



HSS Registered

Director Research Allied Health

Position Details

Position Number: CG008479
Classification: G10
Agreement: Health Salaried Officers Agreement
Directorate: Allied Health
Department: Allied Health
Location: Sir Charles Gairdner Osborne Park Health Care Group

Reporting Relationships

This position reports to:

CG008147	Director Allied Health	G11
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Positions under direct supervision:

Nil

Primary Purpose of the Role

Provides leadership and fosters excellence in allied health research and articulates with research across the different professions and programs of research across Sir Charles Gairdner Osborne Park Health Care Group (SCGOPHCG).

Provides relevant research education, supervises and mentors allied health staff across SCGOPHCG 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 SCGOPHCG organisational culture of research to deliver excellence in the patient and carer experience.

Liaises with key stakeholders to improve research opportunities for Allied Health staff across SCGOPHCG.



Vision

A trusted partner, delivering excellent health care for our people and our communities.

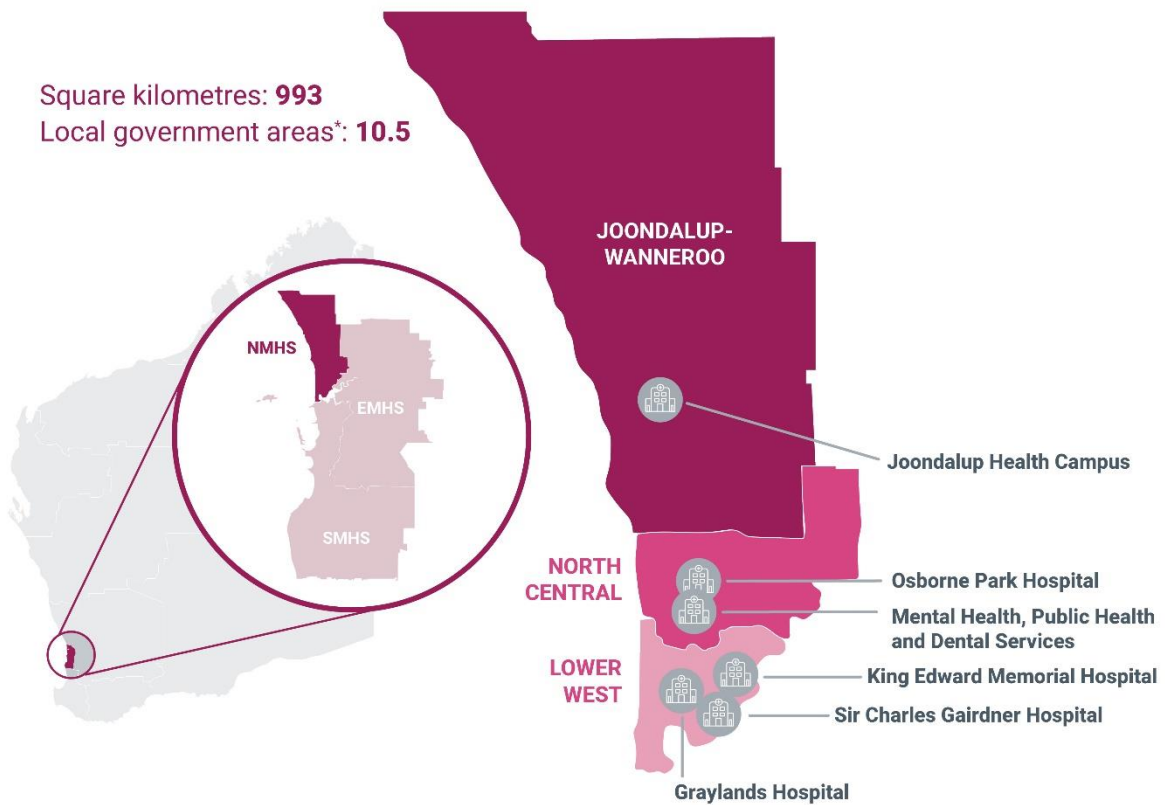


Mission

To promote and improve the health of our people and our communities.



Square kilometres: **993**
Local government areas*: **10.5**



North Metropolitan Health Service

Since our establishment in 2016, NMHS has embraced best practice to deliver improved clinical outcomes in the face of rising challenges for all healthcare providers. With a budget of \$2.16 billion and 8,917 full-time equivalent (FTE) staff, we serve a population of 736,907 people (about 28% of Western Australia’s total population) within a catchment area of almost 1,000 square kilometres. The population we serve is projected to increase by 17% between 2021 and 2031, and the number aged 65 years and older will increase by 41% over the same period. NMHS provides a comprehensive range of adult specialist medical, surgical, mental health and obstetric services in WA, delivered across three tertiary hospitals and two secondary hospitals, all fully accredited. NMHS oversees the provision of contracted public health care from Joondalup Health Campus operated under a public-private partnership. A range of statewide, highly specialised multidisciplinary services is offered from several NMHS hospital and clinic sites.



Our values



Care

We show empathy, kindness and compassion to all.



Respect

We are inclusive of others and treat everyone with courtesy and dignity.



Innovation

We strive for excellence and are courageous when exploring possibilities for our future.



Teamwork

We work together as one team in a spirit of trust and cooperation.



Integrity

We are honest and accountable and deliver as promised.

Please refer to [NMHS Values – Organisational/Individual Behaviours](#) for information on individual behaviours that reflect the organisation's values.

Our strategic priorities

We are focussing on six strategic priorities for the 2020-2025 period:

<p>Enabling healthy communities We build healthy and engaged communities</p>	<p>People-centred care We will place our consumers' and their carers' best interests and experience at the core of all we do</p>
<p>Integration and connection We will build strong connections and partnerships</p>	<p>Innovation and adaptive models of care We will use research and technology to improve outcomes</p>
<p>Trusted, engaged and capable people We will invest in our people and our culture</p>	<p>Sustainable and reliable We will reduce harm, waste and unwarranted variation</p>



Key Accountabilities

1. Leadership, Management and Culture

- 1.1 Plans, leads and directs a high-quality research agenda for allied health across SCGOPHCG to meet defined research objectives.
- 1.2 Establishes a sustainable model and network for the supervision of clinical research across all allied health disciplines in SCGOPHCG 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 SCGOPHCG 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 SCGOPHCG 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 evidence-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.

3. Research Innovation, Education, Performance and Translation

- 3.1 Monitors the internal and external environment and influencers to ensure that allied health research endeavours meet the changing needs of the SCGOPHCG.
- 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 SCGOPHCG.
- 3.3 Supervises, supports and builds the capacity of the SCGOPHCG 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, SCGOPHCG and 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 SCGOPHCG.
- 3.6 Disseminates research findings across, SCGOPHCG 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 SCGOPHCG.
- 4.4 Collaborates with other health research leaders to promote a SCGOPHCG organisational culture of research to deliver excellence in the patient and carer experience.
- 4.5 Liaises with key stakeholders to improve research opportunities.
- 4.6 Develops research strategies that engage the organisational vision for cultural safety and diversity.

5. NMHS Governance, Safety and Quality Requirements

- 5.1 Participates in the maintenance of a safe work environment.
- 5.2 Participates in an annual performance development review.
- 5.3 Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 5.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 5.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 5.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

6. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

- 6.1 Reflect the NMHS values in the way you work, behave and make decisions.

7. Undertakes other duties as directed.



Work Related Requirements

The following criteria should be considered in the context of the NMHS Vision, Mission and Values.

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 "C" or "C.A." class drivers licence.
9. 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. An established national reputation in the field of allied health research.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current "C" or "C.A." class drivers licence.
- 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/HE:
Date:

Dept./Division Head

Name:
Signature:
Date:

Position Occupant

Name:
Signature:
Date:

