

Position Description

Postdoctoral Research Fellow

Classification:	Allied Health Grade 3; or equivalent.
Business unit/department:	Institute for Breathing and Sleep (IBAS)
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	38
Reports to:	Adj Assoc Professor Joy Lee, Professor Christine McDonald
Direct reports:	Research assistants and graduate research students
Financial management:	Y 2025, Keith Behm Bequest
Date:	8 September 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

Located within the Institute for Breathing and Sleep at Austin Health, this research program is focused on improving asthma care. The research program is integrated with the Department of Respiratory and Sleep Medicine, and involves collaboration across disciplines, technologies and countries.

This role offers the opportunity to lead impactful clinical research and quality improvement initiatives aimed at optimising asthma management in the emergency department and inpatient settings, reducing preventable admissions, and improving patient outcomes.

This Postdoctoral Research Fellow role will be primarily responsible for leading and conducting a large research project aiming to improve health outcomes for people presenting with acute asthma, funded by a generous patient bequest. This will include preparing ethics documentation, preparing study protocols, ensuring the research is conducted in line with the protocol, liaison with clinical staff, and contributing to data management, analysis, writing of manuscripts and presentation at scientific meetings. The Postdoctoral Research Fellow will assist with other research projects as required.

This role requires an enthusiastic, independent, and motivated individual, with exceptional interpersonal skills, the ability to work as part of a dynamic team, and a strong desire to contribute to an exciting program of research. This position is primarily located in Heidelberg.

About the Directorate/Division/Department

The Institute for Breathing and Sleep (IBAS) is an incorporated not-for-profit organisation with the mission of promoting, facilitating, and coordinating research and education in respiratory and sleep health.

Position responsibilities

Research

- Develop an independent research profile, including publications, presentations, potentially research grant funding applications and Research Higher Degree co-supervision, that supports and complements the local research team.
- Direct the day-to-day operation of the research project(s) to ensure timely execution.
- Support and assist the CI team to effectively engage and partner with the broader clinical research team, sponsors, trial ethics and governance staff, end-users including people with lived experience, and other key stakeholders.
 - Plan and carry out data collection on the nominated project/s and assist with co-ordination of sub- and associated- projects.
 - Manage and support the ongoing development and delivery of research to ensure project milestones are met.
 - Collate and analyze data to investigate research questions.
 - Participate in the preparation of manuscripts, funding applications and ethics applications.
- Work in accordance with Ethical and Regulatory bodies locally, nationally and internationally.



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- Ensure all data are recorded, handled, and stored in a way that allows accurate reporting interpretation and verification.

Engagement

- Support the team to effectively engage and partner with the broader clinical research team, sponsors/funders, trial governance, and other key stakeholders.
- Attend and contribute actively to meetings through participation in discussions or related research publications and the presentation of research data for discussion.
- Present and disseminate research findings at local, national and international conferences and other public forums.
- Attend and actively participate in departmental seminars, meetings and/or committee memberships.

Service and Leadership

- Assist with administrative duties including maintenance of equipment, staff management (HR) and finance.
- Perform other tasks as requested by your supervisor or the Head of the Department.

Selection criteria

Essential Knowledge and Skills:

- Bachelor's degree in health sciences / allied health / nursing or similar.
- Post-graduate cardiorespiratory / physiology and/or health systems research expertise.
- Completion of a PhD or equivalent desirable – respiratory science, public health, epidemiology or immunology or similar.
- Demonstrated ability to undertake research in a health/clinical setting, including study design, data collection, data coding / analysis and interpretation.
- Sound understanding of respiratory physiology, and demonstrated ability in applying this knowledge to clinical practice.
- Demonstrated high-level organisational and project management skills (the ability to set priorities, meet deadlines, initiate and follow-up actions)



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including frequent reminders of timelines, all with appropriate levels of direct supervision) to support and manage teams.

- Ability to establish and maintain trials sites across a broad range of clinical, research and industry professionals.
- Publications, conference papers and/or reports, or professional or technical contributions consistent with research career stage.
- Sound analytical and communication skills with an ability to communicate complex information clearly both orally and in writing.
- Evidence of the ability and willingness to work collaboratively as a member of a team in a co-operative and collegial manner, as well as independently, to ensure successful project outcomes.
- Demonstrated knowledge of Good Clinical Practice requirements and adherence to the ICH-GCP and WHO guidelines for the conduct of scientific research.
- Demonstrated attention to detail and experience in data auditing, quality assurance and control.
- High level of proficiency in the use of standard application software such as the Microsoft Office suite, plus proficiency in statistical packages (e.g. Stata, SPSS or R) and data acquisition software (e.g. Spike).
- A commitment to Austin Health values: Our actions show we care, We bring our best, Together we achieve and We shape our future.

Desirable Knowledge and Skills:

- Clinical experience and decision-making in applying therapies / interventions to people living with asthma/airways disease.
- Successful funding applications to internal and external sponsors.
- Demonstrated ability to establish trial sites, provide project management of large multi-site clinical trials, and assist with financial management (e.g., experience in reporting income / expenditure for budget tracking).
- Demonstrated ability to supervise or co-supervise Honours, Masters and/or PhD students, or clinical staff.
- Data visualisation and statistical analyses skills, especially in STATA or R.
- A current Australian driver's licence.

Professional qualifications and registration requirements



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- Post-graduate cardiorespiratory / physiology and/or health systems research expertise.
- Completion of a PhD or equivalent desirable – respiratory science, public health, epidemiology or immunology or similar.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and



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confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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