

POSITION DESCRIPTION



Senior Research Fellow / Principal Research Fellow



POSITION DETAILS

Position Title	Senior Research Fellow (Level C) /Principal Research Fellow (Level D)
Classification	Academic Level C / Academic Level D
Position Number	7009147
School/Office	NICM Health Research Institute
Division	Research, Enterprise and International – Jacka Foundation Integrative Medicine Program

POSITION PURPOSE

The Senior Research Fellow/Principal Research Fellow will play a key role in advancing NICM HRI's translational health research agenda by developing and leading a focused research stream on complementary and integrative health approaches. This work will address priority health areas including cardiometabolic health, women's reproductive health, cancer care, dementia, and mental health, with a strong emphasis on translating research findings into practical healthcare applications to maximise real-world impact.

The position carries significant leadership responsibilities in shaping the Institute's research direction. This includes producing high-impact publications, securing external research funding, and advancing the evidence base for integrative healthcare through the design and delivery of rigorous clinical research, including randomised controlled trials. The role also involves contributing to the development and implementation of integrative care models within clinical settings, as well as supervising higher degree research students.

In addition, the role requires fostering a positive, inclusive, and collaborative research culture through effective leadership and mentorship. Working largely autonomously, the appointee will operate with strategic guidance from the NICM Director and Research Director while driving research excellence, innovation, and collaboration across the Institute.

KEY ACCOUNTABILITIES

The Senior Research Fellow/Principal Research Fellow is expected to make independent or original contributions to the research effort within their field of expertise and to the organisational unit or interdisciplinary area of which they are a part. The Senior Research Fellow/Principal Research Fellow is expected to play a major role in research including the exercise of some leadership in research.

1. Research

- Design, oversee and conduct research into complementary health approaches relevant to integrative healthcare.
- Publications and reports in integrative healthcare and complementary health approaches rigorously researched and produced
- Lead and apply for research grants
- Success in obtaining research grants for integrative health
- Active contribution to scholarly and professional literature, including production and presentation of conference and seminar papers and high impact publications
- Major contribution to the research and translational health research programs of NICM as evidenced in leadership and team membership on research projects, co-publication, invited talks and presentations

2. Stakeholder Management

- Development of partnerships, design and development of research projects with relevant stakeholders.
- Contribute to demonstrating engagement and impact
- Develop institutional linkages and collaborations to develop the Institute's clinical and translational research activities in integrative health.
- Success in building productive relationships and collaborations
- Active contribution to other Institute activities, including fundraising, communication as expert spokesperson, liaison with relevant stakeholders, report preparation
- Expert advice and assistance is provided for the range of Institute activities, including external engagement.
- Proactive contribution to the intellectual culture, national and international reputation of the Institute
- Reputation of Institute is enhanced

3. Training and Supervision

- Contribute to training and supervision of research assistants/students on various projects
- Success with achieving HDR enrolments and timely completions
- Occasional contributions to the relevant teaching programs, as appropriate including supervision of honours projects and postgraduate research students, providing advice when and where appropriate
- Expert teaching and engagement with university programs is provided
- Supervision of research students is to a high standard resulting in successful outcomes of HDR research projects.

4. Governance and Leadership

- Contribute to the governance roles in the Institute, within WSU, and externally with professional bodies as leader and member, including the development and maintenance of effective working relationships with relevant external partners.

5. External Engagement

- Build in-depth relationships with respective industry and professional bodies.
- Contribute to relevant governance in professional, government and community bodies as leader and member.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. Doctoral degree in a clinical and/or complementary medicine discipline aligned with the Institute's integrative health research themes.
2. Demonstrated success in securing research income through national competitive research grants and/or collaborative public or industry funding, alongside a strong record of high-quality peer-reviewed publications.
3. Proven success in leading and managing significant research projects, including the acquisition, administration, and effective delivery of competitive research funding.
4. Strong track record in developing research networks and sustaining productive partnerships with government, industry, not-for-profit organisations, and community stakeholders.
5. Demonstrated ability to work effectively both independently and within multidisciplinary research teams, supported by highly developed communication and interpersonal skills to present, teach, and disseminate research outcomes to diverse audiences.
6. Demonstrated experience in innovative tertiary teaching (including small and large group facilitation, and contemporary curriculum design, development, delivery, and assessment), alongside leadership capability in strategic planning, project leadership, and fostering a positive, collaborative workplace culture.

KEY RELATIONSHIPS

- **This position reports to:** Director, NICM Health Research Institute
- **This position supervises:** Postdoctoral Research Fellow in Naturopathic Medicine
- **Key internal relationships:**
 - NICM Executive and the Institute Director
 - NICM and WSU Researchers in relevant discipline areas
 - NICM spokesperson network
- **Key external relationships:**
 - Health care providers
 - Government agencies and Regulatory bodies
 - Other community partners

CHALLENGES

- **Balancing Research Excellence with Translational Impact:** The role must deliver high-quality academic outputs while ensuring research is translated into practical integrative healthcare applications that meet the expectations of clinicians, funders, and community partners.
- **Securing Competitive Research Funding:** The position operates in a highly competitive funding environment where integrative health research is often under-represented, requiring strategic positioning of grants without compromising scientific rigor or Institute priorities.
- **Leading Multidisciplinary and Stakeholder-Rich Programs:** The role involves leading diverse teams and external stakeholders with differing priorities, requiring strong governance, communication, and coordination to maintain research quality and productive collaboration.
- **Building Research Capacity While Maintaining Leadership:** The position must mentor staff and supervise HDR students while sustaining an independent, high-impact research program, often within constrained resources and competing demands.

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 (Hamdia Khan)

Date: 13 May 2026