

Position Description

Position title	Research Lead (Department of Adolescent Medicine)
Department / Division	Department of Adolescent Medicine
Classification	In accordance with AMA Victoria – Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Position reports to	Director, Adolescent Medicine
No. of direct & indirect reports	1
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category C - works in a non-clinical setting, non-patient facing setting and only attends clinical areas infrequently

<p>The Royal Children's Hospital</p> <p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

<p>ROLE CONTEXT</p> <p>To facilitate the provision of high quality, evidence based medical care for young people and their families in both inpatient and outpatient settings by leading, conducting and facilitating research within the Department of Adolescent Medicine.</p>

ROLE PURPOSE

The Department of Adolescent Medicine, Royal Children's Hospital Melbourne, is a multidisciplinary specialty department providing inpatient and outpatient care to adolescents experiencing both physical and mental health concerns. Sub-speciality teams within the Department of Adolescent Medicine include the Eating Disorders Service, the Gender Service, Transition Support Service, the Young People's Health Service and the Chronic Illness Peer support (ChIPS) team. The Department works collaboratively with various teams across the Melbourne Children's Campus including RCH Mental Health, the Centre for Adolescent Health and the Kelpie Adolescent Inpatient Unit.

The Research Lead will conduct, facilitate and support research across all programs of the Department of Adolescent Medicine in order to provide the best possible evidence-informed care for patients.

KEY ACCOUNTABILITIES

- Establish a department research strategy in collaboration with the Department head and, where relevant, MCRI group leaders
- Support staff of all professional backgrounds to participate in quality clinical research regardless of previous research experience and expertise
- Facilitate education sessions for the department to develop research skills and capacity
- Support development of new research projects from conception to completion
- Link clinical researchers to mentoring opportunities and research training and resources on the Melbourne Children's Campus
- Develop relationships between members of the Department and relevant groups on the Melbourne Children's Campus (i.e., affiliated groups at MCRI, University of Melbourne or other clinical departments), as well as external stakeholders as appropriate
- Foster collaboration between interested department members
- Develop relationships between Department and consumers to ensure research activities of the department meet the needs of consumers and are compliant with best-practice clinical research governance
- Support translation of research findings into relevant guidelines and policies
- Ensure a culture of evidence-informed practice is ingrained into department clinical activities
- Chair regular Data Support Group meetings for the Department

As Gender Service Research Lead, they will also have a specific focus on transgender health and:

- Conduct ethical research at the highest level of integrity and in line with the Australian Code for Responsible Conduct of Research
- Conduct research activities in alignment with the strategic direction of the Department and the hospital
- Lead internal and external collaboration opportunities
- Lead and participate in national/international high calibre collaborative research which attracts external funding, and results in research outputs such as publications (i.e. high quality journal articles/book chapters/reports/policy), clinical and public health outcomes, and peer recognition
- Conduct independent research activities and lead high performing research teams
- Have lead authorship (first or senior) in Tier 1 & 2 publications and/or show evidence of fostering the publication record of the research group
- Be invited to speak at national and international conferences
- Lead, develop and manage performance of research employees to create a positive scientific research culture
- Strongly demonstrate leadership through coaching and mentoring activities
- Supervise honours and postgraduate students
- Foster relationships with key internal and external stakeholders

- Influence Government policy and strategy and be involved in policy advocacy

QUALIFICATIONS AND EXPERIENCE

Essential

- Relevant clinical qualifications
- Relevant research qualifications (e.g. PhD)

Desirable

- Specialty knowledge, training and experience working in adolescent medicine
- Specialty knowledge, training and experience working with electronic medical systems, such as EPIC

KEY SELECTION CRITERIA

- Relevant track record in conducting and leading research
- Recognised as an authority in their own relevant field of research as evaluated by peers
- Evidence of research outputs and impact as evidenced by publication records (including first or senior author papers), conference attendance and speaking invitations
- Demonstrated record of success in securing external competitive funding as Lead Investigator
- Evidence of national and international collaborations
- Consistent record of high-quality publication and achievement
- Evidence of successful higher degree student completions
- Experience in developing research strategy and measures to monitor success
- Demonstrated experience in leading and mentoring employees resulting in a positive scientific research culture
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

May 2026