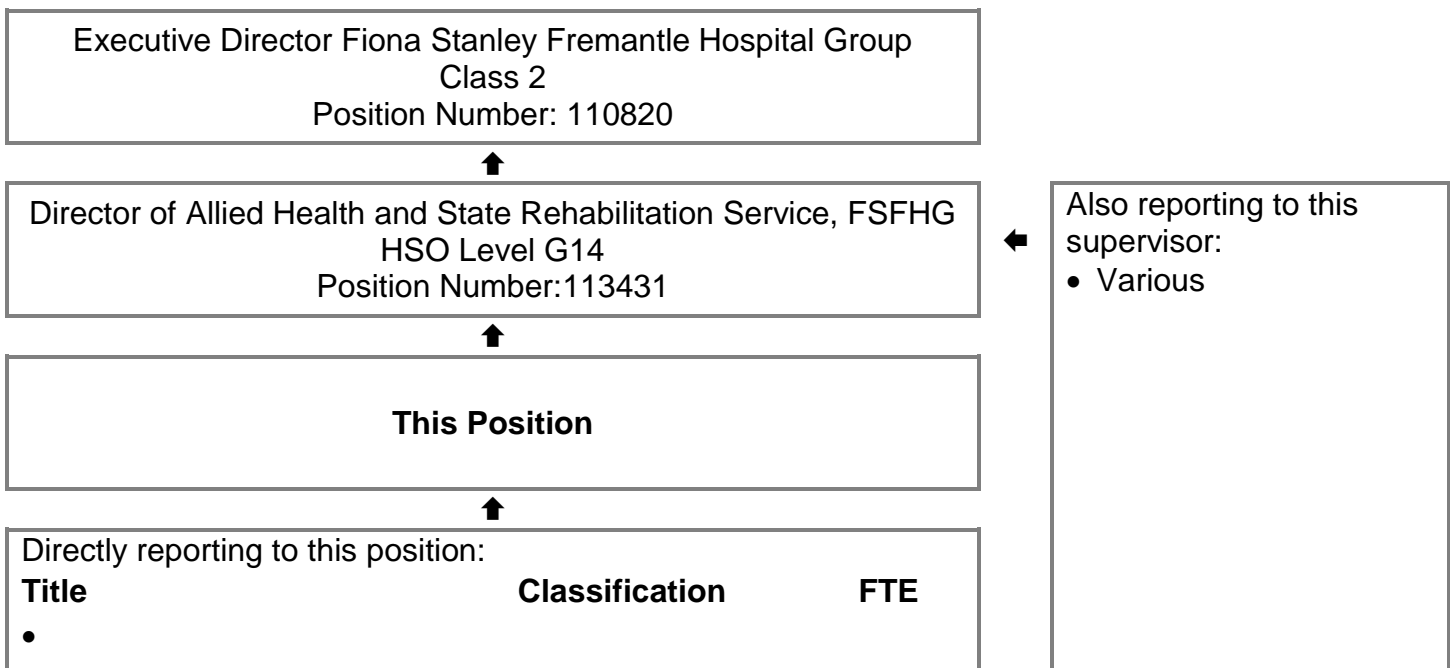




**HSS REGISTERED**

**Allied Health Research Director**  
**Health Salaried Officers Agreement: HSO Level G10**  
**Position Number: 115543**  
**Allied Health / Allied Health Research**  
**South Metropolitan Health Service**

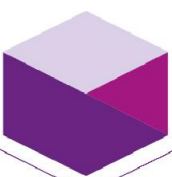
**Reporting Relationships**



**Key Responsibilities**

- Provides leadership and fosters excellence in allied health research and articulates with research across the different professions and programs of research across South Metropolitan Health Service (SMHS) and the Faculty of Health Sciences, Curtin University.
- Provides relevant research education, supervises and mentors allied health staff across SMHS engaged in, or seeking to engage in research.
- Promotes research and evidence based practice to ensure quality health outcomes of patients and their families.
- Strategic management of the translation of allied health research knowledge into practice.
- Collaborates with other health research leaders to promote a SMHS organisational culture of research to deliver excellence in the patient and carer experience.

Liaison with key stakeholders to improve research opportunities for Allied Health staff across SMHS.



## Brief Summary of Duties (in order of importance)

### 1. Leadership, Management and Culture

- 1.1. Plans, leads and directs a high quality research agenda for allied health across SMHS to meet defined research objectives in alliance with Curtin University.
- 1.2. Establishes a sustainable model and network for the supervision of clinical research across all allied health disciplines in SMHS with measurable involvement of senior clinicians and managers.
- 1.3. Promotes research and evidence based practice to ensure quality health outcomes of patients and their families.
- 1.4. Collaboratively provides high level advice on allied health clinical and inter-professional practice and leads the development, implementation and evaluation of SMHS research strategies driven by organisational and consumer health priorities.
- 1.5. Strategic management of the translation of allied health research knowledge into practice.
- 1.6. Supports the SMHS Research Strategy and enablers to build service capacity in research excellence and represents allied health on relevant committees, working and interest groups.
- 1.7. Evaluates allied health research and supports translation of evidence based practice to enable best practice and delivery of effective and efficient clinical outcomes.
- 1.8. Responsible for ensuring financial responsibility across functions to develop and implement financial strategies that will ensure budgetary targets and performance indicators are met.

### 2. Quality, Safety and Service

- 2.1. Integrates allied health quality improvement programs with clinical research, ensuring an evidenced-based outcomes and a culture focused on improving performance.
- 2.2. Promote and facilitate allied health compliance with the National Safety and Quality Health Service Standards and the EQuIP National Program.

### 3. Research Innovation, Education, Performance and Translation

- 3.1. Monitors the internal and external environment and influences to ensure that allied health research endeavours meet the changing needs of the SMHS.
- 3.2. Scans the environment, sources and prepares and/or facilitates applications for grant funding, income and resources. Conducts studies and promotes, through a variety of mediums, the strategic research needs of SMHS and Curtin University.
- 3.3. Supervises, supports and builds the capacity of the SMHS allied health staff in research activity to build the research evidence base of allied health services.
- 3.4. Promotes and fosters the development of new researchers and networks between the, SMHS, Curtin University and the faculty research teams with local, national and international alliances in focussed allied health research.
- 3.5. Advises on access to research education and training for clinicians and students in the SMHS.
- 3.6. Disseminates research findings across, SMHS, Curtin University and the wider community.
- 3.7. Designs, supervises and mentors the development of research projects at all levels of post graduate University training.

### 4. Communication and Relationships

- 4.1. Develops and maintains effective internal and external networks and facilitates a cooperative partnership approach to achieving research goals and organisational objectives.
- 4.2. Maintains open and collaborative communication and negotiates with relevant key stakeholders related to allied health research and service provision, including consumers.
- 4.3. Collaborates and engages allied health professions in research partnerships with government and non-government organisations that intersect with the SMHS

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- 4.4. Collaborates with other health research leaders to promote a SMHS organisational culture of research to deliver excellence in the patient and carer experience.
- 4.5. Liaises with key stakeholders to improve research opportunities.

### **5. Professional Accountability**

- 5.1. Complies with legislation affecting allied health practice including the discipline specific Board of Australia – Code of Conduct and Ethics, National Safety and Quality Health Service Standards.
- 5.2. In partnership with the SMHS Executive and Professional Heads of Department, develop and foster a supportive and effective team environment that supports staff in the acquisition and application of new skills in research.
- 5.3. Participates in own performance development with FSFHG Director of Allied Health and State Rehabilitation Services and Curtin University delegate and undertakes performance development with staff under direct supervision.
- 5.4. Demonstrates a commitment to lifelong learning and ongoing professional development.

### **6. SMHS Governance, Safety and Quality Requirements**

- 6.1. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 6.2. Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 6.3. Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 6.4. Completes mandatory training (including safety and quality training) as relevant to role.
- 6.5. Performs duties in accordance with Government, WA Health, SMHS and Departmental / Program specific policies and procedures.
- 6.6. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

### **7. Undertakes other duties as directed.**

**Work Related Requirements**

**Essential Selection Criteria**

1. A PhD in a relevant allied health discipline and eligibility for registration as an allied health professional in WA (if relevant).
2. Demonstrated effective leadership in a clinical and/or academic environment and an ability to provide high level management of a research agenda across multiple settings and sites.
3. Demonstrated extensive track record in clinical research with peer reviewed journal publications and success in attracting research and development grants from industry/agencies and/or nationally competitive granting bodies.
4. Demonstrated high level communication skills in all aspects of research including working within complex team structures and a wide range of stakeholders, effectively negotiate, influence and maintain cooperative working relationships with clinicians and academics towards targeted outcomes.
5. Evidence of effective supervision of research and/or higher degree by research students.
6. Demonstrated highly developed conceptual and analytical skills, including demonstrated ability in translating research findings into relevant clinical practice.
7. Demonstrated skills and an ability to manage human, financial and material resources within an environment of constraint.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

**Desirable Selection Criteria**

1. Knowledge of state and national health policy frameworks which impact on health service delivery in Western Australia.
2. Possession of, or significant progression toward, the attainment of a post graduate qualification in area of specialty
3. An established national reputation in the field of allied health with a high level of credibility and relevant experience with research and management settings.

**Appointment Prerequisites**

Appointment is subject to:

- Evidence of current registration by a relevant Allied Health professional body must be provided prior to commencement (if relevant).
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

**Certification**

**The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.**

.....  
**Manager / Supervisor Name**

.....  
**Signature or**

.....  
**HE Number**

.....  
**Date**

.....  
**Dept. / Division Head Name**

.....  
**Signature or**

.....  
**HE Number**

.....  
**Date**

**As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.**

# Allied Health Research Director | HSO Level G10 | Position Number 115543

<b>Occupant Name</b> <b>Effective Date</b>	<b>Signature</b> or <b>HE Number</b>	<b>Date</b>
<b>HSS Registration Details (to be completed by HSS)</b>		
<b>Created on</b>	<b>Last Updated on</b>	December 2018