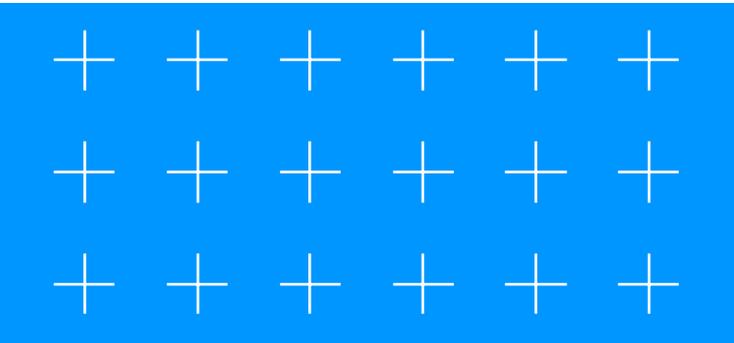




**The Royal  
Melbourne  
Hospital**

**Advancing  
health  
for everyone,  
everyday.**

**Join The Royal  
Melbourne Hospital  
Team**



**Position Description  
Research Contracts Manager**



## About The Royal Melbourne Hospital

As one of Victoria largest public health services, the Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs. We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are, as any scientific breakthrough we make.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here for when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

## Our Vision

Advancing health for everyone, everyday.

## The Melbourne Way

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

### People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

### Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

### Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

## Our Priorities

The RMH Strategic Plan: **Towards 2025 Advancing health for everyone, every day** is our plan for the future — one which we are committed to achieving together.

This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability





- With support from Legal Services provide practical, sound, commercial legal advice to RMH on IP matters, commercialisation of research, collaboration and funding arrangements (for services and research), licensing (intellectual property) and policy development.
- Carry out review and negotiation of contracts with public and private sector (including international) organisations relating to research, intellectual property and technologies (including licence, research collaboration, contract research, sponsored research, funding, service, and material transfer agreements).
- Support the Office for Research in making decisions related to the protection of RMH's intellectual property in research.
- Help develop the organisation's research capability.
- Ensure activities related to the organisation's functions comply with legal, governance and ethical standards.

## Key Relationships

### Internal

- Director Research Ethics and Governance
- General Counsel
- Legal Services
- Business Development
- Office for Research
- Clinicians and researchers

### External

- Medical Research Institutes
- Universities
- Pharmaceutical and biotech industry partners
- External service providers, including legal and patent services

## Selection Criteria

### Mandatory Qualifications:

- Legal degree with experience in contract management (and research contracts); **or**
- Masters/ PhD in basic science field with significant experience in research contracts.

### Essential Experience for Performance in this Position:

- Post graduate experience in providing practical reliable contract/commercial advice
- Experience with research contract development, management and negotiation with academic, hospital and industry organisations (including research collaboration, contract research, and material transfer agreements)
- Research, intellectual property and early stage technology licensing experience
- Ability to apply initiative, judgment and problem solving skills
- Life Sciences/Health degree
- Attention to detail
- Positive, can do attitude
- Commitment to ongoing professional development in Intellectual Property Law
- Highly effective interpersonal and administrative skills
- Proven and effective legal research and writing skills

### Desirable but not essential for Performance in this Position

- Current Practicing certificate
- Technology transfer and commercialisation experience, ideally in the life sciences field
- Commerce or business qualification
- Clinical trial exposure
- Research experience, ideally in a life sciences field



- Post-graduate qualification in Intellectual Property Law (completed or undergoing) will be viewed favourably

## Required Capabilities

A good team player, able to work collaboratively with and build consensus and work within, multidisciplinary teams, both within and external to the organisation including other lawyers, clinical, research and business people. Ability to take initiative and work independently and professionally, and manage multiple complex matters simultaneously and with sensitivity to time requirements.

Capability Name	Attainment Level
Organisational savvy	Mastery
Communicating effectively	Mastery
Building relationships	Mastery
Patient and consumer care	Mastery
Working safely	Mastery
Utilising resources effectively	Mastery
Innovation, continuous improvement and patient safety	Mastery
Adaptability and resilience	Mastery
Integrity and ethics	Mastery
Delivering results	Mastery
Analysis and judgement	Mastery
Developing and managing skills and knowledge	Mastery

## Health, Safety and Wellbeing

The RMH aims to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors to the RMH.

RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives;
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions;
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety;
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

RMH Employees in supervisory/management roles have, in addition to the above, responsibility to:

- Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas;
- Ensure risk management activities are undertaken and effective risk controls are in place;
- Make sure that training needs for all employees are identified and undertaken as required;



- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

## The RMH Key Performance Indicators

RMH employees are measured through successful:

- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in the RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Ability to operate within allocated budget (if required).

## Clinical Governance Framework

RMH employees have a responsibility to deliver Safe, Timely, Effective, Person-Centred Care (STEP) by:

- Fulfilling roles and responsibilities as outlined in the Clinical Governance Framework;
- Acting in accordance with all safety, quality and improvement policies and procedures;
- Identifying and reporting risks in a proactive way in order to minimise and mitigate risk across the organisation;
- Working in partnership with consumers and patients and where applicable their carers and families;
- Complying with all relevant standards and legislative requirements;
- Complying with all clinical and/or competency standards and requirements and ensuring you operate within your scope of practice and seek help when needed.

## Equal Opportunity Employer

The RMH is an equal opportunity employer. We are proud to be a workplace that champions diversity; we are committed to creating an inclusive environment for all people. Our goal is for our people to feel safe, included and supported so that they can be at their best every single day.

## Acceptance

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

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Employee Signature

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Employee Name (please PRINT IN CAPITALS)

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Date (day/month/year)