

**Position Title:** **Research Lead**

**Campus:** Grampians Health – all campuses

**Directorate:** Chief Medical Office

**Department:** Research Development

**Reporting to:** **Direct:** Director of Research Development

**Direct Reports:** NA

### Appointment Terms/Conditions:

**Classification and Code:** Dependent on experience and qualifications

**Enterprise Agreement:** *Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021 – 2025 (Grade 4 Yr 1-4)*

*Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020 – 2024 (Level 4 Research Nurse/Midwife)*

*Health and Allied Services, Managers and Administrative workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2025 (HS7 – 8)*

### ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services to provide safe, sustainable healthcare that meets the evolving needs of our workforce and community. More information can be found at [www.grampianshealth.org.au](http://www.grampianshealth.org.au)

We are unified in our mission to deliver integrated models of care that always prioritise people, offering personalised and compassionate care. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

## **POSITION PURPOSE**

The Research Lead will design, develop, and implement research, in addition to supporting the growth of clinical and/or health service research activity and skills for health professionals, create better linkages between clinicians, researchers, and academics, and foster the next generation of clinical researchers. This role will coordinate and promote research translation and research capability and capacity building at Grampians Health, Deakin Rural Health and Western Alliance member organisations.

This is a leadership position and will collaborate with the relevant Department Heads and key stakeholders to provide strategic leadership in research. This position will work across the Grampians region and involves travelling to and working with rural health services in western Victoria.

## **KEY ACCOUNTABILITIES**

- building research capability and capacity across the regional and rural health workforce
- contributing to the department/service's research program
- collaborating with Western Alliance and Deakin Rural Health
- directing and coordinating research and/or clinical trials
- initiating funding applications
- publishing in their clinical specialty and/or rural health/health services research
- leading and driving the research agenda and capability building in the department/service
- taking responsibility and accountability for maintaining research governance
- providing, in collaboration with the relevant Head of Department or Principal Investigator, leadership, consultancy and advice
- leading the development of quality improvement and research projects aligned with local priorities and where possible, involve collaboration with other health services

## **QUALIFICATIONS**

### **Essential**

- Undergraduate/graduate entry qualification
- PhD
- Current AHPRA registration status (for registered professions) or eligibility for membership of professional association (for self-regulated and non-regulated professions) as applicable
- Extensive specialised knowledge in their profession or an area of their profession, and/or is at a supervisory level in one or more of the specific areas of their profession which require extensive specialised knowledge

## **KEY SELECTION CRITERIA**

### **Essential**

- Experience in research translation activities in healthcare
- Experience in the provision of education and training
- Skills in scientific writing and is developing a growing record of high-quality research publications in refereed international quality journals
- Demonstrates an ability to apply for and attract funding for research

- Demonstrates a track record of presenting clinical research finding to stakeholders at conferences, forums, workshops or via social media
- Manages stakeholders through effective negotiation and influence

#### **Desirable**

- Leads or has led a research unit or a new or significant area of research activity within a local care context or across the Victorian care system
- Demonstrates evidence of a significant local, national, or international impact of their knowledge transfer/exchange on clinical practice, quality of life or wider social or cultural issues
- Exhibits leadership of collaborative partnerships, linkages, or teams – at local, national and/or international-level research partnerships
- Receives research awards or commendations
- Provides high-quality research supervision of clinicians and research higher degree students
- Demonstrates evidence of research impact in practice and/or policy
- Co-produces evidence-based practice initiatives, including with allied health, nursing and medical colleagues

### **ORGANISATIONAL REQUIREMENTS**

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

### **OTHER RELEVANT INFORMATION**

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.

- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities.