In collaboration with the Workstream and Research Directors coordinate, plan and execute activities to successfully deliver ARIIA workforce training and research organisational objectives.
5. Collection and development of case studies related to the activities and outcomes of ARIIA.
6. Contributing to research about the activities and processes of ARIIA including collection and analysis of evaluation data, preparation of reports, and knowledge dissemination and translation.
7. Independently contributing to ethical, high quality, and innovative research through activities such as contribution to sustained high-quality publication, external grant/consultancy acquisition, as well as presenting on a national and international level.
8. Establishing and maintaining collaborations at local, state, national, and international levels to improve research outputs and publications.
9. Independently contributing to the preparation and submission of publishable reports on relevant projects as required.
10. Supervision of Honours and Postgraduate students, if required.
11. Some out of hour's work (including weekends) as well as rural SA, interstate, and overseas travel, may be required.
12. 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 or equivalent in a discipline and context relevant to aged care.
- Demonstrated evidence of relevant experience, research activity and knowledge of the aged care context/industry
- Demonstrated strong research track record (for career stage) in innovation, growth or translational research and research experience in terms of publications in high quality publications, attraction of external competitive grants and presentations at a national and/or international level in aged care.
- Demonstrated ability to plan and execute data collection and quantitative and/or qualitative analysis.
- Demonstrated excellence in oral and written English communication skills within an industry environment; and facilitation skills in group settings to support co-design and peer-learning.
- Demonstrated experience delivering project targets on time.

- Demonstrated understanding of contemporary issues in health care, aged care, and delivery of health policies.

- Demonstrated and well-developed interpersonal skills and the capacity to collaborate and engage with diverse stakeholders and industry partners.

- *Demonstrated understanding of challenges in aged care and research (highly desirable).*