



Position Description

Position Title:	Research Officer
Salary Range:	MCRI Researcher Salaries - Research Officer Step 1-3
Reporting Manager:	Prof Fergus Cameron
Direct Reports:	None
Home Group:	Immune Development

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.

Position Overview

The purpose of this position is to create a functional interface between the clinical and research arms of type 1 diabetes (T1D) related activities within the Royal Children's Hospital (RCH) and Murdoch Children's Research Institute (MCRI) campus, with the long-term aim of establishing an immunotherapy pipeline for T1D patients within the RCH. This role will require the integration of laboratory-based discovery research with analysis of patient samples to build a wholistic picture of autoimmunity in children with T1D, forming a foundation for the creation of positive clinical outcomes. The position will incorporate both laboratory (0.8 FTE) and clinical (0.2 FTE) work and will be supported by a part time research assistant, research nurse and project manager. Key challenges of the role will be to formulate a plan to build a combined clinical and discovery research program that interfaces with local and overseas investigators undertaking T1D research. It is intended that these interactions will be used to enhance the international standing and visibility of the MCRI/RCH research campus with respect to T1D research and treatment.

Key Accountabilities

- Ability to work in outpatient clinical care as scheduled (2 clinics per week across Endocrinology and Diabetes) and inpatient clinical care as rostered.
- Undertaking discovery research into the mechanisms underlying autoimmunity in T1D.
- Co-ordinating and managing research activities involving clinical samples collected from T1D patients.
- Developing plans to integrate clinical samples into research using laboratory-based models of autoimmunity.
- Supervising a 0.6 FTE Research Assistant and 0.5 FTE Research Nurse.
- Overseeing and supervising a 0.5 FTE Project Manager.
- Developing plans to expand the scope and breadth of the immunotherapy program on the MCRI/RCH campus.
- Participating in and leading grant applications to support T1D research.
- Contributing to the formulation of strategies for T1D research on the MCRUI/RCH campus.
- Contributing to and lead publications into T1D in both the discovery and clinical research landscape.
- Building and maintaining effective relationships with key stakeholders as well as multi-disciplinary teams across the hospital and campus.
- Providing supervision and support to junior medical staff (Fellows and SRMO), and provision of training and education to the department's staff and medical students.
- Contributing and participating in the quality assurance programmes within the Department of Endocrinology.
- Participating in resolving problems in care and ensuring the Director is aware of relevant issues.
- Promoting and maintaining exemplary standards of clinical practice.
- Attending and actively participating at team meetings.
- Participating in educational activities within the department where applicable.
- In consultation with the Director, ensuring all services are maintained and delivered in line with the RCH-wide philosophy and culture of patient and family centred care, vision and values.
- Being respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions.
- Complying with all OH&S, Human Resource and other applicable Hospital policies.
- Contributing to a work culture of staff diversity, growth, development, and retention.
- Conducting ethical research at the highest level of integrity and in line with the Australian Code for Responsible Conduct of Research and MCRI policies.
- Writing and continuously to submitting grant and ethics approval applications.
- Attracting external competitive funding and has a record of high-quality publications, research impact and peer recognition.
- Working to improve skill base in research productivity and methodology.
- Following standard operating procedures, study protocols and study guidelines.
- Conducting continuous maintenance of neat and orderly records, logbooks, and data storage.
- Identifying ways to improve data collection/quality utilised by the team/group or research.
- Fostering relationships with key internal and external stakeholders.
- Contributing to the supervision of students and to the skill development of peers.
- Is engaging in the campus culture including professional activities, membership of campus committees and contributing to/attending internal/external campus conferences and seminars.

Selection Criteria

- Experience in Paediatric Endocrinology at a Consultant or Senior/Post-doctoral Fellow level.
- FRACP or equivalent College Fellowship.
- Specialist Medical Registration with AHPRA.
- PhD pertinent to Type 1 Diabetes, immunology, and stem cell biology.
- Knowledge of RCH IT systems and policies.
- Understanding of autoimmunity in relation to Type 1 Diabetes.
- Experience in clinical practice in all aspects of paediatric endocrine and diabetes care.
- Proven ability to deliver a high level of clinical practice in all aspects of paediatric endocrine and diabetes care.
- Well-developed interpersonal and communication skills in problem solving, negotiation and conflict resolution.
- Experience with cell culture and differentiation systems.
- Technical competence with flow cytometry.
- Technical competence and knowledge of human Immunology.
- The ability to balance sometimes competing and conflicting priorities.
- Highly evolved interpersonal and communication skills, including the ability to engage internal and work effectively with multidisciplinary teams to achieve mutual understanding, agreed outcomes, and maintain strong relationships.
- Demonstrated ability to supervise and support the training of junior staff.
- Demonstrated capacity to work independently and collaboratively in a team environment.
- Excellent time management, organisational and analytical problem-solving skills.
- Demonstrated excellent verbal and written communication skills.

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- Demonstrated relevant computer skills and an understanding of a range of research methodologies and their application in empirical research.
 - Experience in knowledge sharing, development, mentoring and support of employees and students.
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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.