

POSITION DESCRIPTION



WESTERN SYDNEY
UNIVERSITY



Senior Research Fellow / Associate Professor, Clinical Research

POSITION DETAILS

Position Title	Senior Research Fellow / Associate Professor – Clinical Research
Classification	Academic Level C/D
Position Number	NEW
School/Office	NICM
Division	Provost

POSITION PURPOSE

The Senior Research Fellow/Associate Professor – Clinical Research will be responsible for contributing to the leadership of teaching, research and engagement activities and at Level D, a member of the NICM professoriate. The position holder will play a role in the strategic direction of the Institute with respect to clinical trials and related activities and will provide overarching academic leadership and mentor the academic development of early-career members

This position will make leadership contributions to:

- Decision making related to clinical trials, especially with respect to infrastructure and implementation.
- The development, implementation and oversight of clinical trials, predominantly focused on complementary medicines and therapies;
- The research direction of the Institute, including regular publication in high impact national and international journals and the acquisition of competitive external research funding;
- The supervision of higher degree research students;
- The attraction of external grant funding from Australian Competitive Grants (Category 1) as well as external research and commercial contracts;
- Leadership and contribution to a positive and inclusive work culture.

KEY ACCOUNTABILITIES

Academic Level C (Senior Research Fellow) appointee will be accountable for the following;

1. **Undertake and lead clinical research which builds capacity in priority areas aligned with the Institute's strategic goals**, developing and maintaining a strong network of internal and external collaborators to foster strong partnerships.
2. **Research excellence through high-quality outputs**, including publications in high-impact, peer-reviewed international journals, industry reports, and papers that contribute to sustainable and innovative practices in health and medicine.
3. **Significant contribution towards the development of competitive research funding proposals**, including supervision and participation in the day-to-day execution of research projects, project management, data collection and analysis, supervision of research personnel, and preparation of reports, manuscripts, and presentations for academic and industry dissemination.
4. **Ensure research practices adhere to** the Australian Code for the Responsible Conduct of Research and relevant University policies, particularly in the management of research data and ethics compliance.
5. **Occasional contributions to the teaching program** within the field of the Employee's research;
6. **Supervision and facilitation of on time completion of Higher Degree research students** including, teaching, and mentoring students and promptly responding to student enquiries and providing assessment feedback linked to research related projects.
7. **Active contribution towards the administrative and strategic functions of the Institute and University**, including participation in relevant meetings and committees, supporting the strategic planning and development of the Institute and collaborative research teams and representing NICM at internal and external events, including conferences, seminars, and stakeholder engagements, as required.

Building upon the above Academic Level C (Senior Research Fellow) accountabilities, an Academic Level D (Associate Professor) appointee will also be accountable for the following;

1. **Identify and successfully obtain research funding** from a variety of sources including Category 1 and Category 3 grants.
2. **Development and expansion of the NICM clinical trials platform** including Phase 1 and early phase trials through to large Phase III studies and both local and remote/decentralized trials
3. **Strategic input with clinical trials infrastructure**, trial development and trial implementation and the development of resources and activities designed to support academic staff in the development of clinical trial protocols, budgets and other aspects of clinical trial design and implementation.
4. **Lead research teams** in areas focused upon clinical trials and related study designs
5. **Further develop and increase the national/international research profile** of the institute including publishing high quality research papers in relevant high profile, high impact research outlets.
6. **Identify, attract, develop and supervise quality higher degree research students** with active leadership and participation in research and supervision of such students in collaboration (where relevant) with other academic staff.
7. **Significant contribution towards the governance roles in the Institute** including the development and maintenance of effective working relationships with relevant external partners and donors, state and national bodies.
8. **Build and lead external engagement** with respective industry and professional bodies, including contributions to relevant governance in professional, government and community bodies as strategic leader and member.

9. **Play a major role in administrative planning, governance, committees, conference/seminar and meeting attendance related to research**, including supervision of support staff, performance of high level research related administrative functions
10. **Development of research policy**
11. **Occasional contribution towards the design, development and delivery of innovative and engaging teaching as required**, with contributions made towards program and curriculum development where appropriate.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. **PhD in Medicine** or other related area.
2. **Demonstrated experience in leadership of clinical trials** – including protocol development, implementation and completion in a timely manner and within budget.
3. **An established program of clinical trials research success** as demonstrated by research funding acquisition, publications in high-quality academic journals, high citations and transnational networks of collaborators.
4. **Demonstrated experience in research supervision** of HDR candidates and ECRs.
5. **Demonstrated leadership experience** in developing collaborative relationships with the professional, governmental and industry sectors, as a means of generating innovative educational, research and engagement outcomes.
6. **A capacity to translate research findings** for a wider audience and to mobilise research knowledge and skills to address public issues.
7. **Excellent oral and written communication skills**, including interpersonal skills and the ability to work effectively in a team, informing a positive work culture and contributing to the governance/leadership of the Institute.

KEY RELATIONSHIPS

- **This position reports to:** Research Director NICM Health Research Institute
- **This position supervises:** Clinical Trials Manager, Research team members
- **Key internal relationships:**
 - Institute Director
 - Research Director
 - Higher Degree Research Director
 - Researchers
 - Clinical trials professional staff
 - Laboratory Manager
- **Key external relationships:** Partner and Industry institutions

CHALLENGES

1. **The Requirement to Secure and Sustain High-Level Competitive Grant Funding:** The continued success of this role is dependent on achieving and maintaining an established program of clinical trials research success via successful Category 1-4 funding.
2. **Developing and Implementing Clinical Trial Infrastructure:** This role requires significant leadership in the strategic direction and decision making related to clinical trials, especially concerning infrastructure and implementation
3. **Combining Academic Leadership with Governance and Public Translation:** This role requires the successful applicant to balance high quality academic outputs with significant institutional and external leadership and governance.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by: Provost

Date: 28 October 2026