

<b>Title:</b>	RES Level A – Postdoctoral Scientist
<b>Group &amp; Centre:</b>	Neonatal Brain Protection Group, The Ritchie Centre
<b>Employment Agreement</b>	Hudson Institute of Medical Research Enterprise Agreement 2015
<b>Classification</b>	RES Level A
<b>Date Last Updated:</b>	July 2019

## 1. About Hudson Institute

The Hudson Institute is a premier Australian discovery and translation medical research institute. By unravelling the biology underlying disease the Institute uses this information for transformative and innovative solutions to major health problems.

The Hudson Institute has diverse strengths and research excellence encompassing paediatric and perinatal medicine, cancers, infectious and inflammatory diseases, endocrinology and reproductive health. Progressing our research requires a focused and directed strategy that incorporates thematic and programmatic excellence across the Institute. The Institute Centre's coordinate their research activity to take advantage of novel approaches and new models of disease.

As the major research partner at the Monash Health Translation Precinct (MHTP) the Institute is key to the research agenda of the precinct and drives research solutions to disease, leading to better health outcomes. Sophisticated cutting edge technologies co-located with clinical and laboratory research activities in the newly built Translational Research Facility at the MHTP enable the rapid translation of breakthrough discoveries to clinical care. This co-location of the Institute alongside its partners Monash Health, one of the largest health care organizations in Australia, and Monash University, the largest tertiary education and research organisation in Australia, enable the Institute to translate research discoveries rapidly to patient outcomes. The research undertaken by the Hudson Institute addresses the major burdens of disease identified as priorities by the Federal Government and National Health and Medical Research Council and integrates its research priorities with the themes of Monash Partners, a NHMRC accredited Advanced Health Research and Translation Centre.

## 2. Overview of the Position

The Neonatal Brain Protection Laboratory requires an enthusiastic early career researcher to examine multiple aspects of preterm brain pathophysiology and injury. The research projects (both clinical human studies and experimental animal studies) examine how clinical diseases and treatments may affect the neonatal brain activity and oxygenation, and investigate ways to optimise brain blood flow and oxygenation.

Typical activities for this role include:

- Expected to contribute towards the research effort of the Institute and to develop research expertise through the pursuit of defined projects relevant to the particular field of research.

- May conceptualize and develop small research projects
- Will have an increasing degree of autonomy as they gain skills & experience
- Will demonstrate areas of specialist expertise
- Will contribute significant intellectual input into the technical aspects of research direction
- May be working towards an independent research career

### 3. Accountabilities, Characteristics and Responsibilities

Area	Requirement
<b>Qualifications, Experience and Attributes:</b>	<ul style="list-style-type: none"> <li>▪ Post-doctoral qualification (or close to PhD thesis submission) or other relevant research qualification in health and medical disciplines</li> <li>▪ 0 to 4 years post-doctoral research experience in health and medical disciplines</li> <li>▪ Expertise in the brain physiology study and analyses, including neurophysiological and cardiovascular signal analyses using scientific software</li> <li>▪ Expertise in animal models of brain injury</li> <li>▪ Experience in animal (preferably sheep) handling and surgery, including sterile techniques, instrumentation, and physiological monitoring.</li> <li>▪ Experience in the examination of histological and molecular indices of brain inflammation and injury, including immunohistochemistry and RT-PCR for gene expression studies</li> <li>▪ Demonstrated record of professional achievement in the relevant discipline area</li> <li>▪ Demonstrated excellent skills in written and verbal communication</li> <li>▪ An ability to work independently and in a team environment</li> <li>▪ Provide high level administrative and management support for research projects and programs including the maintenance and use of electronic information systems, data bases, websites and records</li> </ul>
<b>Publications and Research Output</b>	<ul style="list-style-type: none"> <li>▪ Working towards establishing a publication history</li> <li>▪ Will have work published in refereed journals, books, conference &amp; seminar papers</li> <li>▪ Will have evidence of other significant research outputs including conference papers, reports, professional or technical contributions which provide evidence of research ability and potential for future development</li> </ul>
<b>Prizes Awards and Grants</b>	<ul style="list-style-type: none"> <li>▪ Will contribute to grant writing</li> </ul>
<b>Leadership and Contributions to Research Training</b>	<ul style="list-style-type: none"> <li>▪ Will oversee or coordinate other research/technical staff and/or students (possibly in a shared supervisory role)</li> <li>▪ May supervise students at undergraduate levels or higher in a shared supervisory role</li> </ul>
<b>Peer Recognition</b>	<ul style="list-style-type: none"> <li>▪ Plans, leads and facilitates internal collaborative processes</li> <li>▪ Presents at national &amp; sometimes international meetings where appropriate</li> <li>▪ Involvement in appropriate professional activities</li> </ul>

<b>Research Translation – Commercialisation, Clinical &amp; Public Health Activities</b>	<ul style="list-style-type: none"> <li>▪ Nil</li> </ul>
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#### 4. Working Relationships

##### Internal

- Supervisor/laboratory head: A/Prof Flora Wong
- Project chief investigators: Professor Rosemary Horne, A/Prof Graeme Polglase, A/Prof Tim Moss
- Laboratory Staff: Dr Ilias Nitsos, Ms Nadia Hale, Miss Nhi Tran
- Hudson Scientific Support staff
- Research Nurse: Ms Emma Yeomans
- Students: Miss Kelsee Shepherd

##### External

- Project Collaborators: Professor David Walker, Professor James Pearson

#### 5. About the Hudson Institute

##### Vision and Values:

**Our Vision:** We strive to enhance human health and the quality of life through ground-breaking, collaborative, medical research discoveries and innovation, and ensure its direct impact on the community.

**Our Mission:** To capitalise on our multidisciplinary research strengths and academic and health partnerships to provide transformative and innovative solutions to major health problems.

##### Our Values:

Innovation: We inspire and enable world class researchers at the frontiers of science and medicine to find new and transformative solutions to people’s greatest health challenges.

Collaboration: Our multidisciplinary, integrated approach creates an enriched, energetic environment that encompasses the entire lifespan; this allows our researchers and clinicians to leverage each other’s knowledge to spark creative ideas and make unexpected discoveries.

Community: We care deeply about improving the health and wellbeing of people in the community and we are committed to rewarding their investment in science.

Excellence: Integrity and passion underpin our pursuit of the highest level of knowledge achieving significant outcomes whilst nurturing and inspiring the next generation of scientists.

##### Other relevant information:

- The Hudson Institute is a totally smoke free workplace.

- The position is subject to terms set out in the Hudson Institute Enterprise Agreement (2015), Policies and Procedures and any subsequent variation to these.
- The Hudson Institute is an Equal Employment Opportunity Employer.
- The Hudson Institute has a commitment to Occupational Health and Safety. It is a condition of employment that staff complies with all health and safety related policy and procedures and take part in activities designed to improve the health and safety of the workplace.
- It is a requirement of the position to participate in the annual Performance Planning and Review process.

## 6. Endorsement

<b>Name:</b> (Supervisor)	Flora Wong		
<b>Signed:</b>		<b>Date:</b>	5/7/2019
<b>Name:</b> (Employee)			
<b>Signed:</b>		<b>Date:</b>	
<b>Name:</b> (HR)			
<b>Signed:</b>		<b>Date:</b>	