



Position Description

Research Fellow in One Health Epidemiology

Gulbali Institute

Office of the Deputy Vice-Chancellor (Research)

Classification	Level B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	May 2023



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university's eight key performance indicators:

Our Students	• Commencing progress rate • Student experience
Our Research	• Research income • Research quality and impact
Our People	• Engagement • All injury frequency rate
Our Social Responsibility	• Underlying operating result • Community and partner sentiment



Office of the Deputy Vice-Chancellor (Research)

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

Research Institutes

To deliver on the university goal of research excellence, the university is establishing three research institutes, all with a digital and regional focus:

1. Gulbali Institute
2. Rural Health Research Institute
3. Artificial Intelligence and Cyber Futures Institute.

Gulbali Institute – Agriculture, Water and the Environment

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact.

We collaborate with our partners on research with global impact. Charles Sturt's research in Agriculture, Water and the Environment (AWE) has been targeted for strategic investment, with the University committed to driving research which has impact across Australia and globally. The key pillar of this strategic investment in AWE research is the establishment of the Gulbali Institute.

[The Gulbali Institute](#) will create integrated AWE research which is grounded in our footprint across the Murray-Darling Basin. The Gulbali Institute will focus on our research strengths in the areas of optimising farm systems for performance and sustainability; and enhancing the health and resilience of freshwater ecosystems. But we also recognise that it is important to recognise that Country is not just about land 'environment' it also includes social and spiritual aspects that influence the mind and the body. The Institute brings together multidisciplinary research teams, enabling a holistic approach to research that provides solutions that are comprehensive, authoritative, and reflective of our economic, natural and social aspirations. The Institute will focus on research that addresses major national challenges and government, industry, and community strategic imperatives. Our multidisciplinary approach together with the application of an innovation framework, will lead to the translation of research into viable industry partnerships.

The Training Hub promoting Regional Industry and Innovation in Virology and Epidemiology (THRIIVE) project will be a collaboration between Charles Sturt University (a leading regional University in Agriculture and Veterinary Sciences), regional industries, and world leading national and international zoonotic virology research institutes. It will build capacity to protect Australia's multibillion-dollar agricultural industry from the threat of zoonotic diseases and diseases of national and international significance by building regional and national capabilities in disease modelling, molecular virology, and the development of novel therapies. The objectives will be undertaken through enhancing workforce skills in the detection, treatment, management and eradication of disease and building domestic capacity in two National Manufacturing Priorities.



Australia's billion-dollar agricultural livestock industry and the regional communities that service it are at constant risk from viral diseases, most being zoonotic. Key viral threats include Avian Influenza, Swine-Flu, Australian Bat Lyssavirus, Hendra virus, Japanese encephalitis virus, West Nile virus, Murray Valley encephalitis virus, Ross River virus, Akabane virus, Rift Valley fever virus, and African swine fever virus.

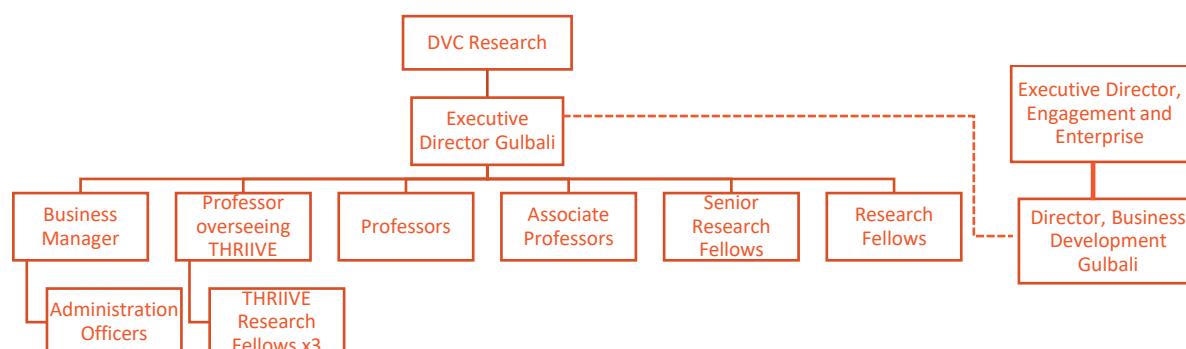
THRIIVE will develop regional capacity and skills in agricultural epidemiology and disease modelling, molecular virology, and translational research, leading to production of rapid diagnostics, antimicrobials, vaccines, and innovative therapeutics to boost our manufacturing and safeguard our industries and communities against important zoonotic and emerging viruses in Regional Australia. Respectful and culturally appropriate engagement with First Nations researchers, producers, and communities will be core to the project.

THRIIVE has a number of collaborative partners. Agricultural industry partners such as AgriFutures, Australian Pork, MLA, and Rivalea will provide key insights into agriculture and livestock production, ensuring the project is focused on the most important disease threats to our livestock and agricultural workforce, including the recent Japanese Encephalitis virus outbreak. Translation and Commercialisation partners such as Treidlia BioVet, Scolexia, and APCAH will develop new diagnostics including diagnostic tests, antivirals, and vaccines. THRIIVE and its partners will access world-class facilities through Monash University, UoM, the Australian synchrotron, Australian Centre for Disease Preparedness (ACDP), and other leading national and international organisations.

THRIIVE partners assisting in Rural and First Nations Community Engagement include Gulaay, and National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP). Partnership with First Nations bodies will ensure appropriate culturally competent mentorship and training of THRIIVE students and staff, as well as embedding respect for First Nations cultural property rights in any emergent intellectual property.



Organisational chart



Reporting relationship

This position reports to: THRIVE Project Lead

This position supervises: Nil

Key working relationships

- Business Development Director
- Academic staff
- The Academic Directors and Executive Directors of the other university Research Institutes
- Federal and State Government bodies
- Industry partners and regional start ups
- Competitive funding bodies
- Professorial mentor



Position overview

The Research Fellow in One Health Epidemiology will contribute to the Surveillance and Epidemiology pillar of THRIIVE research project. Research in this pillar will focus on the epidemiology and surveillance of viral pathogens of national and international significance and will require engagement with industry to identify priority viral pathogens and associated issues. This research pillar will explore elements of enhanced biosecurity risks, the gaps on surveillance and mitigation strategies, describe the networks and factors associated with transmission of viral diseases and model transmission within and between species. A One Health approach will be used throughout the project.

The position will enhance epidemiological understanding of viral diseases, which is pivotal for appropriate surveillance. The position will collaborate closely with government and industry partners to identify research priorities and design and implement research to address these priorities, assisting in prevention, early detection and minimising the potential impacts of viral diseases, with a focus on zoonotic diseases.

The position will work collaboratively with other THRIIVE researchers, the Centre for Biosecurity research staff and Faculty of Science and Health staff.

Principal responsibilities

- Conduct ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing government and industry funding opportunities.
- Contribute to the THRIIVE research project, working collaboratively with academic researchers and HDR students.
- Contribute to capacity building in regional communities around ability to identify and respond to viral zoonotic pathogens.
- Actively contribute to a high performing multidisciplinary team with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Supervise Research Higher Degree students.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Institute.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#)

Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
Writing and Reporting	Writing clearly, succinctly and correctly, convincing through writing, avoiding jargon, structuring information
Analysing	Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically
Learning and Researching	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



Selection criteria

- A. A doctoral qualification in veterinary science, animal science, public health or one health with proven epidemiological skills, or equivalent accreditation and standing.
- B. A record of research relevant to the discipline, which demonstrate a capacity to make an autonomous contribution.
- C. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- D. Demonstrated high level analytical, critical thinking and problem-solving skills, including experience in the design, implementation, data analysis and reporting of quantitative and qualitative studies.
- E. Knowledge and understanding of the Australian livestock industries and/or viruses affecting these industries.
- F. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.
- G. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting with an outcome focus.
- H. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

