



## Position Description

<b>Position Title:</b>	Senior Clinical Implementation Lead (Campus Mental Health Strategy 2021-2025)
<b>Salary Range:</b>	MCRI Research Salaries - Level B Step 1-3
<b>Reporting Manager:</b>	Professor Harriet Hiscock, Group Leader, Health Services; RCH Director Health Services Research Unit
<b>Direct Reports:</b>	Clinical Implementation Lead
<b>Home Group:</b>	Health Services

## Who are we?

The Murdoch Children's Research Institute (MCRI) is home to significant scientific discoveries. We believe there is an answer, a cure or a better treatment for every childhood condition – and we're determined to find it.

We are a diverse team of world-leading researchers, doctors, engineers, and hardworking professionals in corporate and scientific services from all corners of the world with one shared goal – to transform child health worldwide.

Our strength lies in our partnership and co-location with The Royal Children's Hospital and the University of Melbourne – the Melbourne Children's Campus. This rare model amplifies opportunities to quickly translate research into clinical care.

At MCRI, you'll also find our subsidiary organisation, the Victorian Clinical Genetics Services (VCGS), a specialist childhood, prenatal and adult genetics service. VCGS provides an integrated genetic consultation, counselling, testing and diagnostic support service to children, adults, families and prospective parents.

Together, we share a powerful vision: re-imagine the future of child health.

## What is it like to work for us?

We are committed to ensuring a positive working environment that values all backgrounds and experiences. We cultivate an inclusive culture that is underpinned by equal opportunity for all and a culture based on respect, consideration and dignity. We are also committed to developing our people and fostering an environment where learning and development is central to our staff reaching their full potential.

## Campus Mental Health Strategy

The Melbourne Children's Campus (Campus) and its partners (The RCH, MCRI and the Department of Paediatrics, University of Melbourne) are committed to the Campus Mental Health Strategy 2021 - 2025 (Mental Health Strategy). The overall objective of the Mental Health Strategy is for the Campus to deliver uniform and evidence-based, comprehensive infant, child and adolescent mental health care and prevention supported by education and research to ensure the best outcomes for children and their families. Child and family centred care will be at the heart of this. The clinically driven research will inform our workforce education and training programs which in turn will inform evidence based, consistent care as well as proactive internal and external policy and funding advocacy.

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## Position Overview

The Senior Clinical Implementation Lead will be an experienced research clinician with experience in knowledge translation, implementation, and evaluation in mental health/health services. This role will ensure the implementation of the Campus Mental Health Strategy is supported by 'gold standard' evidence of how to change practice, aiming for sustainable improvements to RCH mental health care. They will work as part of the Mental Health Strategy Implementation team, identifying potential barriers to and enablers of uptake of outcomes into practice. In recognition that practice guidelines and education alone have been shown to be the least effective way to change practice, the Senior Clinical Implementation Lead will be responsible for developing iterative approaches to ensuring implementation of the Key Areas and Enablers of the Mental Health Strategy including Consistent and Quality Care, Trauma Informed Preventative Care, and de-escalation care across the Campus.

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## Key Accountabilities

- Work effectively as a member of the Mental Health Strategy Implementation Team and help to foster engagement and relationships with key internal and external stakeholders.
  - Use implementation theories, models, and frameworks to lead and provide advice for the design of integrated implementation science approaches to the activities and outcomes of the Mental Health Strategy into Campus practice and policy in mental health care.
  - Determine how best to change mental health practice and care through the Mental Health Strategy activities and embed the outcomes within usual care, in partnership with education colleagues and Clinical Leads to ensure successful achievement and sustainability of the vision of the Strategy.
  - Work with and assist colleagues within the Mental Health Strategy in knowledge translation and practice implementation by providing training, tools, and guidance to equip them to utilise knowledge translation approaches to the implementation of their key area activities.
  - Drive project management for the implementation of the outcomes of the Mental Health Strategy activities including managing competing priorities/deadlines to deliver projects in a timely manner and managing stakeholder expectations in relation to project delivery (time/resource/cost implications/risk) with support.
  - Engage, work with and integrate lived experience of consumers (children, young people) and their carers and families in co-design, consultation, and implementation.
  - Direct, monitor, and support the work of the Clinical Implementation Lead in the implementation of the Mental Health Strategy activities.
  - Synthesise activity progress and outcomes across the Mental Health Strategy to monitor and report including budget management.
  - Foster relationships with key internal and external stakeholders; and facilitate and lead internal and external meetings/workshops with stakeholders.
  - Evaluate opportunities for external translation/commercialisation if appropriate. Makes contributions to external journal and grant submissions.
  - Aware of, and adheres to, MCRI policy on Intellectual Property/Material Transfer Agreements/Contracts/Clinical and Public Health Outcomes.
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## Selection Criteria

- PhD qualification in relevant field.
- At least 3 years postdoctoral experience (relative to opportunity) and appropriate level of expertise gained from a combination of experience, training or professional accreditation.
- Knowledge of and experience in implementation science methodology, change management, knowledge translation and service quality improvement.
- Ability to engage, work with and integrate lived experience and peer support roles and consumers (children, young people) and their carers and families in co-design, consultation, and implementation.
- Strong knowledge of and commitment to equity, diversity, inclusion and human rights and ability to apply these in an organisational context.
- Experience in researching, evaluating, or supporting the implementation of complex interventions, and complex systems change, including a combination of academic knowledge and experience in mental health care.

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- Ability to analyse multiple sources of information and synthesise into an integrated strategic approach to mental health system development and quality improvement in facilitating practice change and/or clinical service redesign in 'real world' settings.
  - Strong interpersonal and communication skills in engaging, developing collaborative relationships and working in partnership with diverse stakeholders to design, implement and evaluate Mental Health Strategy activities.
  - Experience in management of budgeted financial processes relevant to role within the Mental Health Strategy, including recording and reporting.
  - Experience in collecting and collating complex information and measurements to produce clear and accurate written reports.
  - Project management skills/leadership in program/project planning implementation across multiple projects and organisations with the proven ability to unite stakeholders under a common goal within the agreed timeframe.
  - Experience and ability to lead and supervise/mentor employees in order to foster a values driven and positive culture.
  - Creative and strategic thinker with an innovative, can-do attitude, independent judgement and influencing skills.
  - Ability to work collaboratively in a team environment, keeping others informed of work progress or issues.
  - Self-motivated and excellent time management and organisational skills with the ability to multi-task with high attention to detail and accuracy.
  - Advanced verbal, written and presentation communication skills and experience with a wide range of stakeholders.
  - Intermediate skills and knowledge using the Microsoft Office suite including spreadsheets, database programs and word processing.
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#### **Conditions of Employment**

- Working with Children & National Police Clearance (if appointed) in compliance with the Victorian Governments Child Safety Standards.
  - The right to reside and work in Australia and you meeting any applicable visa conditions.
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#### **Health, Safety & Wellbeing**

- We are committed to providing and maintaining a working environment which protects the health, safety and wellbeing of our people, partners and the community.
  - Employees conducting duties on behalf of MCRI are expected to meet the environment, health and wellbeing requirements and responsibilities specifically required for the role.
  - We are committed to supporting children in their right to be safe and adhere to the responsibilities we have to ensure their protection and safety as per the Child Safety Standards Policy.
  - Specified positions may be subject to medical review to ensure that the inherent requirements of the role can be undertaken safely.
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*As MCRI evolves to meet its changing strategic and operational needs and objectives, so will the roles required of its employees. As such, this document is not intended to represent the position which the occupant will perform in perpetuity. This position description is intended to provide an overall view of the incumbent's role as at the date of this statement.*