

## SCHEDULE A POSITION DESCRIPTION

<b>Position title:</b>	Co-Director, Aboriginal Health Research program
<b>Date established:</b>	February 2023
<b>Reports to:</b>	Head, Strategic Development
<b>Direct reports:</b>	Up to 4 research staff
<b>Employment status:</b>	Maximum-term contract until February 2025, full-time

### Background

The Sax Institute is an independent, not-for-profit organisation that improves health and wellbeing by driving better use of evidence in policies, programs and services.

The Institute has an international reputation as an evidence specialist, and 20 years' experience in translating research findings into policy drawing on our own expertise as well as that of our over 60 member organisations. We work with governments, health organisations, research organisations and a network of experts nationwide to analyse policy problems and find the best evidence-based solutions.

### About Aboriginal health research at the Sax Institute

The Sax Institute has worked in partnership with Aboriginal Community Controlled Health Services (ACCHSs) in NSW for the past 20 years, conducting a program of research that is determined by ACCHS identified priorities. Our work involves ACCHSs and government partners, as well as multidisciplinary teams of researchers. The program has evolved an integrated approach to using data to generate evidence on health needs. The Study of Environment on Aboriginal Resilience and Child Health (SEARCH) has delivered increased knowledge about health and its determinants in Aboriginal children and young people and strengthened services and new programs to improve Aboriginal health. More recently, the program has expanded to focus on other areas of Aboriginal health research including healthy ageing, patient care, food security, evaluation of Aboriginal-led programs and social and emotional wellbeing of their staff throughout the COVID 19 pandemic. We will further develop research determined by ACCHSs, as well as Closing the Gap priorities.

A steering group is being established to provide oversight and management of the Aboriginal health research program.

### Purpose and responsibilities of the position

The Co-Director, Aboriginal Health Research is a leadership position being established to lead the Institute's program of research in Aboriginal health. Based at the Sax Institute and working in partnership with ACCHSs, AH&MRC and Aboriginal communities, the position will:

- Increase the availability and accessibility of evidence from research to support the priorities and needs of ACCHSs, AHMRC and communities
- Lead the development of new approaches incorporating Indigenous knowledge to support evidence needs of decision makers
- Lead the development of new programs of research in partnership with Aboriginal people and ACCHSs
- Lead the delivery of new research projects and manage research personnel
- Establish and maintain strong engagement with partner ACCHSs to support the development and implementation of culturally sensitive research

Key accountabilities	Performance expectations
Increase the availability and accessibility of evidence from research to support the priorities and needs of ACCHSs, Aboriginal organisation and communities	<ul style="list-style-type: none"> <li>• Raise the profile of evidence generated through research involving Aboriginal people and organisations</li> <li>• Develop and implement a program to disseminate and build capacity in the use of evidence from research</li> </ul>
Lead the development of new approaches incorporating Indigenous knowledge to support evidence needs of decision makers	<ul style="list-style-type: none"> <li>• Develop new approaches to the delivery of evidence to support decision makers</li> <li>• Consult, test and refine methods to provide evidence in a timely and relevant manner</li> </ul>
Lead the development of new programs of research in partnerships with ACCHSs, Aboriginal organisation and communities	<ul style="list-style-type: none"> <li>• Pursue opportunities with existing and new ACCHSs and other Aboriginal stakeholders that arise from consultations, forums and engagements</li> <li>• Pursue research grants from NHMRC, MRFF and other agencies as lead or co-investigator</li> </ul>
Lead the delivery of new research projects and manage research personnel	<ul style="list-style-type: none"> <li>• Oversee the development and implementation of projects</li> <li>• Mentor PhD students and early career researchers</li> <li>• Supervise staff, which may include senior research coordinator, and research officer/s</li> <li>• Engage and manage project staff such as research assistants as required</li> </ul>
Establish and maintain strong engagement with partner ACCHSs, Aboriginal organisations and communities to support the development and implementation of culturally sensitive research	<ul style="list-style-type: none"> <li>• Meet with ACCHSs and other organisations on a regular basis (monthly) to update them on research progress and emerging findings</li> </ul>
Lead promotion of Aboriginal health research at the Institute	<ul style="list-style-type: none"> <li>• Develop and implement new research collaborations to support applications for research funding</li> </ul>
Contribute to the national and international body of evidence on knowledge mobilisation in Aboriginal health	<ul style="list-style-type: none"> <li>• Contribute to papers on knowledge mobilisation as it relates to Aboriginal health</li> <li>• Present at national or international meetings</li> </ul>
Other activities as agreed	<ul style="list-style-type: none"> <li>• The Sax Institute is a rapidly growing and responsive organisation. New opportunities that align with the core functions of the role will be agreed from time to time</li> </ul>

## **Qualifications, Skills, Experience and Personal qualities (Selection Criteria)**

### **Essential**

The Co-Director, Aboriginal Health Research should demonstrate the following competencies:

- Aboriginality is essential
- PhD or relevant equivalent work experience
- Experience working with ACCHSs, healthcare practitioners, government officials and researchers
- Substantial experience in knowledge mobilisation activities and research
- Substantial experience in the conduct of research as it relates to policy and program development in health, health-related, or human services fields
- Substantial experience in, or a strong understanding of, the work of government, non-government and health service delivery organisations
- Demonstrated ability to problem solve at a high level, develop, implement and evaluate innovative solutions
- Excellent interpersonal skills, verbal and written communication skills and proven ability to work effectively with a diverse range of people including researchers, clinicians and senior government officials.

### **Challenges**

This is a fast-paced role, and the Co-Director will manage different tasks with competing deadlines and multiple stakeholders.