

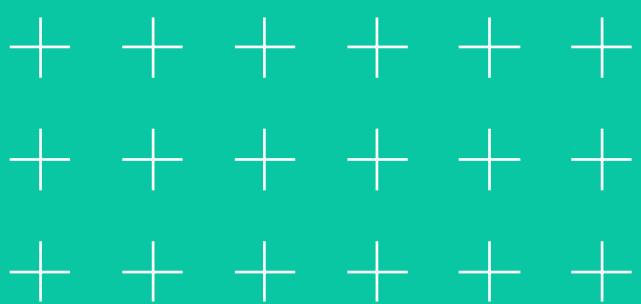


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, every day.

Could this be you?

Join the Royal  
Melbourne  
Hospital team



**Position Description**

**Research Nurse**

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## THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way in improving the quality of life for all.

Today, the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services, as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

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### OUR VISION

## Advancing health for everyone, every day.

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### THE MELBOURNE WAY

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

#### People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

#### Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

#### Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

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### OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**

# Position Description

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<b>Position Title:</b>	Research Nurse
<b>Service:</b>	Nursing Services
<b>Location:</b>	RMH City Campus
<b>Reports To:</b>	DON Inquiry and Research
<b>Enterprise Agreement:</b>	2. Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
<b>Classification:</b>	RN48
<b>Employment Status:</b>	0.2EFT
<b>Immunisation Risk Category:</b>	Category C
<b>Date of Review:</b>	January 2027

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## POSITION SUMMARY

The research nurse position is part-time. Its purpose is to develop Nursing Inquiry and Nurse-Led research expertise in design, methodology and rigour to nurture nursing research confidence. With the increasing volume and availability of electronic patient data, there is a tremendous opportunity to leverage data for quality improvement and patient care optimisation, innovation, and Nurse-Led research. Its primary purpose is to actively support building RMH nursing research capability. The position will work alongside the RMH DoN Centre of Nursing Inquiry and Research. As a research nurse, your role is multifaceted, bridging the realms of healthcare and data science. You serve as a vital link between nurses and nurse research. In addition to the cleaning and organisation of clinical data, you will use statistical analysis and visualisation techniques to answer specific questions, take deep dives into data, and generate new insights. You will work closely and collaboratively with nursing teams, nurse researchers, and PhD candidates.

The role would be involved specifically with;

- Developing, delivering and evaluating the nursing research strategic plan
- Provide methodological expertise and mentorship across all nursing researchers.
- Assist with the development of resources and tools for novice nurse researchers, e.g., PICOT, literature reviews, ethics applications, grants, and research protocols
- Assist with the development of tools and resources for manuscript publications, e.g., a discussion paper, a case study and scoping reviews
- Assist with building skills in preparing, presenting and disseminating research
- Develop transparent metrics to report on progress
- Develop methods of engagement with RMH nurses to build capability
- Participate in the development of multiple ethics applications for individual, ward, and organisational-wide Nurse-Led research
- Nurse-Led research outputs including publications, presentations, and grant funding
- Supporting research ethics, and governance

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## KEY ACCOUNTABILITIES

- Take reasonable care for your safety and well-being and that of others.
- Work in partnership with consumers, patients and, where applicable, carers and families.
- Work collaboratively with colleagues across all RMH teams to identify Nursing research.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work, including participation in the annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Ensure alignment of research priorities with RMH Nursing Research Priorities.
- Develop evidence-based practice examples of 'how to' bring research findings into clinical practice.
- Contribute to the annual report for Nursing Professional Practice.
- Provide methodological advice and statistical input
- Maintain relationships with the research office
- Participation in continuous improvement initiatives within the relevant Nursing domains and assist with identifying opportunities for innovation and improved service delivery
- Collaborate with nurses, nursing executives, and key stakeholders to advance new Nurse-Led studies/projects
- Clean and organise data into reusable data assets
- Create and maintain data dictionaries
- Collaborate with nursing researchers to develop a data strategy to answer clinical questions
- Complete data analyses for targeted and untargeted nursing questions
- Communicate and present analytical results to nurses, nurse researchers, and other stakeholders
- Write, edit, or critique technical reports and/or publications describing research results
- Assist in the development of standard operating procedures, including Nurse-Led research, data request processes, prioritisation
- Promote the RMH Nursing framework, ensuring we empower, deliver what matters, and innovate.
- Use implementation science to bring EBP to the bedside

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## KEY RELATIONSHIPS

### Internal

- Research Partnership with Allied Health and Medicine

### External

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- Research Office
- RMH Nursing
- Chief Nursing Officer
- Director of Nursing Inquiry & Research
- RMH PhD group
- RMH Health Intelligence/EMR/EPIC
- University of Melbourne
- AMF/ EBA
- APHRA
- Deans of Nursing NZ and AUS
- The precinct partners

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## KEY SELECTION CRITERIA

### Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Extensive clinical experience in nursing and research
- Advanced Nursing Qualification – postgraduate qualification such as a Master's Degree in Nursing, Economics, MBA, Statistics or related field.
- Completed PhD or current enrolment in a PhD programme in nursing, health sciences, or related discipline
- Demonstrated knowledge of professional standards and knowledge of legal and ethical requirements in clinical research.
- Excellent leadership and communication skills
- Demonstrated excellence in problem-solving skills, management to deliver on time, ability to multitask and prioritise work.
- Ability to complete tasks efficiently and deliver outcomes with impact, accuracy and attention to detail.
- Experience with electronic medical record systems, such as EPIC.

### Desirable:

- Previous clinical trials or research experience or demonstrated interest in research.
- Nursing publications

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## KEY PERFORMANCE INDICATORS

Your performance will be measured through your success:

- Demonstration of RMH values
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements
- Post weekly/fortnightly on SharePoint – Nursing Inquiry and Research page
- Commence a Nursing Research podcast and post every two weeks
- Develop statistical, analytical and critical workshops
- Develop a robust framework for scoping reviews
- Develop novel ways to attract Nurse-Led researchers

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- Contribute to a paper to address the deficit of Nurse Research positions in the EBA
- Monthly updates on activity and progress
- Presentation and report on progress at the end of 12 months against key deliverables and outcomes.

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## At the RMH we:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

## Our Commitment

### **Equity, Inclusion, Belonging and Safety**

- As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.

### **First Nations Commitment**

- We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.

### **Child Safe Standards**

- RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.

### **Equal Opportunity and Accessibility**

- We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.

### **Thriving Together**

- Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

## Acceptance

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

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Employee Signature

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Employee Name

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Date