



Position Description

Position Title:	Senior Research Officer
Salary Range:	MCRI Research Salaries – Senior Research Officer – Level B Step 4
Reporting Manager:	Co-Group Leader – Orthopaedics
Direct Reports:	0
Home Group:	Orthopaedics and Gait Lab

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 operational 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 partnership model amplifies opportunities to quickly translate research into clinical care.

MCRI includes a wholly owned subsidiary, the Victorian Clinical Genetics Services (VCGS), a private not-for profit organisation. VCGS is 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:

Our purpose:

We want all children to have the opportunity to live a healthy and fulfilled life.

Our 2025-2030 Strategy:

Towards Precision Child Health

We exist for a **purpose**, to give all children an opportunity to live a healthy and fulfilled life.

We **value** individuals with the determination to solve complex problems, who thrive on collaboration, and who embody honesty, respect, and accountability.

Our **goals** centre around an inclusive environment in which our people can undertake bold research that can be scaled for impact through strategic partnerships.

We **operate** in a collaborative environment, tackling problems in teams, across disciplines and across boundaries.

Our research generates evidence underpinning changes that **impact** the lives of children in our hospitals, in our communities, and across the globe.

What is it like to work for us?

We are dedicated 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 invest in developing our People and fostering an environment where learning and development is central to our staff reaching their full potential.

The Institute is also committed to the safety of children and young people and takes a zero-tolerance approach to all forms of child abuse, exploitation, and harm. The Institute prioritises child safety in our decision-making at all levels of the Institute and supports our employees to understand and enact their safeguarding responsibilities.

The Children's Orthopaedic Research (CORe) Group

CORe is nested in the surgical research theme within the clinical sciences department of the Murdoch Children's Research Institute (MCRI). The new group has an organised framework of research streams (including hip, spine, limb reconstruction, gait, upper limb and sarcoma) overseen by the Orthopaedic research leads and coordinated by the orthopaedic clinical research coordinator. The group is funded by the Royal Children's Hospital Foundation and contains a dedicated research team providing support and expertise in data collection, data sharing, integration, and consumer engagement. A research advisory committee provides overall governance and direction to the research group and streams. CORe's mission is to establish a comprehensive research strategy and infrastructure that integrates and improves orthopaedic care for children across Victoria and internationally. Research priorities are focused on improving outcomes and experiences for children, young people and their families.

Position Overview

This parental leave cover role will primarily lead grant and funding applications for CORe. Working closely with the research stream leads, the position will support the development of a strategic funding application plan and the preparation of a pipeline of projects for future funding opportunities, including leading the drafting and coordination of major CRE and CTCS grant applications across the CORe research program. The Postdoctoral Researcher will be part of a collaborative team focused on delivering high-quality clinical research with a strong emphasis on the translation and transformation of clinical practice. The role will also provide mentorship to a junior postdoctoral researcher and work closely with clinicians across all research streams to support the planning, execution, and delivery of high-quality research studies in line with agreed timelines and milestones.

Key Accountabilities

- Makes significant and/or independent contributions to grant submissions
- Has successfully prepared and continues to submit grant and ethics applications
- Attracts external competitive funding and demonstrates a strong track record of high-quality publications, research impact, and peer recognition
- Actively develops and enhances skills in research productivity and methodology
- Conducts ethical research with the highest level of integrity and in accordance with the Australian Code for the Responsible Conduct of Research and MCRI policies
- Conducts research activities aligned with the strategic direction of the Institute
- Undertakes high-calibre, competitive research
- Adheres to standard operating procedures, study protocols, and study guidelines
- Maintains accurate, organised, and up-to-date records, log books, and data storage systems
- Identifies opportunities to improve data collection processes and data quality within the team or research group
- Demonstrates understanding of and compliance with fieldwork guidelines, including GCP and ICH requirements
- Builds and maintains effective relationships with key internal and external stakeholders
- Demonstrates the ability to lead research teams and projects, while developing, managing, and mentoring staff to foster a positive scientific research culture
- Contributes to the supervision of students and the professional development of peers
- Contributes to external journal and grant review activities
- Actively engages in campus culture through professional activities, committee membership, and participation in internal and external conferences and seminars

Selection Criteria

- Relevant PhD/Doctoral qualification with relevant postdoctoral research experience
- At least 3 years' postdoctoral experience (relative to opportunity), with expertise gained through a combination of experience, training, and/or professional accreditation
- Demonstrated track record in research leadership, grant success, and/or knowledge translation
- Evidence of strong postdoctoral research outputs and impact, including publication record (with first and/or senior author papers) and conference participation
- Experience in clinical research
- Excellent time management, organisational, and analytical problem-solving skills
- Highly developed verbal and written communication skills
- Demonstrated computer proficiency and understanding of a range of research methodologies and their application in empirical research
- Proven ability to work both independently and collaboratively within a team environment

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- Advanced communication, presentation, and scientific writing skills
 - Demonstrated experience leading and mentoring staff to foster a positive and collaborative scientific research culture
 - Contributes positively to the team environment and broader research culture
 - Brings enthusiasm, curiosity, and a strong sense of discovery to research
 - Experience in the education and supervision of future researchers, including successful higher degree student completions
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Conditions of Employment

- Keeping children safe is our highest priority. We maintain rigorous safeguarding standards and employ comprehensive screening processes to ensure the safety of the children we work with. This includes mandatory screening processes for all successful candidates, including:
 - Valid Working with Children Check (or equivalent)
 - Satisfactory criminal record check
 - 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 Policy
- The Institute is committed to the safety of children and young people, and takes a zero-tolerance approach to all forms of child abuse, exploitation and harm. The Institute prioritises child safety in our decision-making at all levels of the Institute and supports our employees to understand and enact their safeguarding responsibilities
- We are committed to a diverse, inclusive workplace where all staff are supported to reach their full potential, regardless of gender, career status, age, disability, cultural background, religion or sexual orientation
- 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.