

## POSITION DESCRIPTION

<b>Position Title</b>	<b>Clinical Research Study Co-ordinator</b>
<b>Reports to (Title)</b>	<b>Team Manager, Oncology Research</b>
<b>Group Director/ Chief</b>	<b>Group Director, Cabrini Research</b>
<b>Department</b>	<b>Medical Oncology, Cabrini Research</b>
<b>Position Location</b>	<b>183 Wattletree Rd, Malvern VIC 3144</b>
<b>Award/Agreement</b>	<b>Salary &amp; Conditions in accordance with Contract of Employment</b>
<b>Delegation of Authority Level</b>	<b>N/A</b>

### Position Summary & Role Purpose

The Clinical Research Study Coordinator provides assistance to the Medical Oncology Department at Cabrini, working across research streams the department oversees or contributes to, contributing to the development of clinical research, working within the framework of the Mission, Values and Vision of Cabrini Health.

### Key Result Areas

#### 1. Key Responsibilities, Outcomes and Activities

##### 1.1 Leadership and management

- Communicates and liaises effectively with internal and external stakeholders, including study sponsor representatives, research team members and trial participants to ensure the successful delivery of assigned trials
- Assist other study coordinators and the team as required to meet the goals of the research unit
- Demonstrates positive role modelling behaviour for colleagues including standards of excellence in accordance to Cabrini Policy
- Ensures system and quality compliance identified for Research Department

##### 1.2 Operational Responsibilities

###### Involvement in clinical research at Cabrini

- Facilitates the implementation and assists in coordination of clinical trials carried out by the Medical Oncology Department of Cabrini Research.
- Disclose actual or potential conflicts of interest
- Conduct clinical trials in accordance with credentialing privileges, skills and experience relating to the conduct of clinical trials
- Ensure clinical trial practices reflect current professional (ethical and legal) standards for clinical trial, including reporting conflicts of interest
- Ensure compliance with the trial approved protocol which will result in compliance with National Statement, legislative and policy requirements for patient contact, consent, and confidentiality of patient information
- Conduct clinical trial in accordance with national guidelines and jurisdictional health clinical trial policy and procedures
- Is responsible for the implementation of and adherence to clinical trial protocols. Ensures compliance with all regulatory, state, national, and internationally accepted

guidelines for Good Clinical Practice in research (ICH GCP). This includes, but not limited to:

- Ensures Investigator Site File are kept updated
- Is aware of protocol specific issues
- Ensures trial participant visits are completed according to protocol requirements
- Reports serious adverse events to all relevant stakeholders
- Adheres to timelines for accurate entry of data into study specific systems and department clinical trial management system
- Liaises with monitors of clinical trials and is available for monitoring and/or auditing when required, with full patient documentation available.
- Submit annual and final reports to the HREC and institution in a timely fashion
- Submit notification of early project termination
- Retain and storing clinical trial data securely and for a period of time as required by national and jurisdictional legislation.

**Facilitates communication in regard to the activities of the department**

- Is a source of information to other research team members and departments about clinical trials in general, especially trials under their coordination
- Liaises with medical clinicians at Cabrini to facilitate recruitment

**1.3 Resource Management**

- Adherence to the Cabrini codes of professional conduct, code of ethics, standards of practice and competencies, Mission, Values and Vision, and the Behaviours that Matter
- Act in accordance with Cabrini Research policies in order to protect the rights, safety and welfare of research participants
- Support patient and family carer involvement in their own research participation through abidance with the Australian open disclosure policy, and Charter of healthcare rights.
- Agrees to comply with all reasonable directions and policies by Cabrini Research in order for Cabrini to meet or exceed the requirements of the National Clinical Trials Governance Framework (NCTGF). To the extent that the NCTGF applies to the position, compliance with the specified roles and functions of the workforce, as set out by the NCTGF.

**1.4 Contributes to the achievement of professional expertise for self and direct reports through:**

- Maintenance of ongoing personal professional development / continuing education
- Personal application of the Cabrini performance management framework
- Identifying, encouraging and monitoring the continuing development of others within a learning culture.

**2. Work Health and Safety**

Cabrini is committed to providing facilities and services which minimise the risk of physical and psychosocial harm to our workforce, patients, residents, clients and visitors, so far as is reasonably practicable.

To achieve this, managers are required to implement, in consultation with their employees, the components of Cabrini's work health and safety management systems (the collection of policies, procedures, guidelines, other related documents and resources) to control the hazards that their

employees, and any other person exposed to the work they do, may face. The WHS management system enshrines a risk management approach to managing hazards. For any hazards not explicitly covered in the WHS management system, managers are required to assess and control hazards as outlined in the WHS Risk Management Procedure.

Employees are responsible to work in a way that protects their own health and safety and that of others who may be affected by their actions. This includes following the policies and procedures from the WHS management system that apply to their work, any local processes and instructions from their manager regarding how work is to be performed. Employees are responsible to report hazards, incidents and injuries to their manager.

The Cabrini WHS Department facilitate the ongoing development and review of the WHS management system, build the capability of managers to assess and manage wellbeing, hazards, incidents and injuries and provide advice and support in the management of these areas.

The Cabrini Work Health and Safety Responsibilities Procedure defines the responsibilities of employees at all levels of the organisation – Chief Executive; Group Directors; General Managers; Managers; those with specified work health and safety responsibilities; and all other employees. Please refer to the procedure for more details of the responsibilities associated with your role.

### **3. Safety and Quality**

It is the responsibility of all staff at Cabrini to ensure that they provide safe high quality care to our patients, residents and service users. Safe care means accepting individual and shared responsibility as well as compliance with the Cabrini policies and protocols by all staff.

### **4. Child Safety**

Cabrini complies with the Victorian Child Safe Standards, as updated in 2022. All children who come to Cabrini have a right to feel and be safe. Cabrini policies and practices aim to keep children safe from harm. All Cabrini staff must comply with all policies as amended from time to time including the following:

- Child safe organisational framework
- Child safety code of conduct
- Child safety reporting policy and procedure

#### **Organisational Relationships**

- Reports directly to the Team leader, Oncology Research, with dotted line reporting to Associate Team Leaders, Oncology Research
- Maintains a close collaborative working relationship with the CTA and Cabrini Research staff

#### **Committee Membership**

**The Clinical Research Coordinator will participate as a member of the following committees:**

- Relevant external committees as a representative of Cabrini
- As directed by the Team manager, Oncology Research

#### **Staff Development**

**The Clinical Research Coordinator will demonstrate a commitment to personal and professional development of self and staff by:**

- Participating in professional development programs

- Maintaining own skills and knowledge
- Remaining up to date with contemporary human resources practices
- Contributing to the Cabrini professional development program as required
- Participating in performance reviews in accordance with Cabrini policy

## Key Competencies

The Clinical Research Coordinator must demonstrate the following requirements:

### ESSENTIAL

#### **Educational/Vocational**

- Relevant graduate qualifications and/or research experience
- Some Clinical Research Coordinators may utilise nursing or pathology collection skills to carry out study related procedures

#### **Registration**

- Current EN or RN Registration with the Australian Health Practitioner Regulation Agency (AHPRA), if applicable

#### **Experience**

- Relevant oncology clinical research knowledge or experience preferred
- Acknowledges and supports the need for flexibility and teamwork, and performs or coordinates of other duties within skills and capabilities, as required
- Shows high levels of organisational skills, including time management skills
- Demonstrated self-motivation, with ability to work independently with minimum supervision and in a project team environment
- Ability to communicate effectively at all levels
- Ability to follow through detailed projects effectively

#### **Knowledge**

- Australian regulatory requirement e.g. TGA ICH GCP, NHMRC Guidelines, HREC/Research Governance
- Understanding of clinical trial budgets and contract
- Computer skills including proficiency with the Microsoft range of software and experience with web based information capture systems

## Conditions of Employment

Salary and conditions in accordance with the Cabrini Contract of Employment / Employment Agreement

## Cabrini Mission, Values and Behaviours that Matter

### **Our mission**

#### **WHO WE ARE**

We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

#### **WHAT WE BELIEVE**

We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.

#### **WHAT WE DO**

We provide excellence in all of our services and work to identify and meet unmet need.

#### **Our values**

*Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction and her approach.*

#### **Compassion**

Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God's love for all people.

- We care deeply about each and every person we serve
- We respond willingly and positively to help meet the needs of those around us

- We put people first as we look to provide extra support and care, beyond our professional duties
- We promote a sense of belonging and community.

**Integrity**

We believe in the power of hope to transform people’s lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.

- We remain true to our beliefs at all times – our mission and values are non-negotiable
- We are welcoming, hospitable and find comfort and motivation in the context of God’s all-inclusive love
- We look for the good in each other and recognise each person’s contribution as we work together to provide the best possible experience for our patients, residents and their families
- We are honest and reliable, making decisions that are consistent with our mission and taking responsibility for our own actions.

**Courage**

We have the strength, determination, vision and conviction to continue the work of Mother Cabrini and the Missionary Sisters.

- We care for the whole person – spiritually, physically and emotionally – creating an environment of hope and healing
- We rise up to challenges and opportunities, meeting them with an open mind and a positive attitude
- We maintain the courage of our convictions and express our values through our actions
- We continually look beyond our current services to help support and engage with those who are marginalised.

**Respect**

We believe that every person is worthy of the utmost respect and the best possible healthcare. We know that our resources are entrusted to us to use for the benefit of others.

- We uphold the worth and dignity of all people, regardless of gender, race, age, ability and social position and treat them with courtesy, respect, equality and justice
- We respect ourselves, our colleagues and the excellence of the services we deliver
- We identify and respond to emerging healthcare needs in our community
- We manage our resources wisely and actively seek to minimise our impact on the environment.

**Behaviours that matter**

***Our values are displayed in the way in which we behave in every interaction – with each other, with our patients and residents, with their families and carers, and with visitors and other customers.***

The behaviours that matter have been identified through consultation with staff. They are the minimum standard expected for all who work at Cabrini (employees, volunteers and accredited staff). They describe the organisational culture that we think is fundamental to our mission to “provide excellence in all of our services”.

Unacceptable behaviours have also been identified and described as follows. These behaviours are inconsistent with our values, have a detrimental effect on others and prevent us from achieving our mission and quality goals. If you experience or witness these behaviours, please speak up. If you are unable to address the issue yourself, advise your manager, another senior member of staff or People and Culture.

**We are committed to safety and quality:**

<b>Behaviours that matter</b>	<b>Unacceptable behaviours</b>
We put patient/resident safety first	We are careless, impulsive or take unnecessary risks that may cause harm to patients/residents
We ask questions to understand the problem	We jump to conclusions and look for someone to blame
We admit when we make a mistake and seek a solution	We try to cover up or make excuses for mistakes
We look for opportunities to improve our care and services	We resist or sabotage change

We speak up when we see behaviour that is inconsistent with our values	We encourage or participate in poor behaviour
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**We are here to provide service:**

Behaviours that matter	Unacceptable behaviours
We greet everyone warmly	We are rude or discourteous
We are always kind and caring	We are arrogant or demeaning
We give our full attention to the person speaking to us	We are distracted, impatient or dismissive
We communicate openly, sensitively and in a timely manner	We are dominating, abrupt or sarcastic

**We work together to achieve the best outcome:**

Behaviours that matter	Unacceptable behaviours
We are quick to offer help without waiting to be asked	We refuse to help even when it is clearly required
We share information readily to promote the best care and services	We withhold information or are competitive to the detriment of others
We do as we say we will	We are unreliable or inconsistent
We encourage and support each other	We berate or humiliate others
We give praise for a job well done	We are excessively critical or devalue the contributions of others

**We exhibit a positive attitude:**

Behaviours that matter	Unacceptable behaviours
We approach our day with energy and enthusiasm	We are negative or apathetic
We look for the best in people	We are judgemental and put others down
We take pride in our personal appearance	We look dishevelled, dirty or have offensive personal odour

**We want to build a just and sustainable community:**

Behaviours that matter	Unacceptable behaviours
We treat each other fairly	We are hostile or abuse our power
We use our resources responsibly	We are wasteful or extravagant
We consider the environmental impact of all we do	We are thoughtless or careless

**APPROVAL**

*The above statements are intended to describe the general nature and level of work being performed by the incumbent of this role. This document may be revised or updated at any time in line with role, and/or organisational changes. Any such changes will be communicated with the appointed person.*

**I certify that this position description is an accurate description of the responsibilities assigned to the role**



**Authorised:** \_\_\_\_\_  
**Group Director, Cabrini Research**

**3 March 2026**

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**Date**