

# Position Description

## Deputy Director, Research Strategy & Capability

Classification:	HS9
Business unit/department:	Discovery & Innovation Unit
Work location:	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)
Agreement:	Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Officers) (Single Interest Employers) Enterprise Agreement 2021-2025
	Choose an item.
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Employment type:	Full-Time
Hours per week:	38 hours per week This position is <b>not</b> eligible for Accrued Days Off (ADO)
Reports to:	Director Operations – Discovery & Innovation Unit
Direct reports:	TBA
Financial management:	Budget: Responsible for budget management related to strategic activities
Date:	06/2025

### Position purpose

The Deputy Director, Research Strategy & Capability is responsible for leading the implementation of Austin Health's research growth agenda by building the people, systems, and strategic partnerships required for a future-ready research ecosystem.

Working in close partnership with the Director and the Deputy Director, Research Governance & Integrity, this role leads initiatives that strengthen workforce capability, advance translational readiness, and embed research within the culture and operations of the health service. The role supports delivery of the Enabling Research Strategy, shapes enterprise research development pathways, and ensures Austin Health is strategically positioned across the sector.

This role also plays a key role in representing Austin Health in external forums, building co-investment opportunities, and aligning institutional capability with national and precinct research priorities.

## About Discovery & Innovation Unit

The Discovery & Innovation Unit (DIU) is the central research office at Austin Health, responsible for research strategy, governance, capability development, and institutional reform. DIU delivers enterprise oversight for ethics, governance, policy, systems, and compliance, ensuring that all research conducted under the Austin Health banner meets the highest standards of integrity, impact, and translation. The unit partners with clinicians, researchers, funders, and external institutions to build a world-class, future-ready research environment.

## Position responsibilities

### Key Responsibilities

- Lead the implementation of the Austin Health Enabling Research Strategy across systems, people, and platforms.
- Design and deliver institutional capability programs for DIU, clinician scientists, research managers, ethics committee members, including onboarding, leadership pathways, and translational readiness.
- Build strategic partnerships with academic, government, and funding bodies to grow institutional capability and co-investment in research.
- Provide executive-level input into research planning, performance reporting, and precinct strategy alignment.
- Oversee strategic communications and stakeholder engagement to strengthen internal alignment and external positioning of research activity.
- Contribute to precinct and state-wide reform initiatives that advance translational research and workforce capability.
- Collaborate with the Deputy Director, Research Governance & Integrity to ensure alignment between capability uplift and governance requirements.

### Measures of Success

- Implementation of the Enabling Research Strategy demonstrates measurable impact on institutional capability and research performance.
- Research workforce development programs are well-utilised, positively evaluated, and aligned with national frameworks (e.g. NHMRC, NCTGF).
- Austin Health is recognised by precinct, government, and academic partners as a leading site for translational research engagement.
- High-value partnerships and co-investment opportunities are established with sector leaders.
- Stakeholder satisfaction with research support, communication, and strategic alignment is consistently high.
- Institutional research systems and tools are adopted and integrated into core business processes.



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## Key Relationships

- Director, Discovery & Innovation
- Deputy Director, Research Integrity & Systems
- Executive and clinical leaders across Austin Health
- Researchers and departmental sponsors
- Partner universities and MRIs
- Government, precinct, and funding bodies
- Communications, workforce, education, and digital teams

## Selection criteria

### Essential Knowledge and Skills

- Proven leadership in research strategy, partnerships, or capability development within a large health, academic, or research institution.
- Demonstrated ability to implement enterprise initiatives that build research performance, culture, and collaboration.
- Deep understanding of research development frameworks, health research translation, and institutional strategic alignment.
- Strong experience in engaging government, universities, and funders in co-investment or policy-aligned initiatives.
- Excellent communication and stakeholder engagement skills, including executive-level briefings and sector positioning.
- Experience designing and delivering training or capability programs aligned with national research standards.
- Ability to drive change across systems and people, with a strong understanding of governance and compliance dependencies.

### Desirable but Not Essential

- Experience leading precinct-wide or cross-institutional strategic initiatives.
- Familiarity with emerging trends in research capability development, including digital enablement and AI-enhanced learning systems.
- Experience in translational or implementation research environments.

## Professional qualifications and registration requirements

- Postgraduate degree in Research, Health, Education, Management, or related field.
- Formal qualification or experience in adult learning, workforce development, or change leadership.

## Quality, safety and risk – all roles



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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

### 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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