Australian National University

Position Description

College/Division:	College of Health and Medicine
Faculty/School/Centre:	National Centre for Health Workforce Studies
Department/Unit:	CHM Executive
Position Title:	Director, National Centre for Health Workforce Studies
Classification:	Academic Level D
Position No:	TBA
Responsible to:	Deputy Dean, College of Health & Medicine
Number of positions that report to this role:	TBA
Delegation(s) Assigned:	TBA

PURPOSE STATEMENT

The National Centre for Health Workforce Studies (NCHWS) was established initially in November 2022 within the ANU College of Health and Medicine. ANU is seeking to appoint the first Director of the NCHWS who will undertake the role of establishing and leading the new Centre. The core functions of the NCHWS are:

Being a national Academic capability in health workforce data, surveillance, modelling, intelligence and research

Perform research – targeted to inform policy, program design, evaluation, development and investment settings for the nation's health and care workforce

Provide education - post-graduate courses - Certificate, Diploma, and Master programs in Health Workforce Studies, and Executive and Professional education programs tailored to meet the requirements of government, industry and health & care provider organisations.

Develop and uphold Government and industry partnerships - Partnering with Commonwealth, State and Territory agencies, and non-government entities to support their health workforce planning, programs, research and development plans

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

Under broad direction of the Deputy Dean of Research, and in close consultation with the Head, Health Data Analytics Team (HDAT) Head and Operational Committee, the Director NCHWS will be a leader in building relationships and capability needed to establish a new national centre.

The Director will engage with internal and external stakeholders to bring together ANU cross-disciplinary expertise and link them to policy-making and service delivery government agencies – Commonwealth, State and Territory – and health and care industry employers – to help them address the challenges of workforce planning, supply and development for the nation's health and care sector.

The initial focus of NCHWS will be to build advanced health and care workforce planning tools and models for governments and industry. This will be achieved by leveraging the foundation work of the HDAT to make better use of a range of national, jurisdictional and regional data sets, including the Multi Agency Data Integration Project (MADIP), to better inform supply and demand modelling and through a range of government and industry partnerships aimed at addressing the workforce planning and development needs of partners. **NCHWS** will undertake projects of national significance that utilise large-scale linked data sets to build better planning and modelling tools for the health and care workforce. These will be initiated by the Centre as its research program develops, or by other front line research teams and partner organisations. The Director will work with team members to determine government and industry needs for health and care workforce planning, research and evidence and seek to match ANU capability with those needs.

The Director will need to maintain networks and relationships across disciplines in the College and the ANU community. The Director will also interface with key College professional service units including business development, engagement, advancement education development and research support.

ROLE STATEMENT:

Work with the Chair of the Operational Committee and the HDAT Head to develop the Centre including providing oversight of staffing and recruitment actions and assembling project teams to undertake multi-disciplinary research.

Develop and map ANU capabilities, especially data analytics across multiple domains including heath, MADIP etc to build industry and government partnerships and attract funded research opportunities.

Build and maintain a network of stakeholders, including potential research and industry partners among government and nongovernment entities to generate business for the Centre

Engage with research teams within the ANU to align the skills and capabilities of the Centre to support them to design advanced workforce planning and modelling tools and to seek external funding for and conduct cutting-edge research projects, including using large-scaled linked health data

Develop accredited and non-accredited post graduate education courses in health workforce studies including Graduate Certificate, Diploma and Master's degree. Build capability and capacity to offer higher degrees by research (HDR)

Supervise the Centre team of early career academics, research assistants and professional staff

Engage in in governance structures to support the Centre and related faculty meetings and activities as required

Supervise and support postgraduate research, maintain strategic academic networks and promote field of research

Other duties consistent with the classification of the position

Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity

SELECTION CRITERIA:

- A higher degree, or equivalent combination of qualifications and experience, in epidemiology, biostatistics, health systems, health economics or a related discipline relevant to the role of the Centre and a solid track record of publication in international peer-reviewed journals or equivalent evidence of technical or scientific writing experience,

- Familiarity with key health, administrative and related data sets and their potential application to the development of planning and modelling tools

- Creative and entrepreneurial experience associated with collaborative endeavours, particularly in a research and education environment, including well-developed external stakeholder engagement skills and the to act as a broker between multiple parties.

- An understanding of the needs of government and industry and their role in regulation, funding, employment and ongoing development of a skilled health and care workforce

- Demonstrated experience in creating and maintaining high functioning teams and developing systems to support them and their external engagement.

- A solid track record of development and delivery of post graduate education programs

- Well-developed oral and interpersonal skills and the ability to work effectively, both independently and collaboratively, with staff and students at all levels in a research environment.

- A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of checks required by each type of position.

Supervisor/Delegate Signature:		Date:	
Printed Name:		Uni ID:	

References:

General Staff Classification Descriptors

Academic Minimum Standards