



Position Description

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| Position Title: | Senior Change and Communication Analyst (Campus Mental Health Strategy 2021 - 2025) |
| Salary Range: | MCRI Professional & Administrative Salaries - Level 5 Step 5 to Level 6 Step 1 |
| Direct Reports: | None |
| Home Group: | 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.

Position Overview

The Senior Change and Communication Analyst will be a skilled change agent with experience in project communications and the implementation and evaluation of large-scale transformation projects in mental health/health services. This role will work closely with the Senior Clinical Implementation Lead to ensure the clinical implementation of the Mental Health Strategy is supported by 'gold standard' evidence of how to change practice, aiming for sustainable improvements to Campus research, education and care in mental health.

They will work as part of the Mental Health Strategy Implementation Team to support staff to adopt iterative approaches to delivering the clinical implementation plan for the Key Areas of the Mental Health Strategy (e.g. Family Centred Care, Consistent Quality Care, Trauma Informed Preventative Care) including identifying potential barriers to and enablers of uptake of outcomes into programs and practice.

Key Accountabilities

- Contributes to the development and delivery of Mental Health Strategy communication material and engagement activities to ensure effective engagement and 'business readiness' for implementation and sustainability.
 - With the Senior Clinical Implementation Lead, develop and deliver change management activities such as change impact analysis, stakeholder analysis, barrier and enabler analysis, change interventions and resources.
 - Supporting the delivery of planned activities and outcomes of the Mental Health Strategy in partnership with the Strategy Implementation Team - Senior Project Officers, leads of Strategy Enablers, Key Area Leads.
 - Collaborating with Senior Project Officers, education, and clinical colleagues to support development, scheduling, and execution of training required to embed new processes and practices as a result of the Mental Health Strategy.
 - Engages, works with, and integrates children and young people, and their families and carers with lived experience in co-design, consultation, and implementation.
 - Aware of, and adhere to, MCRI policy on Intellectual Property/Material Transfer Agreements/Contracts/Clinical and Public Health Outcomes.
 - Working effectively as a member of the Mental Health Strategy Implementation Team and help to foster engagement and relationships with key internal and external stakeholders including facilitating and leading meetings/workshops with stakeholders.
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Selection Criteria

- More than 3 years' experience working in change management and/or project communications in health setting.
 - Demonstrated knowledge of change management methodology and application. ProSci Change Management accreditation desirable.
 - Strong interpersonal and communication skills in engaging, developing collaborative relationships and working in partnership with diverse stakeholders to design, implement and evaluate change management deliverables.
 - Experience in collecting and collating complex information and measurements to produce clear and accurate written reports.
 - Ability to engage, work with and integrate people with lived experience and peer support roles and consumers (children, young people) and their parents/carers and families in co-design, consultation, and implementation.
 - 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.
 - Strong knowledge of and commitment to equity, diversity, inclusion and human rights and ability to apply these in an organisational context.
 - Self-motivated and excellent time management and organisational skills with the ability to multi-task with high attention to detail and accuracy.
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Conditions of Employment

- Working with Children and 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.

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.