

## POSITION DESCRIPTION

<b>Position Title:</b>	Emergency Medicine Research Lead
<b>Business Unit/Department:</b>	Emergency Medicine & Urgent Care
<b>Division:</b>	Emergency Medicine & Intensive Care Services
<b>Award/Agreement:</b>	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement
<b>Classification:</b>	HN16 to HN59
<b>Reports To:</b>	Clinical Service Director – Division of Emergency Medicine & Intensive Care Services; Chief Medical Officer
<b>Direct Reports:</b>	Emergency Medicine and Urgent Care research staff, senior, junior medical and nursing staff and students undertaking research
<b>Date Prepared/Updated:</b>	1 March 2026

<b>Position Purpose</b>
<p>The Emergency Medicine Research Lead provides strategic leadership for research across Emergency Medicine (EM) services at Western Health and facilitates collaboration between the departments of EM and other departments within WH and external bodies with respect to research.</p> <p>The role is responsible for developing, leading and sustaining a high-quality, collaborative and productive research program aligned with Western Health strategic priorities, improving patient outcomes through evidence-based care, and strengthening Western Health's academic profile.</p> <p>The position works closely with Emergency Medicine clinical leadership, multidisciplinary academic leads (nursing, allied health, mental health), other WH departments, partner universities and external research organisations to foster a strong culture of research, innovation, education and translation into practice.</p>
<b>Business Unit Overview</b>
<p>The Division of Emergency Medicine and Intensive Care (EMIC) Services spans across 5 Western Health sites encompassing three emergency departments (EDs), two urgent care centres (UCC) and two intensive care units (ICU).</p> <p>Delivering care to over 200,000 patients annually, the Division is committed to innovation, the development of services and treatment of diverse population groups across Western Health to ensure Best Care for the community of Western Melbourne.</p> <p>The Divisional Director (DD) and the Clinical Services Director (CSD) function in partnership to provide</p>

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leadership, clinical, operational and financial governance to the Division ensuring the efficient and effective delivery of Best Care within allocated resources.

Western Health Emergency Medicine program provides comprehensive emergency care across multiple campuses to a diverse and rapidly growing population in Melbourne's west. The service is a major provider of acute care, with a strong focus on clinical excellence, equity of access, education, workforce development, quality improvement and innovation.

Research is a key enabler of Western Health's strategic priorities, supporting safer care, better outcomes, workforce recruitment and capability and system sustainability.

## Key Responsibilities

### Research Leadership & Strategy:

- Develop and lead a coordinated Emergency Medicine research strategy aligned with Western Health Research Strategy and organisational priorities.
- Establish and sustain a vibrant research culture embedded in clinical practice, education and quality improvement.
- Consolidate and grow key pillars of Emergency Medicine research, with an emphasis on translational and clinically impactful research.
- Ensuring research remains a visible and integral component of Emergency Medicine business and planning.

### Research Governance & Quality:

- Provide leadership within a robust research governance framework, ensuring ethical practice, patient safety, privacy and regulatory compliance.
- Build a structure and process(es) to document/register all DEM research activities.

### Collaboration & Partnerships:

- Establish, foster and maintain collaborative research partnerships with other departments within WH, universities, research institutes, other health services and external agencies.
- Act as a central point of contact for Emergency Medicine research collaborations within and external to Western Health.
- Represent Emergency Medicine on research, academic and governance committees as delegated.

### Research Output & Funding:

- Maintain and grow scholarly output through publications in peer-reviewed journals and presentations at local, national and international forums.
- Identify, pursue and support competitive research funding opportunities, including investigator-initiated, multi-centre and collaborative grants.
- Support business case development for research investment and infrastructure.
- Facilitate quarterly reporting of DEM research activity to DEM leadership.

### Education & Supervision:

- Provide supervision and mentorship for junior medical staff, registrars, fellows and higher degree research (HDR) students undertaking research.
- Coordinate and support research education and capability-building activities across Emergency Medicine.
- Maintain strong links with partner universities, acting as an interface between Emergency Medicine and academic institutions.

### Workforce & Culture:

- Contribute to research workforce planning, including attracting, developing and retaining high-quality research staff.
- Foster a psychologically safe, inclusive and high-performing research environment.
- Ensure regular feedback, performance development and professional growth opportunities for direct reports.

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**Clinical Contribution:**

- Undertake a clinical Emergency Medicine role as agreed with the Directors of Emergency Medicine, maintaining contemporary clinical skills and professional standards.

**Organisational Contribution:**

- Contribute to divisional and organisational planning, service improvement and strategic initiatives.
- Actively support Western Health values and strategic priorities.
- Participate in the WH Research week
- Contribute to annual research report by collating research activity and output

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

**Key Working Relationships****Internal:**

- Emergency Medicine and Urgent Care Directors and Deputy Directors
- Clinical Services Director
- Nursing, Allied Health and Mental Health academic leads
- Western Health Research Directorate
- Divisional and Executive leadership
- Junior medical staff and students
- Other Senior Medical Staff
- Other WH departments
- Office of Research

**External:**

- Partner universities and clinical schools
- Research institutes and collaborative networks
- Other health services
- Funding bodies and professional colleges

**Selection Criteria****Essential:**

- Current registration with the Australian Health Practitioners Regulation Agency
- Fellowship of the Royal Australasian College of Emergency Medicine or Equivalent
- Demonstrated track record of high-quality clinical research, including publications and/or grant funding.
- Detailed knowledge of, and experience with, the Australasian College for Emergency Medicine Trainee Research requirement e.g. as an assessor.
- Detailed knowledge of, and experience with, manuscript publication processes, including preparation of manuscripts, submission of manuscripts, revision of manuscripts etc.
- Detailed knowledge of, and experience with, the verbal and poster presentation of research at conferences.
- Demonstrated ability to provide strategic research leadership within a complex health service.
- Experience in supervising and mentoring junior clinicians and researchers.
- Strong communication, collaboration and stakeholder engagement skills.
- Demonstrated understanding of clinical and research governance, quality improvement and research ethics.
- Commitment to Western Health values, equity and patient-centred care

**Desirable:**

- Postgraduate research qualification (PhD or equivalent) completed or near completion.
- Training in statistical analysis.
- Experience leading multicenter or collaborative research programs.
- Experience in securing competitive research funding

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<b>Leadership Capabilities</b>	
<b>Leadership Capability</b>	<b>Definition</b>
Customer focus	Building strong customer relationships and delivering customer-centric solutions
Decision quality	Making good and timely decisions that keep the organisation moving forward
Directs work	Providing direction, delegating, and removing obstacles to get work done
Ensures accountability	Holding self and others accountable to meet commitments
Collaborates	Builds partnerships and works collaboratively with others to meet shared objectives
Interpersonal skills	Relates openly and comfortably with diverse groups of people
Builds effective teams	Builds strong-identity teams that apply their diverse skills and perspectives to achieve common goals
Communicates effectively	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
Courage	Steps up to address difficult issues, saying what needs to be said
Situational adaptability	Adapts approach and demeanour in real time to match the shifting demands of different situations
<b>Additional Requirements</b>	
<p>All employees are required to:</p> <ul style="list-style-type: none"> <li>• Obtain a police/criminal history check prior to employment</li> <li>• Obtain a working with children check prior to employment (if requested)</li> <li>• Obtain an Immunisation Health Clearance prior to employment</li> <li>• Report to management any criminal charges or convictions you receive during the course of your employment.</li> <li>• Comply with relevant Western Health clinical and administrative policies and guidelines.</li> <li>• Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures.</li> <li>• Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health.</li> <li>• Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health.</li> <li>• 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 Western Health</li> <li>• Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008.</li> <li>• Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.</li> </ul>	
<b>General Information</b>	
<ul style="list-style-type: none"> <li>• Redeployment to other services or sites within Western Health may be required.</li> <li>• Employment terms and conditions are provided according to relevant award/agreement.</li> </ul>	

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- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace.
- Western Health is committed to Gender Equity.
- Western Health provides support to all personnel experiencing family and domestic violence.
- 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs.
- Western Health is a smoke free environment.

*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: \_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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