



CENTRE FOR
**Eye Research
Australia**

POSITION DESCRIPTION

Research Fellow

POSITION NUMBER	New
RESEARCH UNIT	Clinical Biomarkers
CLASSIFICATION	Research
EMPLOYMENT TYPE	Full time - Two-year contract with scope for renewal (pending external funding)
REPORTS TO	Dr Zhichao Wu
BASE SALARY	Research Level A - \$74,995 to \$101,763 per annum (Minimum with PhD \$94,806 per annum) Research Level B - \$107,126 to \$127,207 (Subject to meeting minimum standards and academic benchmarks and indicators for this Level)
SUPERANNUATION	Employer contribution of 10.5%
OTHER BENEFITS	Salary packaging available (making part of your salary tax-free and increasing take-home pay) For more information visit www.smartsalary.com.au
HOW TO APPLY	Visit www.cera.org.au and apply via our <i>Study and Careers</i> page
CONTACT FOR ENQUIRIES ONLY	CERA Human Resources t: (03) 9929 8201 e: cera-hr@unimelb.edu.au <i>Please DO NOT send your application to this email address</i>

The Centre for Eye Research Australia is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce. We encourage people from diverse backgrounds to apply for positions within our organisation.

For further information about us visit www.cera.org.au

Position Summary

This position is an exciting opportunity for a talented and ambitious postdoctoral clinician-scientist to join the Clinical Biomarkers research unit led by Dr Zhichao Wu to tackle glaucoma – one of the leading causes of irreversible vision loss in Australia and worldwide. This position will specifically involve overseeing a research program that aims to develop new imaging and functional assessment techniques that will transform our ability to detect and predict glaucoma damage and its progression, and to better understand this condition. These tools are being developed for application in clinical trials to expedite the discovery of new glaucoma therapies. They are also being developed for implementation in the clinical practice to take the “guesswork” out of glaucoma management.

The postholder will conduct non-interventional clinical research studies primarily using new imaging and functional assessment methods in people with glaucoma and healthy individuals. There will also be potential opportunities to engage in other ongoing international and national collaborative projects towards the abovementioned goals.

Key Responsibilities

RESEARCH

1. Contribute to the current research program to transform the detection and prediction of glaucomatous damage and its progression.
2. Maintain an excellent track record of publication in high-impact, peer-reviewed journals and develop research funding proposals to support the unit's initiatives and obtain competitive funding.
3. Manage the preparation and formulation of publications, presentations and research reports arising from the research.
4. Work together with community-based ophthalmologists and optometrists in the recruitment of participants in the research studies.
5. Explain the study to potential participants and obtain informed consent.
6. Perform standard ophthalmic assessments including subjective refraction and visual acuity measurements, intraocular pressure measurements, visual field testing, optical coherence tomography (OCT) imaging and fundus photography.
7. Performing novel ophthalmic assessments including customised techniques of retinal imaging and functional testing (training to be provided).
8. Accurate collection of and entry of study data onto hard copy and/or electronic Case Report Forms in accordance with protocol requirements (training to be provided).
9. Liaison with the referring practitioners to provide updates on the status of their patient's participation in the research studies.
10. Management of the progress of research studies, including monitoring of the recruitment status and developing solutions to ensure targeted progress is met.

LEADERSHIP AND SERVICE

11. Actively participate in team meetings and other internal forums and meetings as required

12. Represent the research unit at internal and external fora as determined by the Principal Investigator
13. Provide leadership for a team of Clinical Research Coordinators/Assistants.
14. Participate in the annual career development and planning discussion process and undertake any agreed professional development activities.

TEACHING AND LEARNING

15. Supervise graduate researchers and students, and offer mentoring and training as required.

OTHER

16. Undertake any other activities as reasonably requested by the Principal Investigator.

Selection Criteria

ESSENTIAL

1. A tertiary clinical qualification in eye care (e.g., Optometry or Orthoptics) and registration with an appropriate board.
2. Excellent research track record relative to opportunity (see NHMRC Investigator Grant Emerging Leadership assessment criteria).
3. Excellent verbal and written communications skills.
4. Excellent interpersonal skills (including both verbal and written communication skills) and rapport with patients and other healthcare professionals.
5. Strong proficiency in standard clinical ophthalmic assessments and ability to learn new techniques.
6. Evidence for capacity of working independently, problem solving, and administration (including management of competing priorities).
7. High level of attention-to-detail.
8. High level of proficiency with basic electronic and computer interfaces (such as Microsoft Word and PowerPoint) and ability to learn the use of new platforms (such as online databases).

DESIRABLE

1. Clinical research experience.
2. Experience and knowledge in glaucoma management.
3. Leadership and/or team management experience.
4. Experience with statistical software (e.g., Stata) and/or programming languages (e.g., MATLAB).

Job Complexity, Skills, and Knowledge

Level of supervision/independence

The incumbent will work closely with the Principal Investigator on the scientific aspects of the research program. However, the incumbent will be expected to lead the research team, execute the clinical studies, and ensure that they are progressing successfully with a high level of autonomy.

Problem solving and judgement

The incumbent must be able to manage and reconcile competing demands, sometimes within tight timeframes. They must be able to plan, take initiative, coordinate, and work with a wide range of people and undertake timely and appropriate consultation with colleagues to ensure tasks are completed on time and to a high standard. This role requires maturity, sound judgement (especially when consultation with the Principal Investigator is required), high level interpersonal skills, and independent decision making on routine matters.

Professional and organisational knowledge

The incumbent needs to become familiar with internal operational policies and standard operating procedures of CERA and the University of Melbourne. The incumbent will need to obtain a comprehensive understanding of Good Clinical Practice, clinical research guidelines and specific project protocols. The incumbent must also be able to foster relationships with key individuals and organisational stakeholders both internally and externally.

Special requirements and other information

1. CERA is committed to providing a workplace that is healthy and safe for staff, students, patients, visitors, contractors, and the community. You are required to be fully vaccinated against COVID-19 (SARS-CoV-2), including with a booster dose, unless CERA grants you an exemption.
2. To be eligible for this position you must be an Australian or New Zealand citizen, permanent resident or hold a valid work permit or visa.
3. You will be required to consent to a police check. Please note that people with criminal records are not automatically prevented from applying for the position and each application will be considered on its merits.
4. Occasional availability outside normal working hours for events, meetings and networking functions will be required.
5. You may be required to independently travel to various office locations or other external locations to fulfill requirements of the position.

About us

The Centre for Eye Research Australia (CERA) is an international leader among ophthalmology research institutes. We conduct research with real-life impact looking at the causes of eye disease, preventing blindness through earlier diagnosis and better treatments, and restoring sight.

CERA has multidisciplinary research programs that cover the full spectrum from laboratory-based basic science and stem cell research through to genetics, translational and clinical research, as well as health and population-based research.

We are an independent medical research institute closely affiliated with the University of Melbourne and co-located, at the Royal Victorian Eye and Ear Hospital. The strength of this three-way relationship is key to the successful translation of research from the bench to the bedside.

CERA has two main locations in Melbourne, one at the Royal Victorian Eye and Ear Hospital and the other at our clinical research facilities at the Eye and Ear on the Park hospital in East Melbourne. We have around 185 staff and students working across our two sites.

Our vision and values

We strive to remain a world-leading eye research institute, renowned for the discovery of the causes of eye diseases and our work in improving diagnosis, prevention, treatment and rehabilitation of eye diseases, vision loss and blindness through our research, clinical work and teaching.

This vision is supported by our values of:

- **Integrity** – We are accountable and honest in the work we do. Credible, ethical and responsible research is our priority.
- **Unity** – We support and respect each other, celebrate our diversity and we pitch in when it is needed. In our work, keeping each other safe is always top of mind.
- **Agility** – We research with ambition, tenacity, innovation and creativity. We are nimble and responsive in our pursuit of excellence.
- **Making a difference** – We value collaborating and sharing our knowledge with each other and our community to make a real difference in the world. We never waiver from our goal of saving sight and changing people's lives for the better.

Occupational Health and Safety (OHS) and Environmental Health and Safety (EHS) responsibilities

CERA is committed to providing a workplace that is healthy and safe for staff, students, patients, visitors, contractors and the community. We aim to develop and maintain a culture that encourages all staff to actively manage health and safety risks and to consider the environment.

Our staff have a duty to take reasonable care for their own health and safety and the health and safety of other people who may be affected by their conduct in the workplace.