

**Research Associate Professor A (Level D)**

**and Leader of the Gold Coast Hospital & Health Service Evidence-Based Practice Unit**

Position Description

Duties and responsibilities of this position may include each of the itemised activities with specific expectations negotiated from time to time with the Director, Institute for Evidence-Based Healthcare (IEBH).

**Overview of the Position**

The Research **Associate Professor (Level A)** will hold a dual role as an academic leader of the Institute for Evidence-Based Healthcare and the Head of the Evidence-Based Practice Unit at Gold Coast Hospital & Health Service (GCHHS). They are expected to demonstratea strong and high-quality track record of performance in their field with leadership, clinical practice in their field / discipline and profession. In the role, they should make a substantial contribution and foster excellence in research, strategy, university service, leadership, financial oversight and policy development.

The role will be co-located at Bond University Campus, Robina and the Evidence-Based Practice Unit at the Gold Coast University Hospital, Southport. The incumbent will ideally have a sustained clinical background and have achieved distinction at a national level and/or international level.

The role will contribute to the leadership, management and strategic direction of the Institute for Evidence-based Healthcare and lead a program of clinical research that aligns with the major Institute themes. The incumbent will also provide leadership for the Evidence-Based Practice Unit based at GCHHS. The portfolio at GCHHS includes uplifting research capability and delivery in implementation science, research and teaching, contracting and support services such as statistics and philanthropy. Responsibilities also include capacity building among clinical and research staff at both the Hospital and Institute.

**Reporting Line**

This position reports to the Director of the Institute for Evidence-Based Healthcare, Bond University.

**DUTIES AND RESPONSIBILITIES**

**Research and Scholarship**

* Instigate and lead a program of clinical research that is aligned with the IEBH mission to improve evidence-based healthcare.
* Maintain productive areas of personal research and scholarship, and develop the research of others to attain national and international standard for sustained high-quality research, scholarship and impact
* Provide leadership and strategic development of plans and goals for the Evidence-Based Practice Unit at GCHHS.
* Disseminate research information and outcomes to enhance the reputation of the IEBH, GCHHS and Bond University, including provision of high-level commentary within the research and wider communities

**Teaching and Learning**

* Provide leadership, training (including postgraduate supervision) and mentorship of Higher Degree Research (HDR) students, clinicians and early- mid-career researchers to support the Institute in maintaining a successful record of research and research funding.
* At the GCHHS, support capacity, capability and delivery of research methods, implementation science, and translational research with a focus on health impact.
* Provide strategic support for teaching development and new initiatives at GCHHS.
* Participate in, and sometimes lead research training workshops, including, externally commissioned tailored workshops and other Institute education programs.

**Service, Administration and Professional Contributions**

* Make a significant and substantial contribution to research, academic and strategic leadership of IEBH and the GCHHS Evidence-Based Practice Unit.
* Work in collaboration with the Director of IEBH to develop and implement research and strategic plans and in ensuring congruence between Faculty, University and GCHHS research plans and initiatives.
* Take responsibility for the attraction, retention, mentoring, supervision, performance management and career development of Institute staff.
* Make a significant contribution to the profession and/or discipline including contributing to relevant professional societies and to the community.
* Staff are expected to demonstrate an ongoing commitment to the Bond University Strategic Plan, university policy and to our quality assurance processes
* Maintain a safe workplace and follow safety directions and internal controls. Alert your Manager of WHS risks and be vigilant in observing safe practices. Understand WHS requirements in your work area.
* All managers of staff are required to conduct risk assessments and implement controls accordingly as well as action safety audit results within the directed time frame.
* Awareness of, and accountability for, WHS responsibilities in the work area and for the staff and contractors under your control (if applicable).

Relevant Educational Qualifications

* A doctoral qualification in a relevant discipline.

Understanding of Quality Assurance

* Staff should demonstrate an understanding of the principles of quality assurance and continuous improvement as they apply at Bond University.
* Staff are expected to demonstrate an ongoing commitment to the Bond University Strategic Plan, university policy and to our quality assurance processes

Understanding of Cultural Sensitivity

* Staff will come into contact with staff and students from a variety of cultural backgrounds. It is expected that mutual respect, cultural awareness and cultural sensitivity will form the basis of for a professional working relationship.
* Staff are encouraged to attend a cultural sensitivity workshop to further enhance and develop cultural awareness and cultural sensitivity skills.

Understanding of WHS Responsibilities

* Maintain a safe workplace and follow safety directions and internal controls. Alert your Manager of WHS risks and be vigilant in observing safe practices. Understand WHS requirements in your work area.
* All managers of staff are required to conduct risk assessments and implement controls accordingly as well as action safety audit results within the directed time frame.
* Awareness of, and accountability for, WHS responsibilities in the work area and for the staff and contractors under your control (if applicable).

**Selection Criteria**

* Post-doctoral qualification or the equivalent in a relevant discipline
* Strong evidence of a sustained and significant clinical (medical, allied health, nursing) background ideally with experience working in a hospital environment.
* Substantial track record of research and scientific success and leadership in a health context.
* Strong background in training and/or leadership in implementation science and/or translation research.
* Demonstrated understanding of the principles of quality assurance and continuous improvement.
* Demonstrated ability of work independently and as part of a team
* Experience working as a leader of a high performing team with inclusivity, cultural awareness and cultural sensitivity.

*Note* – the successful applicant will be required to produce a certified copy of their highest qualification received prior to commencement of duty.