

Position Description

Austin Health

Director - Nursing Research

Classification:	QRED 5A
Business unit/department:	CNO Directorate
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	24 hours
Reports to:	Chief Nurse Office (CNO) Austin
Direct reports:	Nursing Education Coordinator, Research
Financial management:	
Date:	September 2026

Position purpose

The Director Nursing Research provides strategic leadership to develop, implement, and sustain a high-impact nursing research program that advances evidence-based practice, improves patient outcomes, and strengthens knowledge translation across the nursing profession.

The role is responsible for leading the development, implementation, and evaluation of a nursing research strategy that promotes evidence-based practice, innovation, clinical excellence, and measurable improvements in patient care and health outcomes.

The Director Nursing Research fosters a culture of inquiry, scholarship, and research excellence, building research capability and capacity across the nursing workforce while supporting the translation of research findings into clinical practice.

As a member of the Nursing Executive team, the role provides strategic leadership to strengthen nursing research capability, establish and maintain partnerships with academic and research institutions, and ensure that research outcomes are translated into improvements in patient care, workforce development, service delivery, and health system innovation.

The Director Nursing Research leads the integration of research within clinical practice in alignment with the Austin Health Nursing Professional Practice Framework, fostering a culture in which inquiry, evidence, innovation, and continuous improvement are fundamental to professional nursing practice.

Working collaboratively with the Austin Health Director of Research, the role promotes multidisciplinary research partnerships and strengthens research capability across a broad range of clinical disciplines, extending beyond health services research to include specialty and translational research that advances clinical practice and patient outcomes.

About the Department/Division/Directorate

The Chief Nursing Officer (CNO) directorate provides professional, clinical and strategic leadership to ensure the delivery of safe, high-quality person-centered nursing care across the organisation. The Directorate sets and governs the professional standards of nursing practice, workforce capability and clinical governance that support excellent patient outcomes and staff experience.

The CNO Directorate leads nursing workforce planning, education and professional development, credentialling and scope of practice, ensuring alignment with legislative, regulatory and accreditation requirements. It partners closely with clinical services, executive leadership and multidisciplinary teams to support service delivery, innovation and continuous improvement.

The Chief Nursing Officer Directorate is supported by a Nursing Executive team, who are located across all Austin Health campuses, including:

- Director of Nursing, Austin Hospital
- Directors of Nursing, Heidelberg Repatriation Hospital
- Director of Nursing, Royal Talbot Rehabilitation Centre
- Director of Nursing, Mental Health
- Chief Nursing Informatics Officer
- Director Clinical Education Unit
- Director, Nursing Research

The Clinical Education Unit delivers education and training to the hospital's medical, nursing and allied clinical staff and works closely with university partners and external education providers.

Position responsibilities

Role Specific

Direct Clinical Care

- Promote the integration of contemporary research evidence into nursing practice across Austin Health.
- Lead and support the translation of research findings into clinical practice, models of care, policy, and clinical guidelines.
- Collaborate with nursing and multidisciplinary clinical leaders to identify and prioritise research opportunities aligned with organisational strategic objectives, patient outcomes, and service improvement.
- Champion evidence-based practice and innovation to improve quality, safety, and patient experience.



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Education

- Build research literacy, capability, and capacity across the nursing workforce.
- Lead strategic workforce development initiatives that strengthen nursing research capability and foster innovation in research education.
- Establish and support programs that enable nurses to undertake research, higher degree studies, research fellowships, and academic activities.
- Develop and maintain partnerships with universities and academic institutions to support joint appointments, research supervision, and collaborative research initiatives.
- Foster a culture of research and inquiry through mentorship, coaching, and professional development.
- Develop communities of practice and deliver education on research methods, evidence-based practice, implementation science, and knowledge translation.
- Support emerging and established nurse researchers to develop research skills and career pathways.

Research and innovation

- Partner with the Chief Nursing Officer and Director of Research to develop, implement, and evaluate the nursing research strategy and organisational research priorities.
- Lead the development, coordination, and delivery of nursing-led research programs.
- Support nurses to design, undertake, evaluate, and publish high-quality research.
- Promote multidisciplinary and translational research collaborations across clinical, academic, and research sectors.
- Secure competitive research funding and provide leadership in grant development and submission processes.
- Facilitate the dissemination of research outcomes through peer-reviewed publications, conference presentations, and internal knowledge-sharing platforms.
- Monitor and report on nursing research activity, outcomes, impact, and performance indicators.

Support of Systems

- Establish and maintain strong partnerships with academic institutions, research organisations, healthcare services, and professional bodies.
- Contribute to organisational committees and working groups related to research governance, ethics, innovation, and evidence-based practice.
- Align nursing research priorities with organisational strategic objectives, safety and quality programs, and health service priorities.
- Support continuous improvement initiatives informed by research, evaluation, implementation science, and outcome measurement.
- Ensure compliance with research governance requirements and best practice standards for research conduct and management.



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Professional Leadership

- Provide strategic leadership for nursing research across Austin Health, informed by contemporary professional practice frameworks and evidence-based leadership principles.
- Develop, implement, and evaluate a nursing research strategy aligned with organisational, state, and national health priorities.
- Lead and foster a culture of inquiry, critical thinking, innovation, and continuous improvement within the nursing workforce.
- Establish and maintain effective research collaborations at local, national, and international levels, enhancing the profile and reputation of Austin Health nursing research.
- Advocate for the role of nursing research in improving patient outcomes, workforce development, and health service innovation.
- Represent nursing research at executive, organisational, academic, professional, and external forums.

Leadership Responsibilities

- Demonstrate accountability for compliance with all relevant quality and safety standards across Austin Health.
- Ensure adherence to organisational policies, procedures, and regulatory requirements.
- Comply with Austin Health policies and procedures relating to the ethical conduct of human research, research governance, and research integrity.
- Support effective incident management, risk management, and organisational learning processes.
- Model and promote Austin Health values, including diversity, inclusion, respect, collaboration, and high standards of ethics and integrity.
- Demonstrate leadership in Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S), ensuring responsibilities are fulfilled and role modelled.
- Complete and maintain all mandatory education, training, and professional development requirements relevant to the role.



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Selection criteria

Essential

- PhD in Nursing, Health Sciences, or related discipline.
- Demonstrated leadership and achievement in nursing and/or health research within a healthcare, academic, or research environment.
- Proven ability to develop, lead, and sustain research programs that improve clinical practice, patient outcomes, and health service innovation.
- Demonstrated success in building research capability and capacity within clinical environments, including mentoring and supporting clinicians to undertake research.
- Strong track record of peer-reviewed publications, research dissemination, and securing competitive research funding.
- Evidence of an established national research profile and academic standing through scholarly contributions, collaborations, and professional leadership.
- Demonstrated ability to independently initiate, lead, conduct, and evaluate research projects and programs.
- Proven experience translating research evidence into clinical practice, policy, models of care, quality improvement initiatives, and service redesign.
- Demonstrated expertise in the design, implementation, and evaluation of safety, quality, and practice improvement initiatives.
- Highly developed strategic leadership, stakeholder engagement, and relationship management skills, with the ability to influence across clinical, academic, and executive settings.
- Excellent written, verbal, and presentation skills, with the ability to communicate complex research findings to diverse audiences.
- Demonstrated ability to work collaboratively and lead multidisciplinary research teams and partnerships.
- Strong commitment to advancing nursing scholarship, research excellence, and the professional development of the nursing workforce.

Desirable but not essential:

- Academic appointment or demonstrated experience working in partnership with universities and academic institutions.
- Experience supervising Higher Degree by Research (HDR) students, including Masters and PhD candidates.
- Experience in translational, implementation science, health services, or clinical research.
- Experience leading research collaborations across healthcare organisations and academic partners.
- Membership or Fellowship of relevant professional, research, or academic bodies.
- Evidence of an emerging or established international research profile.



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Professional qualifications and registration requirements

- Registered Nurse Division 1 (General) registered with the Nursing and Midwifery Board of Australia

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself
- Promote and participate in the evaluation and continuous improvement processes
- Comply with the principles of person-centered care
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time)
- Comply with all Austin Health mandatory training and continuing professional development requirements
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy
- Work across multiple sites as per work requirements and/or directed by management

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

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website: <http://www.austin.org.au/careers/Aborigineemployment/>



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