

## Position Description – *Postdoctoral Research Fellow*

Updated 11 July 2023

| POSITION DETAILS    |                                                         |
|---------------------|---------------------------------------------------------|
| College/Portfolio   | College of Nursing and Health Sciences                  |
| Organisational Unit | Caring Futures Institute                                |
| Supervisor (Title)  | Practitioner Fellow                                     |
| Classification      | Research Academic Level B                               |
| Employment Type     | Fixed-term, Part-time (0.8 FTE) available for 12 months |

| POSITION SUMMARY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| <p>The Postdoctoral Research Fellow will make an independent high-quality contribution to research as a key member of the Caring Futures Institute team, in particular within the 'Better Systems' theme of research. The overarching goal for the Better Systems theme is to build a competitive and impactful program of research that focuses on achieving improvement in complex health and care systems.</p> <p>The key project, funded by ARIIA, involves the implementation and evaluation of Safewards in Uniting Communities residential aged care homes. The Safewards program is an evidence-based model and set of interventions that was developed to reduce restrictive practices in inpatient psychiatric settings. This project encompasses working across boundaries, building effective collaboration and implementing evidence-informed practice and policy.</p> <p>Working under the supervision of the Chief Investigator and with the research team/s, the incumbent will independently execute research projects. The incumbent will also work with the Chief Investigator to identify research grant and publication opportunities, prepare submissions in related research areas and prepare and submit high quality academic publications in the Healthy Ageing, Support and Care program.</p> <p>The incumbent may also be required to coordinate and/or lead the activities of other staff or students involved in the research projects, according to the University's policies, practices and standards.</p> |

| UNIVERSITY EXPECTATIONS AND VALUES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <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"> <li>• demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;</li> <li>• 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;</li> <li>• promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;</li> <li>• perform their responsibilities in a manner which reflects and responds to continuous improvement; and</li> <li>• familiarise themselves and comply with the University's <i>Work Health and Safety, Injury Management and Equal Opportunity</i> policies.</li> </ul> |

*A valid National Police Certificate which is satisfactory to the University will also be required 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 Postdoctoral Research Fellow is accountable for:

1. Making an independent high-quality contribution to the planning and execution of research design, implementation and analysis, writing up results and outcomes dissemination.
2. Contributing to the research process including literature review, concept and protocol development, ethics, and governance applications, data collection, data analysis, and knowledge dissemination and translation.
3. Coordinating the work of the Project Research Team to successfully deliver project milestones and Key Performance Indicators (KPIs).
4. Contributing to the coordinating, planning and executing the project tasks required to collaborate with industry partners.
5. Independently contributing to ethical, high-quality research through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
6. Establishing and maintaining collaborations within the University, ARIIA and at State, national and international levels in order to improve research outputs, patents and publications.
7. Supervision of research staff, as appropriate.
8. Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
9. 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-related field.
- Demonstrated research experience in terms of publications and presentations at a national and/or international level in a relevant field.
- Demonstrated experience in qualitative and/or quantitative research methodology.
- Demonstrated ability to deliver project targets on time.
- An understanding of contemporary issues in health and aged care and implementation science.
- 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.