

## Position Description

Position Title	Chair of Clinical Research
Position Number	30011891
Division	Office of the CEO
Department	Clinical Research
Enterprise Agreement	Dependent on Qualifications
Classification Description	Dependent on Qualifications
Classification Code	Dependent on Qualifications
Reports to	Chief Executive Officer
Management Level	Tier 2 - Director Operations Managers
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Drivers Licence</li> <li>• Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

## Our Vision

5-Year

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

10-Year

To be a leading regional tertiary health service - delivering both specialist and generalist care, underpinned by academic excellence, clinical research, and innovation - driving improved health outcomes in partnership across the Loddon Mallee.

## Our Values

PASSIONATE

We are passionate about doing our best - for our patients, our colleagues, and our community.

## ACCOUNTABLE

We take ownership of our actions and outcomes, always striving for integrity and improvement.

## CARING

We care deeply for our community - and our community cares for us. Compassion is at the heart of everything we do.

## TRUSTWORTHY

We are open, honest, and respectful in all that we do - earning the trust placed in us every day.

## The Position

The Chair of Clinical Research provides strategic and operational leadership to embed research as a core function of Bendigo Health. This role builds research capability and capacity, fosters collaboration, attracts funding, promotes Bendigo Health as a Clinical Research Hub and ensures that research outcomes translate into improved clinical care and health outcomes for the community.

## Responsibilities and Accountabilities

### Key Responsibilities

#### Strategic Leadership

- Develop and implement the Bendigo Health Research Plan, aligned with organisational strategic and regional health priorities.
- Provide expert advice and advocacy to the Executive and Board on current and future research opportunities and translating research into operations.
- Lead the Bendigo Health Research Office
- Champion research as a driver of innovation, quality and clinical improvement, and workforce engagement.

#### Research Culture, Capacity and Capability

- Build organisational research culture, capacity and capability through implementing initiatives such as research mentoring programs.
- Oversee research education, training, and clinical career pathways.
- Oversee grants programs and research forums (e.g., annual Research Symposium).

#### Governance and Compliance

- Chair the Research Steering Committee.
- Ensure compliance with ethical, legal, and regulatory standards (e.g., NHMRC National Statement, GCP).
- Oversee research risk management, including data security and privacy, and participant safety

### Partnerships and Collaboration

- Build and sustain strategic partnerships with universities, research institutes, funding bodies and the Bendigo community.
- Facilitate multi-site and translational research collaborations.
- Represent Bendigo Health in state-wide research networks and consortia.

### Funding and Resource Development

- Attract competitive research grants, philanthropic support, and industry partnerships.
- Develop business cases and advocate for internal investment in research infrastructure and capability.
- Monitor and report research metrics and return on investment

### Translation and Impact

- Promote translation of research findings into clinical practice, guidelines, and health policy.
- Externally represent and advocate for Bendigo Health as a Clinical Research Hub
- Lead evaluation of research impact on patient outcomes and service delivery.
- Showcase research outcomes to staff, the Bendigo community, and external stakeholders

## **Key Selection Criteria**

### **Essential**

#### Qualifications and Experience

1. Medical, nursing, or allied health qualification with current professional registration (AHPRA or equivalent).
2. Higher research degree and significant research track record (publications, attracting grants).
3. Demonstrated experience in leading clinical research and translational projects in healthcare settings.
4. Experience in unifying research programs across disciplines and specialties
5. Proven ability to mentor research-clinicians and build research capacity in a healthcare setting

#### Skills and Attributes

6. Strategic thinker with strong leadership and advocacy skills
7. Track record of engagement and initiating change.
8. Excellent knowledge of research governance, ethics, and compliance.
9. Strong stakeholder engagement and partnership-building capability.
10. Commitment to equity, diversity, and community involvement in research.

## Role Objectives

Domain	Measures
Strategy	Lead the development of a research plan that aligns with the organisation's strategic priorities and drives high-impact clinical research.
Research Activity	Support growth in the number and diversity of research projects, clinical trials, and publications across the organisation.
Co-ordination	Facilitate coordination across research disciplines and clinical areas to enable shared learning, reduce duplication, and support high-quality research activity.
Culture	Foster a supportive research culture by encouraging participation in research activities and training across all clinical and allied health disciplines.
Partnerships	Foster and expand collaborative partnerships with universities, health services, and industry to enhance research opportunities and impact.
Funding	Support and secure research funding through grants, MRFF/NHMRC programs, and industry collaborations.
Impact	Support the translation of evidence-based findings into clinical practice, service improvement, and policy.
Advocacy	Position Bendigo Health as a recognised regional centre for high-quality clinical research, attracting collaborators, funding, and talent.

## **Generic Responsibilities**

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.

- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*