Senior Research Fellow/Associate Professor/Professor in Cancer Nursing – Joint Appointment

Institute of Health and Biomedical Innovation and Faculty of Health, Queensland University of Technology in collaboration with Metro South Hospital and Health Services
About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation’s fastest growing research universities and our courses are in high demand. Our graduates include eight Rhodes Scholars, five of these awarded in the past six years.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world. We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

Our internationally award-winning Science and Engineering Centre is home to The Cube, acknowledged as one of the world’s largest digital interactive learning and display spaces. QUT established the world’s first Creative Industries Faculty, and we invest heavily in collaborative learning and interdisciplinary research environments.

Further information about QUT can be obtained from the website at www.qut.edu.au.

Our Vision

The QUT Blueprint 5 is our institutional strategic plan. It sets out priorities, strategies and key performance indicators to drive greater coherence and coordination of our efforts. Our overall vision for the future is:

- to provide outstanding real world education through physical and virtual learning environments and innovative courses that lead to excellent outcomes for graduates living in a diverse and complex environment characterised by rapid, transformative change;
- to focus on being a globally leading university that delivers solutions to the challenges of today and of the future through high-impact research that spans discipline boundaries and works in partnership with end users, leveraging our deep technological strengths and alignment to the human capital and innovation needs of the global economy;
- to strengthen and extend partnerships with professional and broader communities to build our reputation as a source of knowledge that is applied to real world challenges.

About the Faculty of Health

This Cancer Nursing position is a joint appointment between QUT and Metro South Hospital and Health Services. It offers an exciting opportunity for leadership in research, industry collaboration, strategic relationships with end users, and leading a multidisciplinary team.

The Faculty’s vision, to enable people and communities to create a healthy future for the real world, will be achieved through the delivery of world class teaching and research combined with productive and sustainable partnerships.

The Faculty operates across two campuses and several distributed sites and comprises seven schools:

- Biomedical Sciences
- Clinical Sciences
- Exercise and Nutrition Sciences
- Nursing
- Optometry and Vision Science
- Psychology and Counselling
- Public Health and Social Work

Health is one of QUT’s largest faculties with nearly 600 Higher Degree Research students and approximately 10,000 coursework students enrolled across seventy courses. Approximately half of the Faculty’s 1,200 international students are enrolled in its undergraduate degrees. Our students have access to state-of-the-art learning spaces such as the newly refurbished 150-seat biomedical teaching laboratory at Gardens Point Campus and the Faculty’s teaching clinics (QUT Health Clinics) based at the Kelvin Grove campus. The Faculty’s strength will continue to grow through its partnership with QUT’s Institute of Health and Biomedical Innovation (IHBI).

Working together, Faculty and IHBI engage researchers in large scale programmatic activities allowing research to be undertaken at scale to address current and future global challenges. IHBI’s researchers focus on three broad areas: prevention, intervention, and translation. Interdisciplinary research is conducted across three themes:

- Injury Prevention and Trauma Management
- Health Determinants and Health Systems
- Chronic Disease and Ageing
About the School of Nursing

QUT’s School of Nursing produces highly regarded professional nurses through the full range of undergraduate and postgraduate courses from Bachelor to PhD. The School is well recognised for its outstanding research programs, with an excellent track record in competitive research funding, publications, and translation of research outcomes. Health services research is a priority for QUT and the real world emphasis of Nursing’s research and the success of its world class researchers have had significant impacts on policy and practice.

QUT Nursing’s research activity focuses on a broad range of contemporary nursing and health-care related issues including:

- Cancer Care
- Wound Healing
- Aging and Dementia Care
- Palliative Care
- Women’s Health
- Chronic Conditions Management
- Health Services Innovation

Researchers at the School of Nursing are also members of QUT’s Institute of Health and Biomedical Innovation (IHBI), an interdisciplinary research institute based at QUT’s Kelvin Grove Campus. The School has a range of collaborative research arrangements with health service providers in Queensland and strong national and international research partnerships.

QUT Nursing’s strong engagement with consumers, clinical partners and health decision makers is evidenced through a range of joint appointments and collaborative research, learning, and teaching arrangements. The strong support the School provides to research, learning, teaching and service roles demonstrate QUT Nursing’s commitment to real world impact.

About the Metro South Hospital and Health Service

Metro South Health is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland’s population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. This health service does not include the Mater Hospitals.

Clinical services provided within Metro South Health include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEI Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme

**Our Vision**

To be renowned worldwide for excellence in health care, teaching and research.

**Our Purpose**

Metro South’s purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

**Our Objectives**

- Improving services for patients.
- Implementing reform of the Queensland Health system in Metro South
- Focusing resources on frontline services.
- Ensuring accountability and confidence in the health system.

Hospital/Unit Profile

The Division of Cancer Services at Princess Alexandra Hospital is a highly developed, multidisciplinary cancer service in one of Australia’s largest teaching hospitals. The hospital provides a comprehensive adult cancer service encompassing haematological, surgical, and medical and radiation oncology specialties, including immunotherapy, cell therapy, and cancer vaccines and autologous stem cell transplantation. Cancer Services are the state referral centre for some rare malignancies and provides highly specialised care for Melanoma, Upper Gastro Intestinal, Germ Cell, Sarcoma, High Grade Lymphoma and Acute Leukaemia. This care is supported by the Stem Cell Program.

Cancer Services consists of:
- 29 bed inpatient Haematology and Oncology Ward 2E
- Multidisciplinary Outpatient cancer clinics located on ground floor and level 2
- Oncology Day care units located on level 2 (18 treatment bays), ground floor (14 treatment bays) and a 2 bed Apheresis unit providing stem cell and therapeutic services.
- Radiation Therapy Services at the PAH centre and South Brisbane forms part of the Southern Queensland Radiation Oncology Services providing cost-effective radiation oncology services, within clinically appropriate timeframes.
- Large clinical trials department and staff with national and International reputation
- Existence of two large tissue banks,
- An established intellectual environment and research culture
- Strong tradition of basic and clinical research with particular success in research translation

About the Position

This position is expected to make significant contributions to the research outcomes of the Institute of Health and Biomedical Innovation, Faculty and Health Service through leadership in research, industry collaboration, strategic relationships with research end user and leading a multidisciplinary team.

Organisational Relationships

This position will collaborate with key academic and health service staff and students including those within other Faculties and Institutes within the University and other Divisions within the Health Service.

This position will engage with external clients, service representatives, researchers and government representatives.

The position reports jointly to the Head of the School of Nursing at QUT and the Executive Director, Nursing & Midwifery Services MNHHS, or nominee for the purposes of Performance Planning and Review (PPR-AS).

Key responsibilities include:

- Lead the research efforts of QUT Nursing and Cancer Services at Metro South Hospital and Health Service to advance the contribution of nurses to better health outcomes and promote the translation of research into policy and practice.
- Provide leadership in cancer nursing, and strengthen partnerships between the University, Health Service and other industry and community partners
- Provide guidance and assistance to academic and health service staff in developing their capacity for teaching and research
- Make a significant contribution to teaching and learning and provide leadership in curriculum development in an area of expertise.
- Play a major role in scholarship, research, professional activities and service at the local health service, national and international levels.

The successful candidate may be appointed at Academic Level C, D or Level E depending on their level of attainment against the position classification standards outlined in the QUT Enterprise Agreement (Academic Staff).
The position classification standards provide the basis to differentiate between the various levels of appointment and define the broad relationships between classifications.

The university reserves the right to appoint at Level C, D or E classification level.

**Real World Capabilities**

Delivering on QUT's global, collaborative and connected vision requires a workforce that embodies the following capabilities:

- Agility and openness to change
- Connectivity and collaboration
- Cultural inclusion
- Digital literacy
- Future-focused thinking (strategic, innovative and design and entrepreneurial)
- Global in intent and reach
- Leadership of strategy, action and others
- Performance and resource management

**Type of appointment**

This appointment will be offered on a fixed-term, full-time basis for 5 years.

**Location**

On a day to day basis the Appointee will be based at Princess Alexandra Hospital and at QUT Kelvin Grove campus as required to undertake activities as outlined in the Duty Statement.

**Selection Criteria**

1. Completion of a doctoral qualification in a relevant discipline area.
2. Record of significant leadership of research, including the ability to develop creative and novel solutions through translation of research outcomes into teaching, health policy, and practice (Recognised nationally and internationally at LEVD and LEVE).
3. Demonstrated record and world-class leadership in cancer nursing research/scholarship, as demonstrated by publications and research income over an extended period commensurate with the level of appointment.
4. Demonstrated success at establishing and maintaining collaborations that extend best practice, implement leading solutions, and resolve new opportunities.
5. Proven record of excellence in scholarly and innovative approaches to teaching and learning.
6. Demonstrated success in leading of clinical and academic teams, including the ability to successfully mentor clinical and academic staff.

Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

**Metro South Hospital and Health Service Key Attributes/Workplace Behaviours**

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<th>Behaviour</th>
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<tr>
<td><strong>Continuous Improvement</strong></td>
<td>Flexible, open to change and actively maintains awareness of relevant research to grow the knowledge base of the unit and to develop best nursing practices.</td>
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<td><strong>Continuous Learning</strong></td>
<td>Proactively manages own and others continuous learning and development, identifying training needs and conducting coaching, mentoring and training for continuous learning in the team.</td>
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<td><strong>Patient Focus</strong></td>
<td>Builds rapport and effectively communicates with patients, whilst promoting a positive environment. Conduct public and community education in cancer nursing as appropriate.</td>
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<td><strong>Problem Solving</strong></td>
<td>Proactively finds solutions and uses tact, diplomacy and sensitivity to solve problems. Liaise with key stakeholders to foster research collaborations, research opportunities and clinical service priorities.</td>
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<td><strong>Work Values</strong></td>
<td>Demonstrates honesty, integrity and respect for all patients, carers and staff.</td>
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<td><strong>Clinical/ Specialist/ Technical</strong></td>
<td>Develop and encourage a shared vision for the future directions, goals and priorities of the Division of Cancer</td>
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**Information for applicants**

This position is open to Domestic and International applicants. Aboriginal Australians and Torres Strait Islander people are encouraged to apply.

For further information about the position contact Professor Patsy Yates, Head, School of Nursing, on +61 7 3138 3835. For further information about working at QUT contact Amy Brutton, Senior HR Advisor, on +61 7 3138 4167.

**How to Apply**

For further information and to apply, please visit [www.qut.edu.au/jobs](http://www.qut.edu.au/jobs) for reference number 17603.

When applying for this position your application must include the following:

- A current resume
- A brief summary (2-3 pages) outlining the best examples demonstrating your outcomes against each of the Selection Criteria

**Applications close 21 December 2017**

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| Knowledge | Services and the QUT school of nursing which is aligned with the broader vision and strategic directions of MSHHS. |

**Remuneration and Benefits**

The classification for this position is:

- Academic Level C (Senior Research Fellow) which has an annual remuneration range of $AUD133,282 to $AUD153,702 pa. Which is inclusive of an annual salary range of $AUD112,625 to $AUD129,880, 17.5% recreation leave loading and 17% superannuation; or
- Academic Level D (Principal Research Fellow) which has an annual remuneration range of $AUD160,476 to $AUD176,807 pa. Which is inclusive of an annual salary range of $AUD149,404 pa, 17.5% recreation leave loading and 17% superannuation; or
- Level E (Principal Research Fellow) which has an annual remuneration of $AUD206,729 pa. Which is inclusive of an annual salary of $AUD174,688 pa, 17.5% recreation leave loading and 17% superannuation.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Salary Packaging
- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development

Further benefits can be found at the [Working at QUT page](http://www.qut.edu.au/jobs).