

POSITION TITLE: POST DOCTORAL RESEARCH FELLOW, CREDENTIALING

STATUS	<p>Part time role (0.8 fte, days and hours negotiable)</p> <p>Contract until June 2023.</p> <p>Some out of hours work may be required from time to time (discussed and agreed in advance).</p>
LOCATION	<p>Sydney based preferred but other locations in Australia considered. Flexible work arrangements available.</p>
REPORTS TO	<p>Reports to ANZAED President With support and direction from Credentialing Director as required.</p>

ABOUT ANZAED

VISION

A properly skilled and valued workforce delivering safe and effective eating disorders research, prevention, treatment, and support to all who need it.

MISSION

The Australia & New Zealand Academy for Eating Disorders (ANZAED) is the peak body representing and supporting the activities of all professionals working in the field of eating disorders and related issues in prevention, treatment, and research.

ANZAED provides opportunities for collegial interaction, sharing of knowledge and resources, networking, and advocacy to support researchers, clinicians and others working with eating disorders.

ABOUT THE ROLE

The ANZAED Eating Disorder Credential is an innovative program to formally recognise clinicians with the qualifications, knowledge, training, and professional development profile to meet minimum standards for delivery of safe and effective eating disorder treatment.

The project is currently entering a critical phase of implementation and evaluation, with funding from the Australian Government. This includes a program of research activity to inform and support the credential program and further develop the knowledge base in this field.

The Post Doctoral Research Fellow leads the development, implementation, publication, and promotion of research projects in areas relevant to the credential including workforce capacity building, professionals’ supervision and support needs and consumer and families/supports pathways to care.

The role supervises and guides the work of a Research Assistant in delivering high quality research activities and administration. The Post Doctoral Research Fellow also contributes advice and capability internally to support continuous quality improvement in research and evaluation across ANZAED.

The Post Doctoral Research Fellow role will be supported by and collaborate with the ANZAED President and will have opportunities to collaborate with ANZAED Executive Committee members who hold research positions. The research team will also receive advice and support from an independent Senior Research Advisor.

Specific research projects will include:

Better Understanding Supervision Needs and Standards

- Exploring the supervisor skills, professional characteristics, needs, barriers and enablers of supervision uptake and quality of supervision for credentialed clinicians
- Needs analysis and gaps of supervisor availability
- Informing the development of a framework for supervision standards and skills to guide requirements for upskilling across professions
- Review and propose models for supervision in addressing barriers and meeting needs.

Building Workforce Capacity to Deliver Safe and Effective Care

- Investigating the effectiveness of implementation of credentialing in building workforce capacity to deliver safe and effective eating disorder treatment.
- Implementing mixed methods (qualitative and quantitative) approaches to examine clinician knowledge, competence and capacity, and attitudes to clinical standards and delivery of empirically supported treatments for eating disorders.
- Exploring the influence of credentialing on competency in practice with a cohort of clinicians.

Pathways to Care

- Investigating the effectiveness of implementation of credentialing in reducing barriers and distress during attempts to access care, and in enhancing timely access to competent care for eating disorders.
- Following lived experience and supporter pathways to care via the credentialing system using mixed method approaches
- Exploring service user’s perceptions of the credentialing system and consequences, both positive and negative, of their engagement.

KEY RELATIONSHIPS	
Direct Reports	Research Assistant, Credentialing
Internal	ANZAED credentialing team and other ANZAED staff, ANZAED Executive Committee and subcommittee members, ANZAED members and volunteers.

External	Partner organisations and sector stakeholders including research centres, research participants.
----------	--

DUTIES AND RESPONSIBILITIES	
Project Management	<ul style="list-style-type: none"> • Design research projects, manage project budget, and deliver outcomes to agreed timelines and budget. • Track project implementation and input from internal and external partners. • Manage research ethics submissions and reporting aligned with regulatory requirements. • Reviews and modifies existing project processes and procedures, implements revisions and improvements that more effectively support research output. • Provides guidance and support to the Research Assistant, Credentialing and any volunteers or students directly engaged in credentialing research projects.
Research and Evaluation Activities	<ul style="list-style-type: none"> • Develop suitable research methodologies and protocols and ensures that appropriate documentation is prepared. • Design, develop and manage appropriate systems to collect and analyse information. • Conduct high quality research across a range of methodologies including quantitative, qualitative, applied research, systematic review, literature review and evidence synthesis. • Lead the collection and analysis of research data using complex statistical analyses. • Draw insights and conclusions and reporting of findings to inform future work.
Communication and Publication	<ul style="list-style-type: none"> • Manage the development and delivery of high impact research publications and presentations • Prepare progress and final reports for governing bodies • Work with the ANZAED Executive Committee and Staff to translate research findings to accessible and actionable insights for the credentialing program, government, and sector stakeholders. • Build collaborative networks and partnerships with other eating disorder research centres and stakeholders.
Capacity building and advice	<ul style="list-style-type: none"> • Provide support to ANZAED staff and Executive Committee members on issues relating to research, evaluation, and implementation. • Assist in identifying the need for further evaluation and monitoring activities within ANZAED. • Contribute to the development of ANZAED policy briefs, submissions, and other materials to inform positions related to credentialing.
Compliance with relevant legislation, policies, and procedures.	<ul style="list-style-type: none"> • Maintain updated knowledge of and work within relevant legislation, Government regulations and ANZAED policies and procedures. • Support practice that is culturally sensitive and in line with guidelines for communicating about eating disorders.
Teamwork and Culture	<ul style="list-style-type: none"> • Contribute positively to the ANZAED culture and act in accordance with ANZAED values and codes of conduct. • Develop and maintain positive working relationships with other team members, respecting and valuing differences.

REQUIRED EXPERIENCE AND ATTRIBUTES	
Qualifications	<ul style="list-style-type: none"> • A PhD (or near completion of a PhD) in health, social sciences, or related field
Skills and Knowledge	<ul style="list-style-type: none"> • Excellent interpersonal, verbal, and written communication skills with the ability to engage with and influence a wide range of stakeholders. • Strong skills across a range of social science methodologies and statistical analyses. • Understanding of ethics, practice and methodology considerations related to health and human services research. • Well-developed organisational and project management skills with the ability to determine priorities and achieve outcomes within limited timeframes and resources.
Experience	<ul style="list-style-type: none"> • Extensive experience in developing and working on research projects, including design, developing protocols, preparing ethics submissions, conducting literature reviews, and drafting manuscripts • Experience supervising the work of researchers, students, or other project staff. • A track record of peer-reviewed published research or publication of research and policy reports for relevant stakeholders. • Experience in eating disorders research will be highly regarded but not required.
Personal Attributes	<ul style="list-style-type: none"> • Attention to detail & high level of accuracy. • Confident leadership skills and an ability to manage projects within a small team. • Adaptable, flexible, and solutions-focused approach to problem-solving and changing priorities.

Candidates who do not meet these criteria but can demonstrate similar appropriate experience and values may be considered suitable for the role.

PO Box 4154, Castlecrag NSW 2068, Australia
 email: anzaed@anzaed.org.au
www.anzaed.org.au