

Position Description

| | |
|------------------------|--|
| Position title: | Clinical Research Midwife |
| Department: | Research |
| Classification: | Research Midwife Level 2 (AA45) |
| Agreement: | Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 |
| Reporting to: | Vanessa Clifford, Consultant Pathologist/Mircobiologist |

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is '**Creating healthier futures for women and babies**'. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

Find the exceptional in your everyday.

The Women's, where you belong.

About the department/unit

The Women's is committed to improving the health and wellbeing of women and newborns through its internationally recognised research and innovation. We have a distinguished track record in medical research, and this is reflected by the breadth of our programs. Covering the full spectrum of our work are our 10 research centres: newborn, infectious diseases, gynaecology, cancer, pregnancy, mental health, midwifery and maternity services, allied health, anaesthetics and family violence prevention.

Annually we conduct approximately 60 clinical trials involving more than 4,500 patients and produce approximately 200 publications. As a tertiary-level hospital and one of Australia's major teaching hospitals for graduates and postgraduates in medicine, nursing, midwifery and other health professions, the Women's provides a clinical environment where scientists and health professionals can work together as innovative leaders in translational research. Our partnerships with international hospitals and research centres assist us to deliver world-class health care for women and newborns and ensures our model of care is at the forefront of modern clinical practice.

Position purpose

The PRESENT trial is a multi-centre randomised controlled trial investigating whether access to pasteurised donor human milk for term babies born to women with diabetes improves infant and maternal outcomes, compared with standard care. Outcomes to be assessed include neonatal intensive care admission rates, breastfeeding outcomes, maternal mental health, infant cow's milk allergy and quality of life.

The trial is co-lead by A/Prof Jennifer Koplin and A/Prof Vanessa Clifford and will be done at public and private hospital sites in Victoria and Queensland. Up to 1400 mother/infant pairs will be recruited over 3 years, and followed up to 12 months. We expect to recruit 3-5 participants per week at the Women's hospital.

In this position, you will recruit participants attending antenatal clinics at the Women's Hospital (Parkville) and Frances Perry House (Ramsay Health). You will obtain informed consent (usually recorded electronically) from participants.

You will use the hospital electronic medical record to note participant consent at the Women's hospital, and to randomise infants after birth (if eligible). You will provide education to clinical staff about the clinical trial at nursing and midwifery in-services and provide ongoing support to clinical staff with the electronic randomisation process.

You will be responsible for managing inventory, ordering and tracking of pasteurised donor human milk (from Lifeblood) used in the clinical trial. You will assist in sending home and managing pasteurised donor human milk with eligible participants who are discharged before day five of life.

You will collect data from the electronic medical record for participants at the Women's hospital, and from paper records for participants at Frances Perry House. You will organise interpreter services for informed consent and questionnaires where these are required.

Find the exceptional in your everyday.

The Women's, where you belong.

Key responsibilities

- Recruit and obtain informed consent from participants for the PRESENT clinical trial
- Support clinicians to randomise eligible infants and to provide pasteurised donor human milk to eligible infants
- Manage supply, ordering and tracking of PDHM for clinical trial
- Assist with sending PDHM home for eligible infants, where this is required
- Collect data from electronic or paper hospital medical records for enrolled participants
- Conducts ethical research at the highest level of integrity and in line with the Australian Code for Responsible Conduct of Research
- Practises in accordance with legislation affecting nursing practice and health care, as well as within a professional and ethical nursing framework
- Understands and follows guidelines in accordance with International Conference on Harmonisation of Good Clinical Practice (ICHGCP)
- Assists and contributes to grant applications and data generation for research and publications
- Works to improve skill base in research productivity and methodology
- Assists in high calibre, competitive research as a senior member of the multidisciplinary team
- Demonstrates the ability to develop a research question based on clinical practice
- May be involved in healthcare policy development and education
- Demonstrates advanced knowledge, attributes and skills consistent with a Research Nurse/Midwife working within a clinical research scope of practice.
- Is responsible and accountable for independent decision making. Informs the team of identified research issues, and is informed by the expertise and knowledge of others

Communication and teamwork

- Is engaged in the campus culture, including participating in professional development activities and attendance at internal/external conferences and seminars
- Fosters relationships with key internal and external stakeholders

Quality, safety and improvement

- Develops innovative approaches to research
- Contributes to processes supporting clinical research - e.g. Ethics committee processes; represents nursing in reviews of organisational processes supporting research on campus

Learning and development

- Shares information and presents to others within the Research Group and seeks opportunities to contribute to the skill development of others

Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Find the exceptional in your everyday.

The Women's, where you belong.

Key selection criteria

Experience/qualifications/attributes

Essential:

- Bachelor of Midwifery
- Applicable Midwifery Registration – Division 1 with the Australian Health Practitioner Regulation Agency (AHPRA)
- Advanced working knowledge of Microsoft Office suite and REDCap database
- Strong interpersonal and communication skills with experience communicating to a wide range of stakeholders
- Demonstrates independent judgement and initiative
- Available to work 0.2 FTE, including at least a half day on a Thursday
- Experience in recruiting and supporting participants in clinical trials
- Experience in perinatal health and/or lactation support
- Organisational skills and initiative
- Strong interpersonal and communication skills

Desirable:

- Relevant Postgraduate Diploma or Masters desirable
- Experience using the EPIC electronic medical record

Organisational relationships

Internal relationships

- Midwives and nurses working on birth centre and post-natal wards at the Women's
- Nurse unit managers for the postnatal wards, birth centre, theatre and neonatal units.
- Electronic medical record (EMR) team at the Women's
- Doctors, midwives and nurses working in diabetes outpatient clinics

External relationships

- PRESENT trial research team at Murdoch Children's Research Institute (Victorian trial site coordinator, clinical research midwife)
- PRESENT trial co-leads at University of Queensland (A/Prof Jennifer Koplín) and Murdoch Children's Research Institute (A/Prof Vanessa Clifford).

Find the exceptional in your everyday.

The Women's, where you belong.

Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

| Physical demands | Frequency |
|--|------------------------------------|
| Shift work – rotation of shifts – day, afternoon and night | N/A |
| Sitting – remaining in a seated position to complete tasks | Frequent |
| Standing – remaining standing without moving about to perform tasks | Occasional |
| Walking – floor type even, vinyl, carpet, | Occasional |
| Lean forward/forward flexion from waist to complete tasks | Occasional |
| Trunk twisting – turning from the waist to complete tasks | N/A |
| Kneeling – remaining in a kneeling position to complete tasks | N/A |
| Squatting/crouching – adopting these postures to complete tasks | N/A |
| Leg/foot movement to operate equipment | N/A |
| Climbing stairs/ladders – ascending and descending stairs, ladders, steps | N/A |
| Lifting/carrying – light lifting and carrying less than 5 kilos | N/A |
| – Moderate lifting and carrying 5 – 10 kilos | N/A |
| – Heavy lifting and carrying – 10 – 20 kilos. | N/A |
| Push/pull of equipment/furniture – light push/pull forces less than 10 kg | N/A |
| – moderate push / pull forces 10 – 20 kg | N/A |
| – heavy push / pull forces over 20 kg | N/A |
| Reaching – arm fully extended forward or raised above shoulder | N/A |
| Head/neck postures – holding head in a position other than neutral (facing forward) | N/A |
| Sequential repetitive actions in short period of time | N/A |
| – Repetitive flexion and extension of hands wrists and arms | N/A |
| – Gripping, holding, twisting, clasping with fingers/hands | N/A |
| Driving – operating any motor-powered vehicle with a valid Victorian driver's license. | N/A |
| Sensory demands | Frequency |
| Sight – use of sight is integral to most tasks completed each shift | Constant |
| Hearing – use of hearing is an integral part of work performance | Constant |
| Touch – use of touch is integral to most tasks completed each shift | Frequent |
| Psychosocial demands | Frequency |
| Observation skills – assessing/reviewing patients in/outpatients | Frequent |
| Problem solving issues associated with clinical and non-clinical care | Frequent |
| Working with distressed people and families | Occasional |
| Dealing with aggressive and uncooperative people | Occasional |
| Dealing with unpredictable behaviour | Occasional |
| Job demands – high workload, tight deadlines, and competing priorities | Occasional |
| Exposure to traumatic or distressing content or situations – including handling sensitive information arising from patient records, patient care activities, incident reports, adverse events, or investigations of adverse events. | Rare |
| Role specific considerations Support is available for staff exposed to psychological risks. Any adjustments that may be required can be discussed with your manager. | N/A |
| Definitions used to quantify frequency of tasks/demands as above | |
| Prolonged/constant | 70 – 100 % of time in the position |
| Frequent | 31 – 69 % of time in the position |
| Occasional | 16 – 30% of time in the position |
| Rare | 1 – 15% of time in the position |
| Not applicable | 0% of time in the position |

Find the exceptional in your everyday.

The Women's, where you belong.

Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.
- We are committed to the safety, wellbeing and empowerment of all children and young people. We prioritise an environment where children are protected and heard. We commit to safeguarding the social and emotional wellbeing of First Nations children, understanding that their connection to country, culture, kin and community is critical to their safety.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: 18 February 2026

Developed by: Vanessa Clifford

Date of next review: 18 February 2027

Find the exceptional in your everyday.

The Women's, where you belong.