

Position Description

Indigenous Imaging Fellow



Group	Research Excellence and Integration
Unit	Imaging Centre
Reports to	Imaging Centre Manager
Direct Reports	Nil
Work Location	HMRI Building, 1 Kookaburra Dr, New Lambton Heights
Employment status/type	Part-time (0.4 FTE)
Date (created or reviewed)	September 2024

Position purpose

The Indigenous Imaging Fellow will foster Indigenous collaboration and ownership in the field of imaging research. The position has been established to identify specific research priorities of Aboriginal and Torres Strait Islander communities and to improve access to the biomedical research facilities for these purposes. The Fellow will facilitate an Indigenous perspective and help to promote a culturally safe environment. Through assisting with the supervision of Indigenous undergraduate interns, the Fellow will help support a welcoming, culturally safe and supportive space.

The Fellow is required to promote research activities of relevance to Aboriginal and Torres Strait Islander communities and ensure that health initiatives are culturally safe, sustainable, collaborative, and promote Indigenous ownership. The overarching aim is to deliver imaging research outcomes that improve the health and wellbeing of Indigenous Australians. This Fellowship is suitable for applicants from any one of several suitable backgrounds, including health and psychological research; or biomedical/neuroscience research; or physics and engineering. The Fellow will work with imaging research teams on planning research projects, research governance, data compilation or analysis, and dissemination through peer-reviewed publications and conference presentations.

The successful applicant will work as a member of the Imaging Centre research team. As such, the Fellow will have the opportunity to design innovative imaging projects including research design and/or analysis of imaging data. The Fellow will be provided with training opportunities on-site, including peer-supervision, teaching sessions from the Centre Node directors and teams, as well as professional development through participation in national and international imaging workshops.

The Fellowship is co-funded by the National Imaging Facility (NIF). As a result, the Fellow will have the opportunity to travel between NIF nodes, acquiring broad research skills and promoting an Indigenous perspective at the National level.

Flexible working options, including job-sharing between two part-time Fellows, will be considered.

Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

- 1. Research and innovation:**
 - The candidate will undertake imaging research which will consist of experimental design and implementation, supervision of data acquisition, analysis of data, use of inferential statistics, manuscript preparation and drafting responses and revisions following peer review.
 - The candidate will have the opportunity to implement novel procedures in any of the above steps, including the use of computational and generative modelling.
 - The candidate will assist in protocol development, ethics and research governance applications as well as grant and fellowship preparation and application.
- 2. Teaching and learning performance**
 - The candidate will assist in supervising Indigenous undergraduate interns, honours students, masters' students, with the NIF node co-directors.
 - The candidate will participate in the lab meetings, journal club and through active participation and regular research presentations.
- 3. Service and engagement**
 - The candidate will be expected to contribute to the scholarly, research and academic activities and other disciplines relevant to the candidate's specific background.
 - The Fellow will help support a welcoming, culturally safe and supportive space.

HMRI expectations & legal compliance

- HMRI expects its people to contribute to the efficient and effective functioning of the organisation to meet HMRI and team strategic and operational objectives. This includes actively participating in the Individual Performance Plan and Review process, demonstrating appropriate and professional behaviour in accordance with HMRI's values and Code of Conduct, providing assistance to team members if required, and undertaking other key responsibilities or activities as directed.
- All HMRI employees are expected to:
 - Make sound time management judgement in relation to prioritising work and meeting deadlines.
 - Perform their responsibilities in a manner that reflects and responds to continuous improvement.
 - Contribute to the effectiveness of the team.
 - Take responsibility for personal career development and training.

- Read, understand, and comply with all HMRI policies, procedures, and reasonable direction, as amended from time to time.
- Ensure the reputation and integrity of HMRI is maintained at all times.
- Maintain confidentiality at all times.
- Attend HMRI-related functions, meetings, seminars, and/or training courses as directed, from time to time, by your supervisor.
- Undertake risk management in accordance with HMRI's Risk Management Framework and actively support and participate in the risk management processes adopted by HMRI including identifying, analysing, and evaluating the risk that may impact HMRI.
- Demonstrate understanding of the principles of anti-discrimination, equity, work health and safety, and other relevant legislation, and show the willingness and capacity to implement equal employment opportunity and work health and safety plans, policies, and programs.

Other job-related information

Identification check

- The person appointed to this position will be required to complete a 100-point identification check and employment is subject to proof of the right to work in Australia.

Pre-existing injury

- The person appointed to this position will be required to disclose any pre-existing physical and/ or psychological injuries or disease that might be affected by employment in this position. This will assist HMRI in providing a safe work environment.

Additional hours

- The person appointed to this position may be required to undertake occasional work out of ordinary hours from time to time as may be required during the course of employment.

Essential position requirements

- This is an identified Aboriginal/Torres Strait Islander Position. Applicants must be of Aboriginal descent through parentage, identification as being Aboriginal and accepted in the community as such. Exemption is claimed under the provisions of section 126 of the Anti-Discrimination Act 1977. Aboriginal applicants must demonstrate Aboriginality as one of the essential position requirements.
- The successful candidate will have knowledge of Aboriginal/Torres Strait Islander cultures and communication practices and the ability to deliver services and programs to support Aboriginal and non-Aboriginal employees and community members.
- MSc/Bachelor's degree in Science or Engineering, Social Science, Medicine or a relevant allied health discipline.
- Commitment to promote and facilitate respect, trust and positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander communities.
- Demonstrated leadership by engaging in open communication with colleagues, respecting their input and working collaboratively.
- Evidence of understanding of research methodologies relevant to imaging science applied to biomedical or behavioural research.
- Capacity to assist in planning independent research activities.
- Highly developed interpersonal skills including the ability to participate in a team environment demonstrating clear communication and mutual respect.
- Knowledge of and adherence to workplace policies and procedures around work health and safety, equity, diversity and promoting a respectful workplace culture.

Essential position requirements

I confirm that I have read this Position Description, understand its content and agree to work in accordance with the requirements of the position. I also understand that this document is intended to provide an outline of the key responsibilities of the position and that aspects of the document may change over time.

Employee Name

Employee Signature

____/____/____
Date