

POSITION DESCRIPTION



WESTERN SYDNEY
UNIVERSITY

Associate Fellow



POSITION DETAILS

Position Title	Associate Fellow
Classification	Academic Level A (Research)
Position Number	7012876
School/Office	School of Nursing and Midwifery
Division	Provost

POSITION PURPOSE

The Associate Fellow contributes to the School of Nursing and Midwifery and the Western Sydney Local Health District joint venture by conducting and coordinating midwifery research activities that strengthen evidence-informed practice, research translation and outcomes for women, babies, families and communities in Western Sydney. The position is based at Blacktown/Mt Druitt Hospital and may require travel to other Western Sydney Local Health District and University campuses. The position undertakes research activities across the research lifecycle, including literature review, ethics-compliant recruitment and data collection, data management and analysis, partnership engagement, grant development, reporting, dissemination and scholarly publication. The position works under the direction of the Clinical Chair in Midwifery and collaborates with academic, professional and health-service partners, with autonomy appropriate to Academic Level A research duties.

KEY ACCOUNTABILITIES

1. **Conduct ethics-compliant research activities:** Undertake participant recruitment, data collection, literature searching and research documentation in accordance with approved protocols, ethics requirements and University policies.
2. **Analyse and manage research data:** Maintain accurate data management systems, contribute to quantitative and qualitative analysis, and ensure research records are complete, secure and fit for reporting and publication.
3. **Prepare high-quality research outputs:** Contribute to annual progress reports, final reports, conference presentations, practitioner resources and scholarly publications that disseminate findings to academic, clinical and community audiences.
4. **Build and maintain research partnerships:** Engage respectfully and effectively with Western Sydney Local Health District, partner organisations, government departments,

- professional networks and University colleagues to support collaborative research outcomes.
5. **Contribute to research grant development:** Prepare and coordinate information, evidence and draft content that supports research grant applications and project extensions.
 6. **Support research capability and knowledge sharing:** Develop and deliver training, guidance or resources for junior research staff and partner-organisation staff involved in relevant research activities.
 7. **Participate in School, discipline and institutional forums:** Contribute evidence, recommendations and updates through meetings and forums to support research improvement, governance and alignment with School priorities.
 8. **Apply professional judgement within established guidelines:** Resolve routine and emerging research matters within approved protocols and escalate complex, high-risk or non-standard issues to the supervisor or principal investigator as required.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. Eligibility for registration as a Nurse or Midwife with AHPRA, or clinically relevant experience in midwifery or a related health discipline.
2. Have, or be working towards, a PhD in Midwifery, Nursing, Health or a related field, or an equivalent combination of extensive clinical research experience and relevant qualifications.
3. Demonstrated experience conducting research activities across the research lifecycle, including literature review, protocol documentation, recruitment, data collection, data management and reporting.
4. Demonstrated capacity to contribute to scholarly publishing, conference presentations and other research dissemination activities.
5. Demonstrated understanding of research design and methodology, including qualitative and quantitative data collection and analysis approaches.
6. Ability to use relevant databases, information systems, scientific literature search tools and research data management processes accurately and responsibly.
7. Demonstrated ability to work independently and collaboratively within a research environment, exercising initiative and judgement within University, ethics and project guidelines.
8. Ability to build constructive relationships with health-service partners, government departments, professional networks, agencies and organisations.
9. Current NSW Working with Children Check clearance, in accordance with the NSW Child Protection (Working with Children) Act 2012.
10. Current National Police Check (NPC), or ability to obtain and maintain this clearance.

KEY RELATIONSHIPS

- **This position reports to:** Professor and Clinical Chair of Midwifery WSLHD/WSU
- **This position supervises:** Nil
- **Key internal relationships:**
 - Senior Research Fellow
 - Academic colleagues in the discipline group SoNM and University
 - Professional staff within the SONM and University
- **Key external relationships:**
 - WSLHD management and staff
 - Partner and Government Organisations
 - Professional Networks and Industry Organisations

CHALLENGES

- Operating across University and health-service environments while maintaining compliance with ethics approvals, research protocols, privacy requirements and local operational expectations.
- Exercising professional judgement in participant recruitment, data collection, analysis and reporting, including situations where immediate supervisor guidance may not be available.
- Maintaining project schedules, data quality and stakeholder coordination across multiple campuses, clinical settings and partner organisations.
- Integrating research findings with current literature and translating research outcomes for academic, practitioner and community audiences.

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: People and Culture Partner (Faculty of Health)

Date: 27 July 2026