



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Research Fellow or Senior Research Fellow – Health Economics in Clinical Trials

HEALTH RESEARCH ACCELERATOR (HERA)



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Welcome message



Professor Geoff McColl
Executive Dean, Faculty of Medicine and
HERA Chair and Program Owner

Addressing the world's most pressing health and medical research challenges requires a transformative approach that nurtures different perspectives, expertise and embraces diversity to achieve more than what can be accomplished in a traditional research model. That is what UQ's Health Research Accelerator, or HERA, will achieve.

Through HERA, we will bring together researchers, partners and end-users who share a common goal, ethos and passion to create novel solutions by leveraging combined capabilities, backgrounds and perspectives.

We are recruiting for research positions across seven HERA Programs of Research and Innovation.

As a UQ HERA researcher, you will be part of a diverse team where the potential for innovation and change is limitless.

In conjunction with other leading and emerging researchers, partners, and end-users you will work in a supportive team environment focused on helping each other to lead innovation, transformation, and user-centric change to drive health transformation.

As part of a high performing team, you will have a shared goal and belief in the work you do, a clear understanding of where you are going and the trajectory of the Program and your role and the value you contribute to achieving remarkable outcomes.

With a world-leading research infrastructure at your disposal, access to UQ's broad talent pool, the opportunity for accelerated professional development, and an endorsed mandate from UQ's Vice-Chancellor, HERA researchers are set up for success.

Our HERA researchers thrive in team environments, embrace new ways of working and have a willingness to share their expertise and skills to not only develop novel solutions needed to tackle major health issues – but to be developed and develop others.

This is an exciting opportunity to be part of a team where you can feel safe to take risks and contribute ideas to deliver high-impact research and health solutions.

If you are ready to be part of something bigger, I encourage you to apply.



Health Research Accelerator (HERA)

The Health Research Accelerator Approach

From researchers, developmental specialists, advocate bodies and commercial specialists, government institutions, and end-users – HERA brings together teams with diverse capabilities and backgrounds, united by a shared passion to create novel solutions by leveraging their joint expertise and perspectives.

The team-partner synergy enabled by the HERA will allow us to create new innovations, deliver high-impact solutions and endless opportunities. The University has made a substantial investment in ensuring this innovative model succeeds – by ensuring the necessary capability is in place and that there is strong collaborative engagement between researchers, partners, end-users.

The approach embedded in HERA extends beyond delivering high-impact solutions; it will simultaneously accelerate capacity building, mentoring, career development and diversification of the research workforce.

HERA Programs of Research and Innovation

Through seven HERA Programs of Research and Innovation UQ will address global health and medical challenges spanning loneliness, vaccines for infectious diseases, and artificial intelligence for healthcare.

By connecting the right mix of researchers, partners and end-users within each Program, and providing the scaffolding needed to succeed at pace, HERA will create an environment where the potential for innovation and change is limitless.

1. Health Workforce Optimisation: Reimagining Skills Mix and Scopes of Practice for Equity, Access
2. The 360-Kids Community network to support children with neurodevelopmental challenges
3. ULTRA Program (The University of Queensland's cLinical Trials cApability)
4. Groups and Relationships to Optimise Wellbeing and Health (GROWTH): A public health solution for prevention and management of loneliness
5. Operational Research and Decision Support for Prevention, Control and Elimination of Infectious Diseases
6. Queensland Digital Health Centre
7. Development of mRNA vaccines



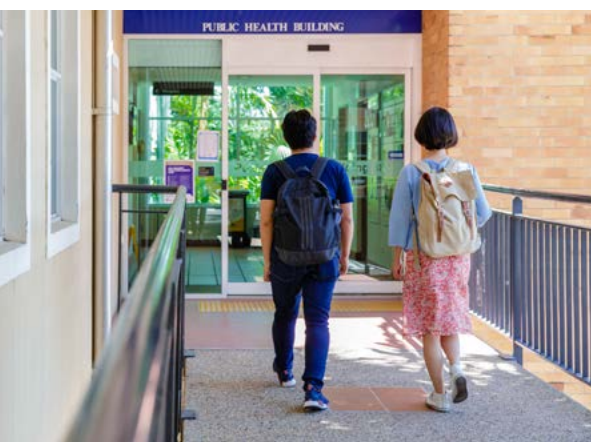
About ULTRA

The University of Queensland's cLinical TRials cApability (ULTRA)

Randomised controlled trials (RCTs) are an important component of the healthcare system as they provide gold standard, most robust evidence about the comparative effectiveness and cost-effectiveness of interventions. Evidence from RCTs transforms healthcare, shapes decisions about healthcare expenditure, and most importantly, improves the health of the population.

However, RCTs are typically expensive, have long timelines, often fail to recruit, and take too long to translate their results into clinical practice. Innovation in trials is urgently needed. By employing innovative trial designs, RCTs during the COVID 19 pandemic have delivered rapid outcomes with immediate impact on patient care. Locking in this learning in The University of Queensland's investigator-led RCTS will lead to effective treatments being accessible sooner.

The ULTRA program has been created by the University to build capability and capacity in innovative trial design, conduct, analysis and translation. The program's interdisciplinary team of methodological specialists will lead and collaborate to generate an end-to-end pipeline from 'ideation' through to 'close-out' and translation of investigator-led innovative RCTS.



About this opportunity

We are seeking to appoint a Senior Research Fellow or Research Fellow in Health Economics in Clinical Trials to the new University of Queensland Clinical Trials Capability (ULTRA) Program. The purposes of the role are to contribute to research within ULTRA and the University's portfolio of randomised clinical trials (RCTs), partner with clinical trial leaders and teams to collaborate on high quality trials and develop health economics methodological research in innovative trials. You will engage in research that furthers your expertise and grows the research profile of the University in health economics in clinical trials, including undertaking health economic evaluations of treatments, technologies and new models of care.

This new role would ideally suit a health economist with a developing track record in RCTs, experience in embedding health economic methods before, during and after RCTs, and who wants to develop health economics methodological research in trials. RCTs are the most effective and efficient study design for evaluating effects of healthcare treatments and services but come with challenges of feasibility, recruitment and retention and generalisability beyond the trial to healthcare. Innovation in trials is needed, not limited to design but including pre-trial value of information, rapid assessments of the need for evidence, economic analyses that better justify the costs to trial funders and consider the longer-term time horizons that are key for healthcare policy change. Integrating health economic research before, during and after RCTs helps address these challenges.

Role of the Senior Research Fellow (Academic level C)

Research

- Work collaboratively with the ULTRA interdisciplinary team and program in its mission to accelerate UQ's capability, capacity, co-ordination, and competitiveness in innovative RCTs.
- Contribute to the development of excellence in health economics research linked to clinical trials and, in doing so, grow UQ's portfolio of investigator led RCTs.
- Develop and/or apply best practice health economic methods before, during and after trials that add value. These could include Rapid Assessments of the Need for Evidence (RANE) and Value of Information (VOI) analyses, conducting within-trial cost-effectiveness analyses and model-based economic evaluations that consider long-term time horizons.
- Develop collaborations with chief investigators, Clinical Trials Unit staff and staff from a variety of other disciplines.
- Participate in or contribute as chief investigator in applications for significant research funding to support methodological research in health economics in trials and/or introduce health economic methods into established trials where appropriate. This includes actively seeking, obtaining, and managing research funding.
- Maintain an active record of producing quality research outputs consistent with discipline norms as lead contributor and co-author, by publishing in high quality national research journals, other appropriate refereed publications, and conference publications.
- Contribute to progression towards transfer of knowledge, technology and practices in innovative trial design and analysis, including where relevant, commercialisation of UQ Intellectual Property.



- Encourage, initiate and coordinate strategic collaborative research projects in related areas of expertise across University, national and international levels.

Teaching

- Where undergraduate and postgraduate teaching is undertaken, achieve teaching quality as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.
- Provide expert lectures, presentations, thinktanks and other training opportunities that share expertise and grow further capacity for health economics in clinical trials.
- Contribute to, and at times lead, development and delivery of short courses and education programs to grow knowledge of and capacity in health economics in trials.

Supervision and researcher development

- Act as Principal Supervisor to Higher Degree by Research students.
- Contribute to the ULTRA team of methodologists in innovative RCTs, specifically with regards to health economics research before, during and after clinical trials.
- Support ULTRA team members and other clinical trials staff in their professional development, driving individual and team commitment in the pursuit of innovation, excellence, and success in RCTs. Including mentoring more junior academics and researchers.
- Demonstrate and lead others in the responsible conduct of research.
- Demonstrate personal effectiveness in the supervision, management and development of researcher capabilities and skills.
- Lead the facilitation of engagement opportunities for supervisees.
- Effectively lead and develop employee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Citizenship and service

- Consistently demonstrate behaviours that align with the UQ values.
- Show leadership of self and others through mentoring, collaboration, and a responsibility for staff wellbeing.
- Contribute to the success of the ULTRA interdisciplinary team, by collaborating, participating in decision-making and serving on relevant internal and external committees.
- Maintain a broad understanding of the Australian and International clinical trials regulatory environment and remain informed on changes, best practice and novel developments in health economics relating to RCTs and innovations in RCTs.
- Undertake administrative processes as required.



- Establish a track record of collaboration in relation to external service activities.
- Advance external links and partnerships by collaborating on external activities and sustaining relationships with internal and external stakeholders including academic and professional staff, clinician partners, Hospital and Health Services, industry, government departments, professional and regulatory bodies, and the wider community.

Role of the Research Fellow (Academic level B)

Research

- Work collaboratively with the ULTRA interdisciplinary team and program in its mission to accelerate UQ's capability, capacity, co-ordination, and competitiveness in innovative RCTs.
- Contribute to the development of excellence in health economics research linked to clinical trials and, in doing so, grow UQ's portfolio of investigator led RCTs.
- Apply best practice health economic methods before, during and after trials that add value. These could include Rapid Assessments of the Need for Evidence (RANE) and Value of Information (VOI) analyses, conducting within-trial cost-effectiveness analyses and model-based economic evaluations that consider long-term time horizons.
- Work with colleagues and RCT chief investigators and team members in the development of research projects and applications for competitive research funding support. Participate in or contribute as a chief investigator or associate investigator (often in conjunction with more experienced researchers) in applications for competitive research funding to support trials with embedded health economics research and/or introduce health economic methods into established trials where appropriate. This includes actively seeking, obtaining, and managing research funding.
- Produce quality research outputs and publications consistent with discipline norms, by publishing in national research journals, other appropriate refereed publications, and conference publications, with a lead role in some outputs.
- Contribute to progressing towards the transfer of knowledge, technology and practices in innovative trial design and analysis, including where relevant, commercialisation of UQ Intellectual Property.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.

Teaching

- Where undergraduate and postgraduate teaching is undertaken, achieve teaching quality as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.
- Provide lectures, presentations, thinktanks and other training opportunities that share expertise and grow further capacity for health economics in clinical trials.
- Contribute to the development and delivery of short courses and education programs to grow knowledge of and capacity in health economics in trials.



Supervision and researcher development

- Demonstrate a track record of the effective supervision of Honours and Higher Degree by Research students.
- Contribute to the ULTRA team of methodologists in innovative RCTs, specifically with regards to health economics research before, during and after clinical trials.
- Support ULTRA team members and other clinical trials staff in their professional development, driving individual and team commitment in the pursuit of innovation, excellence, and success in RCTs. Including mentoring more junior academics and researchers.
- Demonstrate personal effectiveness in the management and development of personal researcher capabilities and skills.
- Facilitate engagement opportunities for Higher Degree by Research (HDR) students.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Citizenship and service

- Demonstrate behaviours that align with the UQ values.
- Show leadership of self and others through mentoring, collaboration, and active participation in priority activities for the ULTRA interdisciplinary team.
- Contribute to the success of the ULTRA interdisciplinary team, collaborate and provide support to other academic positions and team operations as needed including academic and professional staff.
- Maintain a broad understanding of the Australian and International clinical trials regulatory environment and remain informed on changes, best practice and novel developments in health economics relating to RCTs and innovations in RCTs.
- Undertake administrative processes and provide support to other academic positions as required.
- Actively pursue and develop external links and partnerships by cultivating relationships with external and internal stakeholders including academic and professional staff, clinician partners, Hospital and Health Services, industry, government departments, professional and regulatory bodies, and the wider community.
- Shows leadership of self and others through mentoring, collaboration and active participation in priority activities for the unit.

Organisational relationships

This position reports to [Professor Nadine Foster](#). This appointment will be made into an appropriate org unit within either the [Faculty of Medicine](#) or [Faculty of Health and Behavioural Sciences](#), as aligns with the successful candidate's experience.



About you

Senior Research Fellow (Academic Level C)

- Completion of a PhD in health economics, in a discipline related to health, or in randomised trials.
- Demonstrated ability to conduct health economic evaluations alongside randomised trials and using decision modelling.
- An established profile in research with relevance to RCTs and ideally, innovations in RCTs.
- National recognition in area of expertise, with internationally developing profile and an established record of publication in reputed refereed journals and presenting at conferences.
- A strong record of successfully seeking, obtaining, and managing external research funding.
- A solid record of supervision of Honours, Masters and Research Higher Degree students to successful completion.
- A growing record of meaningful service roles in conjunction with a strong contribution to external activities.
- Experience of software packages to analyse health economics data such as STATA, R and/or TreeAge.
- Knowledge and understanding of RCT design and methods.
- Well-developed communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues from a multidisciplinary background.
- A commitment to upholding the highest standard of research integrity, ethics and workplace health and safety.

Research Fellow (Academic Level B)

- Completion of a PhD in health economics, in a discipline related to health, or in randomised trials. Demonstrated ability to conduct health economic evaluations alongside randomised trials and using decision modelling.
- A growing profile in research in the discipline area.
- A developing reputation and track record of publications in reputed refereed journals and presenting at conferences.
- Evidence of successfully seeking, obtaining and managing external research funding.
- A growing record of supervision of Honours, Masters and Research Higher Degree students to successful completion.
- Experience in meaningful internal service roles in conjunction with active contribution to external activities.
- Experience of software packages to analyse health economics data such as STATA, R and/or TreeAge.
- Knowledge and understanding of RCT design and methods.
- Good communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues from a multidisciplinary background.
- A commitment to upholding the highest standard of research integrity, ethics and workplace health and safety.



Conditions of employment

Employment type

This is a full-time, fixed-term position for five years.

Classification

Academic Level B or C (Research Focussed).

Additional information

Research support package

This position will come with a research support package as follows:

- Senior Research Fellow (Level C): \$100,000 per year for 3 years
- Research Fellow (Level B): \$50,000 per year for 2 years

Qualification verification

Academic appointments will be subject to the verification of the highest academic qualification from the conferring institution.

Equity, diversity and inclusion

UQ values [equity, diversity and inclusion](#), and seeks to reflect the broader community by attracting and retaining high-quality staff from a range of backgrounds. We are therefore particularly interested to hear from people who bring diversity to our School – whether that be gender identity, LGBTQIA+, cultural and/or linguistic, Aboriginal and/or Torres Strait Islander peoples, or people with a disability. Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au.

Relocating?

Relocating from overseas? We'll support you with the visa sponsorship process. A relocation support package may also be available.

How to apply

All applicants must supply the following documents via [UQ Careers](#) by searching for the relevant requisition number above.

- Cover letter
- Resume
- Responses to the 'About You' selection

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the [UQ Careers](#) portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.

Questions?

To discuss this role please contact [Professor Nadine Foster](#).

For application queries, please contact Paige Willemse (Talent Acquisition Manager) via recruitment@uq.edu.au stating the job reference number in the subject line.



Our commitment to workplace diversity and inclusion

Strategies, plans and governance

UQ values equity, diversity, and inclusion, and seeks to reflect the broader community by attracting and retaining high-quality staff from a range of backgrounds.

We are committed to identify and address areas of under-representation among staff and aim to provide a respectful and healthy work environment for staff from all backgrounds, focusing on six key areas:

- Aboriginal and Torres Strait Islander employment
- gender
- sexuality, gender, and sex
- cultural and linguistic diversity
- disability
- work and caring responsibilities

Improving gender equity

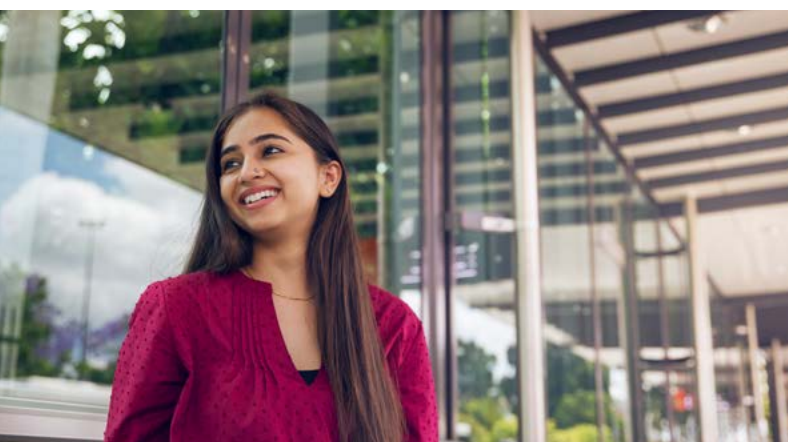
UQ is proud to be a Bronze Institutional Award level recipient in the from SAGE Athena Swan Program and a Silver Award for the AWEI. We remain committed to improving gender equity in the workplace, demonstrated by:

- Workplace Gender Equality Agency (WGEA)
- SAGE Pilot of Athena SWAN
- The University of Queensland Strategic Plan
- UQ's diversity and inclusion policies and procedures
- UQ Ally Network

Our initiatives include:

- increasing the proportion of women in senior positions.
- increasing support of career progression of women in research.
- providing equal remuneration for women and men for work of equal or comparable value.
- removing barriers that prevent women from participating equally in the workplace.
- providing more access to resources for women to achieve leadership roles.
- eliminating assumptions of caring responsibilities of men and women.
- changing workplace culture to embrace gender equality as a normative practice.
- assisting in making transition from parental leave to return to work as smooth as possible.

Listen to inspiring interviews from women who have found success in academic and professional roles at UQ featured in our [Women Finding Success Podcast](#).



Cultural support at UQ

Workplace Diversity and Inclusion provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity. The Indigenous Employment Team is responsible for the development and implementation of the [Aboriginal and Torres Strait Islander Employment Strategy 2019–2022](#) which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

Grow

Position UQ as an employer of choice for Aboriginal and Torres Strait Islander peoples in all levels and areas of the University.

Develop

Provide access to career development opportunities for Aboriginal and Torres Strait Islander staff.

Respect

Develop a workplace that values the contribution and positive difference that Aboriginal and Torres Strait Islander staff provide.

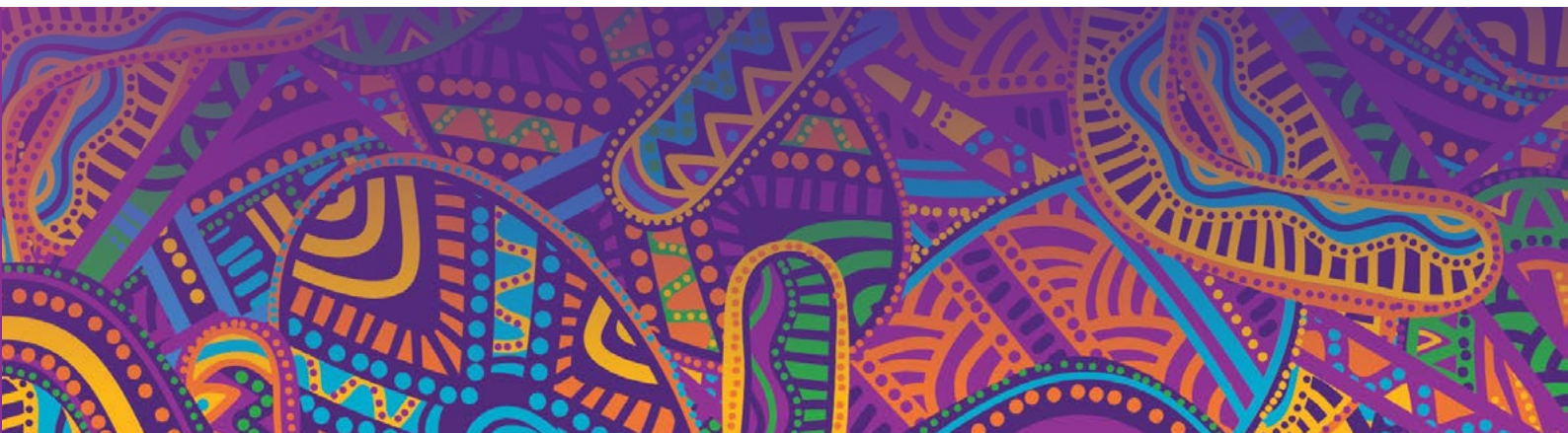
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

The [Pro-Vice-Chancellor \(Indigenous Engagement\)](#) is responsible for leading the implementation of UQ's first [Reconciliation Action Plan](#) and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community. The [Aboriginal and Torres Strait Islander Studies \(ATSIS\) Unit](#) strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ's learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

UQ's [Aboriginal and Torres Strait Islander Staff Network](#) provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our current [staff website](#).

Brisbane River pattern from A Guidance Through Time created by Quandamooka artists, Casey Coolwell and Kyra Mancktelow



About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.5 million, it offers a safe, friendly, multicultural environment characterised by the Brisbane River, parklands, convention facilities, museums, theatres, art galleries, a casino, malls, shopping districts, and a host of cosmopolitan restaurants and cafes.

Selected as host city for the 2032 Olympic and Paralympic Games, visitors can expect unbeatable sports experiences in 37 world-class venues, set against a backdrop of iconic beachfronts, breath-taking rural hinterland, and an exciting city rich in culture and entertainment.

Brisbane also offers a range of lifestyle benefits. Combine artistic and outdoor adventures at South Bank, where cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs, or bike ride through the City Botanic Gardens. Or enjoy a day trip to Moreton Island, Noosa, the Sunshine Coast or Gold Coast, or visit beautiful national parks, rainforests and tourist attractions such as Australia Zoo, Dreamworld and other theme parks.

The perfect place to raise a family, Brisbane has been dubbed a food and drink lover's paradise, and is also one of Australia's most liveable and affordable capital cities, with sunny days almost all year round and enough rainfall to keep the city and suburbs cool and green.

A few hours drive north from Brisbane is the Great Barrier Reef, one of the 'natural wonders of the world'. As the largest World Heritage Area, it stretches more than 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke and Fraser Islands are also world-famous attractions close to Brisbane, featuring some of the largest sand dunes in the world.

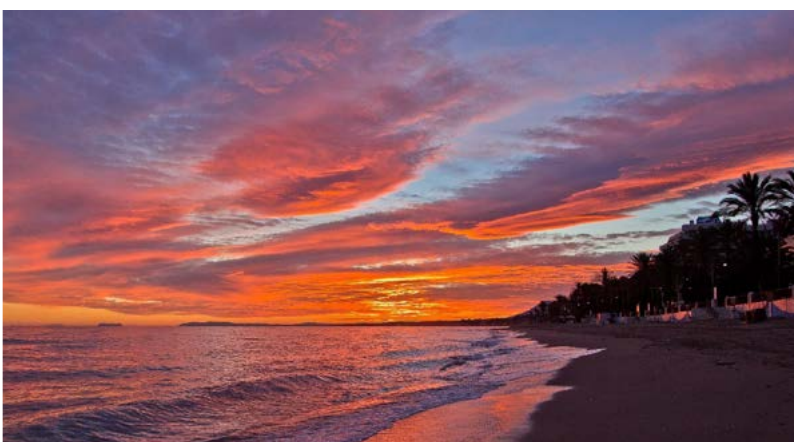
A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious and non-denominational, single-sex and co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with 3 internationally recognised universities covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia's leading research and teaching institutes, ranking among the world's top universities.

Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia's most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia's major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to health care in both public and private sectors, covering hospitals, general practitioners, dentists, and other allied healthcare professionals. The numerous public and private hospitals include the Princess Alexandra Hospital, the Mater Hospital network, the Queensland Children's Hospital, and the Royal Brisbane and Women's Hospital. Urgent and emergency medical care is readily available to everyone.





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