

# Position Description

## Director - Nursing Research

<b>Classification:</b>	QRED 5A
<b>Business unit/department:</b>	CNO Directorate
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
<b>Employment type:</b>	Part-Time
<b>Hours per week:</b>	0.6 FTE
<b>Reports to:</b>	Chief Nurse Office (CNO) Austin
<b>Direct reports:</b>	Nursing Education Coordinator, Research
<b>Financial management:</b>	
<b>Date:</b>	March 2026

### Position purpose

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

As a member of the Nursing Executive team, the role is responsible for building research capability and capacity within the nursing workforce, strengthening partnerships with academic institutions and ensuring research outcomes translate into improved patient care, workforce development and health service innovation.

The role leads the integration of research within clinical practice consistent with the Austin Health Nursing Professional Practice Framework, fostering a culture where inquiry, evidence and improvement are core to nursing practice

The role will also work with the Austin Health Director of Research to foster multidisciplinary collaboration, build nursing research capacity beyond health services research and across medical specialities.

## 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 clinical practice
- Support translation of research finding into practice improvements, models of care and clinical guidelines
- Collaborate with clinical leaders to identify priority areas for nursing research aligned with organisational strategic priorities and patient outcomes.

#### Education

- Build research literacy and capability across the nursing workforce
- Drive strategic nursing research workforce development and foster innovation in research education and capability building across Austin Health
- Establish programs that support nurses to undertake research, higher degrees and academic activities
- Develop partnerships with universities to support joint appointments, research supervision and academic collaborations
- Develop a research culture through research mentorship
- Build communities of practice and facilitate education on research methods, evidenced based practice and knowledge translation



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## Research and innovation

- Work with CNO and Director of Research to develop and enhance the organisation research strategy and establish research priorities
- Lead the development, coordination and delivery of nursing-led research programs
- Support nursing to design, undertake and publish high quality research
- Promote interdisciplinary research collaboration across clinical and academic partners
- Secure competitive research funding and support grant development
- Ensure dissemination of research through publications, conferences and internal knowledge platforms

## Support of Systems

- Establish strong partnerships with academic institutions, research institutes and professional bodies
- Contribute to organisational committees related to research governance, ethics and innovation.
- Align nursing research priorities with health service strategic priorities, safety and quality initiatives
- Support continuous improvement initiatives informed by research and evaluation

## Professional Leadership

- Provide strategic leadership for nursing research across Austin Health through relevant models and frameworks
- Develop and implement a nursing research strategy aligned with organisational and health system priorities
- Lead a culture of inquiry and critical thinking within the nursing workforce
- Build effective research collaborations at local, national and international levels, advancing the reputation of Austin Health research
- Represent nursing research at executive, organisational and external forums

## Leadership Roles

- Accountability for complying with quality and safety standards across Austin Health
- Accountability for complying with policies and procedures
- Compliance with Austin Health policy and procedures related to the ethical conduct of human research, research governance and research integrity
- Comply with incident management systems/ risk management
- Effective demonstration and promotion of Austin Health values including diversity and inclusion and high standards of ethics and integrity
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities are role modelled and complied with
- Complete all relevant mandatory/additional e-learning and training during induction and as related to role



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## Selection criteria

### Essential

- PhD in nursing or related health science
- Demonstrated leadership in nursing or health research
- Experience building research capability within clinical environments
- Track record of peer-reviewed publications and successful research funding
- Evidence of established national academic standing through research contributions
- Strong strategic leadership and stakeholder engagement skills
- Demonstrated excellent verbal and written communication skills for effective research collaboration and engagement
- Demonstrated evidence of capability to independently, initiate, conduct and lead research
- Demonstrated ability in the design and implementation of safety and quality practice improvement projects
- Strong evidence of ability and desire to build an academic career trajectory
- Demonstrated ability to contribute to independent and team-based research in clinical practice

### Desirable but not essential:

- Academic appointment or strong university partnerships
- Experience supervising higher degree research students

## 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*



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- 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

### Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

### Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

### Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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