

## Centre of Excellence in Paramedicine–Research Lead

POSITION NUMBER	954766
COLLEGE / DEPARTMENT	Research & Impact
LOCATION/CAMPUS	The position is currently located at the Footscray Park Campus of the University.
CLASSIFICATION	Academic Level D, 0.4 FTE fixed term 18-month appointment

### OVERALL PURPOSE

The Centre of Excellence in Paramedicine (CoEP) Research Lead is a senior academic leadership role responsible for the strategic direction, governance and impact of the Centre’s research program. The role provides authoritative leadership for an applied, industry-embedded research portfolio that strengthens paramedicine practice, workforce capability, and community health outcomes.

Consistent with Academic Level D expectations, the role makes an outstanding contribution to research leadership, governance and academic citizenship at Victoria University and within the paramedicine and emergency services sector nationally. While scholarly expertise is essential, the primary focus of the role is on leading and governing complex research programs, enabling translation and impact, and representing the Centre at senior institutional and industry levels.

### ORGANISATIONAL ENVIRONMENT

Victoria University has a bold and ambitious new vision and a seven-year strategic plan characterised by five strategic drivers. Victoria University’s [Strategic Plan 2022-2028, Start Well, finish brilliantly](#), also commits the University to the bold ambition to be a global leader in dual sector learning and research by 2028.

#### Research & Impact Portfolio

The Portfolio of the Deputy Vice-Chancellor Research & Impact (DVC R&I) provides strategic leadership for Victoria University’s research and impact agenda. The Portfolio has oversight of research strategy, performance, governance and capability across the University, including research institutes, centres and major strategic initiatives. It leads the implementation of the Research and Impact Plan, supports ethical research practice, and strengthens partnerships with industry, government, community and First Nations stakeholders.

#### VISION

To be one of the leading impact-driven universities in the world by 2030.

#### Centre of Excellence in Paramedicine

The Centre of Excellence in Paramedicine is a flagship initiative within the Research & Impact Portfolio and operates in formal partnership with Ambulance Victoria. The Centre integrates research, education, simulation and industry collaboration to address complex challenges in paramedicine, emergency services and community health, including workforce wellbeing, leadership and change, emergency management, community paramedicine, First Nations knowledge, diversity and alternative care pathways.

The Research Stream Lead operates within this senior, interdisciplinary and industry-facing environment, providing academic leadership across the Centre’s research activities.

## MAJOR CHALLENGES / FREEDOM TO ACT

This position reports to and receives broad direction from the DVC, Research & Impact and operates within the University policies, procedures and guidelines.

The Research Lead will work closely with the Centre of Excellence Program Manager to ensure research activities are strategically aligned, resourced appropriately, and contribute to program-wide reporting and impact measurement. While the Program Manager provides oversight and coordination, the Research Lead has the freedom to propose and lead initiatives that advance the program's evidence base and innovation agenda.

The role demands strong stakeholder engagement skills to build trust and shared understanding across diverse teams, while maintaining academic rigour and ethical standards.

A key challenge is navigating the interdisciplinary nature of the program, requiring proactive and strategic collaboration with stream leads across:

- Course Modernisation – to embed research-informed curriculum design and evaluation.
- Leadership and Training – to assess the impact and relevance of postgraduate micro-credentials.
- First Nations – to ensure research is culturally safe, community-led, and respectful of Indigenous knowledge systems.
- Diversity – incorporate inclusive methodologies and address equity-related outcomes.
- Digital Simulation Spaces– leverage technology for research dissemination, data collection, and innovation.

## MAJOR DUTIES PERFORMED

### Requirements of the role – CoEP Research Lead

#### 1. Strategic Research Leadership and Direction

- Provide senior academic leadership for the CoEP research agenda, ensuring alignment with the Centre's business case, Ambulance Victoria priorities and Victoria University's Research and Impact Plan.
- Identify and translate Ambulance Victoria and system-level research gaps into coherent, feasible, and high-impact applied research programs aligned with strategic objectives.
- Apply knowledge of research methodologies relevant to operational and organisational challenges in paramedicine, emergency services and workforce systems.

#### 2. Research Program Governance and Delivery Oversight

- Exercise oversight of the full project lifecycle of the Centre's research portfolio, from strategic conception to delivery, evaluation and impact.
- Establish and maintain robust governance arrangements, including research prioritisation, milestones, reporting, risk management, and assurance.
- Provide senior oversight of research administration and program coordination, including reporting, timelines, ethics approvals, project approvals and data governance.
- Ensure compliance with University policies, research ethics, data governance requirements and external partner obligations.

### 3. Partnership, Translation and Impact Leadership

- Act as a senior academic representative and trusted advisor to Ambulance Victoria and other key partners both internally and externally.
- Provide visible leadership across multidisciplinary teams, fostering collaboration between academic staff, professional staff, industry partners, and students.
- Build, sustain and leverage high-level partnerships to enable co-designed research, effective communication and shared ownership of outcomes.
- Lead the translation of research into policy, practice, workforce development and system improvement, including oversight of senior-level reporting and advice.

### 4. Funding, Capability and Academic Citizenship

- Provide strategic leadership and coordination of CoEP-funded research initiatives, internal grant schemes, and major funding proposals aligned with the Centre's priorities.
- Oversee the administration, promotion and governance of research grant schemes, including establishment and advisory input to selection panels.
- Enable research capability development through senior mentorship, creation of adjunct appointments and support for industry-embedded research partnerships.
- Make a substantial contribution to research culture, academic governance and institutional initiatives

## SELECTION CRITERIA

### Essential

- PhD in a relevant discipline or equivalent senior industry research experience, with evidence of national standing and sustained leadership of applied or industry-embedded research programs.
- Demonstrated senior leadership in shaping, governing and delivering complex applied research portfolios, including translating industry and system priorities into feasible, ethical and high-impact research initiatives.
- Strong knowledge of research governance, ethics, data management and compliance frameworks, with demonstrated experience operating within university and industry research environments.
- Proven ability to establish, lead and sustain high-level partnerships with industry, government and community stakeholders in complex, multi-partner settings.
- Demonstrated experience overseeing multiple concurrent research projects, funding streams or initiatives, with accountability for progress, reporting and measurable impact.
- Highly developed communication and influence skills, including preparation of senior-level reports, briefings, presentations and strategic advice.
- Demonstrated contribution to academic governance, research leadership, capability building and collegial life consistent with Academic Level D standards.

### Desirable

- Senior experience within emergency services, health systems, or workforce-focused research environments.
- Demonstrated leadership in translating research into policy, practice, workforce development, or system reform.
- Experience embedding First Nations knowledges and culturally safe research practice at a strategic or programmatic level.
- Experience operating within large-scale, joint university–industry research initiatives or Centres of Excellence.