

Austin Health Position Description



Position Title: Respiratory Medicine Physician- Postdoctoral Research

Classification:	Medical Specialist- Classification dependent on years of experience
Business Unit/ Department:	Department of Respiratory and Sleep Medicine
Work location:	Austin Health <input checked="" type="checkbox"/> Heidelberg Repatriation <input type="checkbox"/> Royal Talbot <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment Type:	Part-Time 4 year Fixed Term
Hours per week:	3.5
Reports to:	Director, Victorian Respiratory Support Service
Direct Reports:	0
Financial management:	Budget: Not Applicable
Date:	October 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About the Institute for Breathing and Sleep

The Institute for Breathing and Sleep (IBAS) is an incorporated not-for-profit organisation with the mission of promoting, facilitating, and coordinating research and education in respiratory and sleep health.

The objectives of the Institute are to:

Promote and provide a focus for research and education in respiratory and sleep health
Reduce morbidity and mortality and improve quality of life for persons with respiratory and sleep disorders

Promote occupational health, driver safety and clean air through respiratory and sleep health programs

Provide leadership and education in respiratory and sleep health

Attract, co-ordinate and manage funding programs for research and education in respiratory and sleep health

IBAS is located on the grounds of the Austin Hospital and enjoys a mutually supportive and beneficial relationship with Austin Health.

Located within the Institute for Breathing and Sleep at Austin Health, this research program examines sleep and breathing dysfunction in people with respiratory failure due to neuromuscular disease (NMD) and severe obstructive and restrictive pulmonary disease. The research program is integrated with the Victorian Respiratory Support Service (VRSS) within the Department of Respiratory and Sleep Medicine, the state-wide service that provides domiciliary ventilatory support for over 1,200 individuals in Victoria. Our research encompasses epidemiology and cohort studies, mechanistic studies, controlled clinical trials, and implementation science. Our research involves collaboration across disciplines, technologies and countries.

Purpose and Accountabilities

This Postdoctoral Research role will primarily contribute to the conduct of a large externally funded research project aiming to improve health outcomes for people with respiratory failure who require long term home ventilatory support. This Medical Research Future Fund (MRFF) funded project, Synchronise Non-Invasive Ventilation at Home (Synchronise NIV@home) is a single centre trial comparing three different methods for

assessing and adjusting home ventilation. It directly links to a new home-based service delivery model for the VRSS.

This role requires an enthusiastic, independent, and motivated individual, with exceptional interpersonal skills, the ability to work as part of a dynamic team, and a strong desire to contribute to an exciting program of research. This position is primarily located in Heidelberg; however, some of the development and evaluation of interventions will occur in various trial sites, and some travel may be required.

Key elements for this role will include

- Assist with preparing human research and ethics documentation and trial protocols
- Provide primary oversight of protocols and reporting of research related sleep laboratory and home monitoring ventilator studies, including respiratory failure patients on home ventilation through admitted at home model
- Supervise and train trial staff and students
- Ensure appropriate clinical governance of the trial to provide safe clinical care of trial participants, including liaison with clinical staff
- Contribute to data management, analysis, writing of manuscripts and presentation at scientific meetings
- Outpatient clinic consultations for trial participants – telehealth consultations for trial related aspects of Synchronise NIV@home participants
- Participation in the project Steering Committee

Role Specific

- Provide local (Austin) research trial leadership of the *SynchroniseNIV@home* trial and/or other research projects as required, to:
 - Plan and carry out data collection on the nominated project/s and assist with co-ordination of sub- and associated- projects.
 - Manage and support the ongoing development and delivery of research to ensure project milestones are met.
 - Analyze data to investigate research questions.
- Provide comprehensive clinical management of research related inpatient, home based admissions (including home visits) and outpatients, specifically for patients with chronic respiratory failure including management of home ventilation
- Laboratory reporting of research related sleep studies and home-based respiratory monitoring, including home ventilation review studies
- Participate in Unit meetings and activities.
- Supervise research staff and higher degree students.
- Assist with administrative duties including staff management (HR) and finance.
- Perform other tasks as requested by your supervisor or the Head of the Department
- Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care

across the continuum.

Teaching, Training and Research:

- Develop an independent research profile, including publications, presentations, research grant funding applications and Research Higher Degree co-supervision, that supports and complements the local research team
- Contribute to the day-to-day operation of the research project(s) to ensure timely execution, with specific responsibility for protocols, analysis and reporting of ventilator related studies
- Contribute to the supervision, education and training of junior medical, nursing and other clinical staff, including participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Support and assist the CI team to effectively engage and partner with the broader clinical research team, sponsors, trial ethics and governance staff, end-users including people with lived experience, and other key stakeholders
- Participate in the preparation of manuscripts, funding applications and ethics applications.
- Work in accordance with Ethical and Regulatory bodies locally, nationally and internationally.
- Ensure all data are recorded, handled, and stored in a way that allows accurate reporting interpretation and verification.
- Present and disseminate research findings at local, national and international conferences and other public forums.
- Attend and actively participate in departmental seminars, meetings and/or committee memberships

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice – *Procedures, therapies and competencies that a Fellow from*

the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses/services.

1. Investigate and manage patients presenting with common respiratory symptoms and problems, with sub-specialist expertise in respiratory/ventilatory failure and ventilation
2. Apply and interpret diagnostic investigations commonly used in the management of respiratory conditions, with specific expertise in polysomnography and evaluation and prescription of ventilatory support for chronic ventilatory failure
3. Describe the indications, benefits, risks and clinical processes of interventions used in the management of common respiratory conditions and acquire proficiency in performing these procedures
4. Diagnose and manage a range of respiratory conditions
5. Manage acute respiratory failure and medical emergencies (determined by completion of an appropriate course in advanced life support)
6. Diagnostic Bronchoscopy
7. Performing Sleep Studies
8. Lung function testing
9. Respiratory Physicians working in Sleep Medicine should be competent in the following areas: investigate and manage patients presenting with common sleep symptoms and problems; identify less common sleep problems; apply and interpret diagnostic investigations commonly used in the management of sleep disorders; recognise the indications, benefits, risks and clinical processes of interventions used in the management of common sleep disorders and be proficient in performing these procedures; and diagnose and manage a range of sleep disorders.

This will be assumed if the Respiratory Physician has a Fellowship of the Royal Australasian College of Physicians in Respiratory and Sleep Medicine or equivalent and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice – *Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training, qualifications and experience as determined by the Director/Head of Unit.*

The Director/Head of Unit is expected to apply guidelines from the respective specialist medical college and/or appropriate state, national and international bodies. Where guidelines are not explicitly available, the Director/Head of Unit must apply 'best-practice' principles to ensure safe clinical care.

1. Interventional Bronchoscopy (including stenting)
2. Endobronchial Ultrasound
3. Ultrasound Guided Pleural Aspiration

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, please speak to your Head of Unit and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the HUB (<http://eppic//Document/1193>).

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following
 - Teaching or research
 - Organising audit
 - Clinical governance
 - Other role within Austin Health but outside of the unit/specialty
 - College role

For each area where special expertise needs to be demonstrated

Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field
- Recent experience (adequate number of cases per year in previous years)
- Satisfactory completion of an acceptable outside organisations credentialing requirements.

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the *Royal Australasian College of Physicians* or equivalent.
- Completion of a PhD or equivalent.

- Demonstrated ability to undertake research in a health/clinical setting, including study design, data collection, data coding / analysis and interpretation.
- Ability to establish and maintain a trial across a range of clinical, research and industry professionals.
- Publications, conference papers and/or reports, or professional or technical contributions consistent with research career stage.
- Sound analytical and communication skills with an ability to communicate complex information clearly both orally and in writing.
- Evidence of the ability and willingness to work collaboratively as a member of a team in a co-operative and collegial manner, as well as independently, to ensure successful project outcomes.
- Demonstrated knowledge of Good Clinical Practice requirements and adherence to the ICH-GCP and WHO guidelines for the conduct of scientific research.
- High level of proficiency in the use of standard application software such as the Microsoft Office suite, plus proficiency in statistical packages (e.g. Stata, SPSS or R) and data acquisition software (e.g. Spike).
- Have appropriate training and experience applicable to the field of *Respiratory and Sleep Medicine*, in particular, specialist knowledge in respiratory failure and long-term ventilation
- Demonstrated commitment to high quality patient care.
- Involvement in teaching and training of medical, technical and nursing staff, including at undergraduate and post-graduate level.
- Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Have demonstrated understanding of, and commitment to Clinical Governance.

Desirable but not essential:

- A sound understanding of information technology including clinical systems.
- Extensive experience in the fields of respiratory and sleep disorders medicine
- Accreditation in sleep disorders medicine
- Successful funding applications to internal and external sponsors.
- Demonstrated ability to establish trial sites, provide project management of clinical trials, and assist with financial management (e.g., experience in reporting income / expenditure for budget tracking).

- Demonstrated ability to supervise or co-supervise Honours, Masters and/or PhD students, or clinical staff.
- Data visualisation and statistical analyses skills, especially in STATA or R.
- A current Australian driver's licence.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Document Review Agreement

Manager Signature	
Employee Signature	
Date	