



<b>Queensland Aboriginal and Islander Health Council (QAIHC)</b>					
<b>Postdoctoral Fellowship in Aboriginal and Torres Strait Islander Health</b>					
<b>Classification</b>	Staff	<b>Employment</b>	3-years / Full Time	<b>Reporting to</b>	Manager, Research and Evidence
<b>Salary</b>	\$85,833 + superannuation	<b>Benefits</b>	Attractive health promotion charity salary packaging	<b>Staff</b>	No
<b>Location</b>	Brisbane	<b>Contact</b>	applications@qaihc.com.au	<b>Closing Date</b>	5pm Monday 16 <sup>th</sup> March 2020

### **The Opportunity**

The Queensland Aboriginal and Islander Health Council (QAIHC) is offering an opportunity to join a leadership organisation; in a position where you will work in an inspiring and positive environment to provide sector support, resources and training that will contribute to better Aboriginal and Torres Strait Islander health outcomes. This position is offered in conjunction with CSIRO as an Early Research Career Postdoctoral Fellowship.

### **Organisation Overview**

QAIHC is a non-partisan peak organisation representing all Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ATSICCHOs) across Queensland at both state and national level. Our members deliver comprehensive and culturally appropriate, world class primary health care services to their communities.

QAIHC was established in 1990. Our vision is the elimination of disparities in health and well-being experienced by Aboriginal and Torres Strait Islander peoples in Queensland. QAIHC contributes to this vision by leading the development of the Aboriginal and Torres Strait Islander Community Controlled Health Sector in Queensland through evidence based, practical public policy solutions.

QAIHC has four key business divisions:

- Sector Development;
- Policy and Research;
- Corporate Services; and
- Commercial.

### **Policy and Research Division Overview**

The Policy and Research business division of QAIHC is responsible for developing high quality public policy, submissions and publications that influence change. Our four policy focus areas (primary health care, health service systems, health funding and health workforce) cover the risks and opportunities that impact on the Aboriginal and Torres Strait Islander Community Controlled Health Sector in Queensland.

This division of QAIHC is also responsible for ensuring that health service leaders in Queensland have an opportunity to contribute directly to the development of public policy and for establishing quality, long term relationships with external partners who want to contribute to the work QAIHC undertakes.

### **Sector Development Division Overview**

The Sector Development business division of QAIHC works closely with the sector to lead and build the organisational capacity and capability of our members. Our four sector development focus areas cover the risks and opportunities that impact on the Aboriginal and Torres Strait Islander Community Controlled Health Sector in Queensland. We develop the sector through leadership development, education, workforce planning, a Continuous Quality Improvement framework (quality standards and quality management) and through the promotion of a socially equitable funding model and system.

### **Corporate Services Overview**

The Corporate Services business division of QAIHC provides high level entity-wide administrative and operational support to all of QAIHC. This support includes financial, facility and information and communication technology (ICT) systems and process management. The Corporate Services business division is responsible for human resource support services, procurement and the marketing and communication functions of QAIHC.

### **Commercial Overview**

The Commercial Services business division of QAIHC consists of the Business Quality Centre (BQC). This entity is the commercial business area of QAIHC. It provides fee-for-service professional financial, human resources and information and communication technology services to a wide range of external customers.

## **About the Fellowship**

CSIRO Early Research Career (CERC) Postdoctoral Fellowships provide opportunities to scientists and engineers who have completed their doctorate and have less than three years relevant postdoctoral work experience. These fellowships aim to develop the next generation of future leaders of the innovation system through:

- A differentiated career development program to deliver capability excellence and breadth across all facets of the national innovation system.
- Research training via strategic research and development projects with a clear focus that will deliver real impact through science and engineering excellence;
- An innovative culture supporting the development and demonstration of original thinking and expertise leading to peer-recognition; and
- Opportunities to develop skills and experience in collaborative research teams to effectively work within national and global multi/transdisciplinary and multi-stakeholder environments.

CERC Postdoctoral Fellows are appointed for three years or part time equivalent. This Postdoctoral Fellowship is being offered in conjunction with QAIHC and time will be spent with both parties each week.

## **Position Overview**

Maternal health outcomes have improved in Australia, however Aboriginal and Torres Strait Islander women experience poorer outcomes compared to non-Indigenous people. Australia has committed to 'Closing the Gap' and maternal health is an area of concern, with perinatal mortality rates of Indigenous infants 1.2 times higher than non-Indigenous infants. Health, wellbeing and nutrition of the mother prior to conception and during pregnancy have a significant impact on health, growth and survival of her baby. Yet, significant barriers to pre- and perinatal health care exist for Aboriginal and Torres Strait Islander mothers, including unique cultural and logistical considerations. New and emerging mobile health technologies provide new avenues to address barriers to health care access not solved by the traditional health system.

This project will see engagement with Queensland Aboriginal and Torres Strait Islander communities to investigate feasibility of using mHealth technologies to assist in achieving maternal health targets for Aboriginal and Torres Strait Islander Mothers, specifically hypertension, gestational weight-gain and gestational diabetes.

The Postdoctoral Fellow will conduct a project that will implement an evidence-based mobile health care model to enhance existing standards of care in three priority activities to improve the health / services targeting Aboriginal and Torres Strait Islander Mothers with Pre- and gestational hypertension, Gestational weight gain and/or Gestational Diabetes Mellitus.

This project will:

- Further engage and build relationships, and negotiate and establish ATSI CCHO pilot sites;
- Acquire and broadly disseminate perceptions and expectations of mHealth technologies applied to maternal health by these communities;
- Develop engagement outcomes into a custom mHealth solution tailored for partner communities;
- With ATSI CCHO and other clinical partners, evaluate adoption and impact of the digital health solution on maternal health through feasibility and outcomes studies; and
- Establish a foundation for expansion and integration with additional trial sites and ATSI CCHOs in Queensland and Australia.

### **Key Responsibilities**

Under the direction of QAIHC, and CSIRO senior research scientists and engineers, the Postdoctoral Fellow will:

- Engage with and build relationships to negotiate and establish pilot sites in Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ATSI CCHO);
- Acquire and disseminate understanding of perceptions and attitudes on the use of mHealth technology for hypertension, DGM and GWG management applied to maternal health by Aboriginal and Torres Strait Islander in pilot sites;
- With ATSI CCHO and other clinical partners, evaluate adoption and impact of the digital health solution on maternal health through feasibility and outcomes studies;
- Produce client reports & scientific papers suitable for publication in journals;
- Present research findings to collaborating farmers, advisors and research partners;
- Prepare appropriate conference papers and present those at conferences; and
- Undertake administrative functions primarily connected with the area of research.

### **What we are looking for**

We will assess your merit for this role by looking at your competencies, skills, and experience. In particular, we will be assessing you on the following:

#### **Competencies**

- A strong communicator and team player;
- High attention to detail and exceptional planner;
- Ability to work independently;
- Judgement and decision making;

### **(Pre-requisite) Skills & Experience**

- A doctorate in a relevant discipline area, such as Aboriginal and Torres Strait Islander health, Nutrition/Dietetics or maternal and child health.
  - To be appointed as a Postdoctoral Fellow, candidates are required to have submitted their PhD at the time of commencement, as a minimum requirement, if PhD conferment has not been obtained
  - To be eligible for this role you must have no more than 3 years (or part time equivalent) of postdoctoral research experience.
- High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including publishing in peer reviewed journals and/or authorship of scientific papers, reports, and presenting at national and/or international conferences.
- A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
- Knowledge of or potential to gain knowledge of mHealth technologies and solutions to improve health outcomes through continuous monitoring and health data sharing,
- Appreciation for and experience in communicating and engaging with diverse stakeholders in research and practical application of research findings.
- Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
- The ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.
- Ability to work with Aboriginal and Torres Strait Islander communities and their leaders, respecting traditional culture, values and ways of doing business;
- **Aboriginal and Torres Strait Islander candidates are strongly encouraged to apply.**

### **Additional information**

- A probationary period of six (6) months will apply to appointees.
- Referee checking will be undertaken and other pre-employment checks may occur prior to any offer of employment.
- Criminal history checks will be undertaken on the preferred applicant(s). A criminal conviction or charge will not automatically exclude an applicant from consideration for appointment. If information is received that may exclude you from further consideration, you will be given an opportunity to respond and your response will be taken into account in the evaluation process.
- The recommended applicant will be required to disclose any serious disciplinary action taken against them.
- Applications will remain current for a period of 12 months after the closing date for receipt of applications for the original vacancy.

## Interested in applying?

Roles at QAIHC are based on merit. To enable us to assess your merit, you should apply via email at [applications@qaihc.com.au](mailto:applications@qaihc.com.au)

- Include your current resume, including the name and contact details of two (2) referees with a thorough knowledge of your conduct and performance over the last two (2) years. One referee must be your current or most recent supervisor.
- Provide a short statement (of no more than two (2) pages) addressing how you fit '**What we are looking for**'. This must address the following;
  - Competencies;
  - (Pre-requisite) skills and experience;
  - A statement outlining your motivation to join us.

## Closing date

Applications close on 5pm on Monday 16<sup>th</sup> March 2020