

## POSITION DESCRIPTION

POSITION TITLE:	Clinical Training Research Officer
DIVISION / SECTION:	Child Health Division
SUPERVISOR:	Senior Clinical Training Research Officer
CLASSIFICATION LEVEL:	GSL 7
SALARY RANGE:	\$84,184 to \$91,359
STATUS (FTE):	Full Time
NO. OF POSITIONS REPORTING DIRECTLY:	Up to 10 community-based Ear Health Facilitators over 4 years
NO. OF POSITIONS REPORTING INDIRECTLY:	0

### **ABOUT MENZIES:**

Menzies School of Health Research is one of Australia's leading medical research institutes dedicated to improving Indigenous, global and tropical health. Menzies has a history of over 30 years of scientific discovery and public health achievement. Menzies works at the frontline, joining with partners across the Asia-Pacific as well as Indigenous communities across northern and central Australia.

### **SUMMARY OF POSITION:**

The Hearing for Learning Initiative is an innovative community-based approach founded on evidence-based research by Menzies School of Health Research Ear Program in Indigenous ear health. The Initiative is funded jointly over 5 years by the Commonwealth Department of Health, the Northern Territory Government, and a leading philanthropic organisation, The Balnaves Foundation. Governance of the Initiative is Indigenous-led. The primary aim of the Initiative is to reduce the prevalence of ear disease and hearing loss among Aboriginal children in the Northern Territory, thereby enhancing early language development, school readiness, school attendance and performance. The Initiative is a stepped-wedge cluster randomised controlled trial. The primary objectives are to develop, implement and evaluate the Initiative's model of enhanced ear health care and hearing support, delivered by newly funded positions for local community members (40 Ear Health Facilitators) across 20 communities for up to 4 years.

The Clinical Training Research Officer (CTRO) will work with the team to deliver two modules in Certificate II in Aboriginal Primary Healthcare and four clinical modules in ear and hearing health. This will be delivered on-country for one week (20-hours) per month over a period of up to six months in each community. Graduates will be integrated and employed by the health service, with funds from the project. The CTRO will also participate in the research, including obtaining informed consent, undertaking surveillance of ear disease and hearing loss, evaluating new technologies, and collecting clinical and research data through interviews with families and service providers. The CTRO will also participate in consultation and ongoing communication and reporting to community-based stakeholders, including Community Reference Groups, to be established in 20 communities.

**Aboriginal and/or Torres Strait Islander people are strongly encouraged to apply.**

### **PRIMARY RESPONSIBILITIES:**

Under the general direction of the Joint Chairs and Program Manager, and with daily supervision from the Senior Clinical Training Research Officer, the CTRO will:

1. Assist with the development, delivery, and assessment of evidence-based training in Aboriginal Primary Healthcare and ear and hearing health, on country, for community-based Trainees.
2. Assist in developing a standard operating procedures manual for delivering training modules.
3. Participate in collection of quantitative and qualitative research data and ensure that all data are high quality and are collected and secured appropriately in accordance with ethical, cultural, and confidentiality requirements.
4. Participate in consultation to ensure the community-based Ear Health Facilitator training positions are appropriately advertised and filled, and that the Trainees are supported and appropriately mentored.
5. Participate in stakeholders meetings (Menzies HR, community leaders, health and education sectors) to ensure the Facilitator positions are integrated, resourced, and supported according to Initiative's agreements, policy and in practice.
6. Work with the team to ensure Community Reference Groups are informed of progress according to the communications plan.
7. Contribute to reports and newsletters based on progress of the Initiative training program.
8. Contribute to conferences, seminars, and publications as required.
9. Any other tasks as reasonably required by the supervisor, manager and/or Joint Chairs.

### **SELECTION CRITERIA:**

#### **Essential:**

1. Qualifications in a health-related field (Nursing, Aboriginal Health Practitioner or Medical Doctor), or equivalent experience
2. A current Certificate IV in Training and Assessment.
3. Highly developed ability to communicate effectively, both orally and in writing and in multicultural settings.
4. Proven organizational and time management skills, ability to meet deadlines, and willingness to undertake a range of tasks.
5. High degree of computer literacy including experience using relevant software such as Microsoft Office Suite and primary healthcare data systems (PCIS or Communicare).
6. Demonstrated skills in the preparation of performance reports.
7. Ability to maintain confidentiality of sensitive information.
8. Excellent problem-solving and conflict resolution skills.
9. Demonstrated initiative and capacity to work independently without direct supervision under broad direction and as part of a multidisciplinary team.
10. Ability to travel by light aircraft or 4WD regularly to remote communities for up to 4 days per trip, 2 weeks per month, generally as a part of a team.
11. Hold a current NT Driver Licence and a Working with Children (OCHRE) card.
12. An understanding and awareness of relevant workplace health and safety as well as Equal Opportunity principles and legislation along with a commitment to maintaining a healthy and safe workplace for all Menzies staff, students, volunteers and visitors.

#### **Desirable:**

1. Aboriginal or Torres Strait Islander heritage.
2. Training experience in an Indigenous context.
3. Qualifications or experience in paediatrics or child health services, particularly ear examinations (otoscopy), or willingness to learn.
4. Research experience.

**GSL 7**

<b>PACKAGE COMPONENT</b>	<b>Minimum Value GSL 7/1 (\$)</b>	<b>Maximum Value GSL 7/4 (\$)</b>
<b>Gross Salary</b> (position advertised as General Staff Level 7)	84,184	91,359
<b>Superannuation</b> (14% superannuation contribution depends on employee contributing 3% of pre tax salary)	11,786	12,790
<b>Salary Packaging Grossed Up</b> (Based on utilising the full \$15,900 salary packaging component plus the \$2,550 Meal Entertainment Card.)	9,765	9,765
<b>Leave Loading</b> (Payable on the last pay before Christmas (first year will be a pro rata payment))	1,664	1,664
<b>Total Salary Package</b>	<b>107,399</b>	<b>115,578</b>