



creating
possible

Position Description

Position Title:	Program Quality, Impact and Learning Lead
Salary Range:	MCRI Professional & Administrative Salaries - Level 9 Step 1
Reporting Manager:	Theme Director
Direct Reports:	2
Home Group:	Tropical Diseases

Who are we?

The Murdoch Children's Research Institute (MCRI) is home to significant scientific discoveries. We believe there is an answer, a cure or a better treatment for every childhood condition — and we're determined to find it.

We are a diverse team of world-leading researchers, doctors, engineers, and hardworking professionals in operational and scientific services from all corners of the world with one shared goal — to transform child health worldwide.

Our strength lies in our partnership and co-location with The Royal Children's Hospital and the University of Melbourne — the Melbourne Children's Campus. This partnership model amplifies opportunities to quickly translate research into clinical care.

MCRI includes a wholly owned subsidiary, the Victorian Clinical Genetics Services (VCGS), a private not-for profit organisation. VCGS is a specialist childhood, prenatal and adult genetics service. VCGS provides an integrated genetic consultation, counselling, testing and diagnostic support service to children, adults, families and prospective parents.

Together, we share a powerful vision:

Our purpose:

We want all children to have the opportunity to live a healthy and fulfilled life.

Our 2025-2030 Strategy:

Towards Precision Child Health

We exist for a **purpose**, to give all children an opportunity to live a healthy and fulfilled life.

We **value** individuals with the determination to solve complex problems, who thrive on collaboration, and who embody honesty, respect, and accountability.

Our **goals** centre around an inclusive environment in which our people can undertake bold research that can be scaled for impact through strategic partnerships.

We **operate** in a collaborative environment, tackling problems in teams, across disciplines and across boundaries.

Our research generates evidence underpinning changes that **impact** the lives of children in our hospitals, in our communities, and across the globe.

What is it like to work for us?

We are dedicated to ensuring a positive working environment that values all backgrounds and experiences. We cultivate an inclusive culture that is underpinned by equal opportunity for all and a culture based on respect, consideration, and dignity. We invest in developing our People and fostering an environment where learning and development is central to our staff reaching their full potential.

The Institute is also committed to the safety of children and young people and takes a zero-tolerance approach to all forms of child abuse, exploitation, and harm. The Institute prioritises child safety in our decision-making at all levels of the Institute and supports our employees to understand and enact their safeguarding responsibilities.

Position Overview

The Program Quality, Impact and Learning Lead plays a key role in strengthening program quality and effectiveness, in collaboration with Program Managers at MCRI. The role supports monitoring, evaluation and learning (MEL) across a number of large programs, including the Leadership for Learning Health Systems Program, Regional Alliance for Learning in Systems for Equitable Child and Adolescent Health (ReALiSE), Vaccine Champions Program, and the World Scabies Program.

The Program Quality, Impact and Learning Lead facilitates implementation of a Learning Health Systems approach across Melbourne Children's Global Health (MCGH), supporting effective partnerships and system improvement. MCGH is a partnership between MCRI, the Department of Paediatrics at The University of Melbourne, and the Royal Children's Hospital.

MCGH contributes to a global effort to improve child and adolescent health and advance the United Nations (UN) Sustainable Development Goals (SDGs). Our work has a strong global focus, with implementation across Southeast Asia and the Pacific, in collaboration with World Health Organization, governments, research institutes, universities, health services, and non-government organisations.

Key Accountabilities

Program Quality and Effectiveness

- Support Program Managers and Researchers to meet quality standards in the design and implementation of programs and research, including by co-convening the Program, Research and Operations Management (PROM) Working Group
- Develop and implement monitoring and evaluation frameworks across MCGH and large programs and build capability in monitoring and evaluation practice
- Prepare annual quality and effectiveness reporting for the MCGH Global Health Advisory Committee
- Prepare six-monthly reporting for the ReALiSE Program, conduct mid-term evaluation and manage external evaluation, including developing Terms of Reference and liaising with external contractors
- Support internal evaluations of other large programs against OECD-DAC Evaluation Criteria every 3–5 years
- Contribute to the development and implementation of MCRI's Global Health Research and Program Management Framework and other policy, procedure and systems, in consultation with Program Managers
- Support the implementation of quality standards for safeguarding, rights and equity and climate change by working together with the Safeguarding Technical Advisor, Gender and Disability Equity Technical Advisor, Global Health and MCRI's Consumer Involvement and Climate Change Community of Practice
- Manage compliance with relevant ACFID Code of Code and DFAT NGO Accreditation Standards

Learning & Partnerships

- Facilitate a Learning Health Systems approach to Global Health partnerships through the implementation of the MCGH Collaboration Framework, tools and resources
- Evaluate the effectiveness of partnerships and the implementation of a Learning Health Systems approach across MCGH
- Facilitate a culture of learning and reflection to understand how change happens and share lessons across MCGH, including co-convening the Learning Health Systems Working Group
- Support the capacity development of partners through activities such as the Leading a Learning Health Systems short course

General

- In consultation, take responsibility for new funding opportunities and lead the tender/grant application
 - Contribute to strategic planning in line with the Institute's strategic plan
 - Collaborate across the Melbourne Children's Campus and other leading Australian organisations in the international development and research sectors
 - Effectively communicate and influence a wide range of stakeholders in order to drive initiatives
 - Is engaged in the campus culture including professional development activities and attending internal/external campus conferences and seminars
 - Is aware of, and adheres to, MCRI policy on Intellectual Property/Material Transfer Agreements/Contracts/Clinical and Public Health Outcomes
 - Supports campus efforts related to gender equity, diversity, inclusion and wellbeing through participation, active learning and/or role modelling our values
-

Selection Criteria

- Masters/PhD qualification in relevant field including international development, global health or public health
 - Demonstrated high-level understanding of and experience in applying a range of MEL methodologies, including qualitative and quantitative methods, preferably within a Global Health or international development context
 - Extensive experience in project management across multiple projects, preferably within a Global Health or international development context
 - Demonstrated ability to support processes of organisational learning and knowledge exchange, and effectively build MEL capacity in a range of contexts
 - Demonstrated experience leading and mentoring a multidisciplinary team to deliver outcomes
 - Proven high level experience in navigating, negotiating and influencing multiple stakeholders
 - Ability to foster strengths-based relationships with colleagues of different backgrounds or abilities, including working remotely and across cultures
 - High-level facilitation and training skills
-

Conditions of Employment

- Keeping children safe is our highest priority. We maintain rigorous safeguarding standards and employ comprehensive screening processes to ensure the safety of the children we work with. This includes mandatory screening processes for all successful candidates, including:
 - Valid Working with Children Check (or equivalent)
 - Satisfactory criminal record check
 - The right to reside and work in Australia and you meeting any applicable visa conditions
-

Health, Safety & Wellbeing

- We are committed to providing and maintaining a working environment which protects the health, safety and wellbeing of our people, partners and the community
 - Employees conducting duties on behalf of MCRI are expected to meet the environment, health and wellbeing requirements and responsibilities specifically required for the role
 - We are committed to supporting children in their right to be safe and adhere to the responsibilities we have to ensure their protection and safety as per the Child Safety Policy
 - The Institute is committed to the safety of children and young people, and takes a zero-tolerance approach to all forms of child abuse, exploitation and harm. The Institute prioritises child safety in our decision-making at all levels of the Institute and supports our employees to understand and enact their safeguarding responsibilities
 - We are committed to a diverse, inclusive workplace where all staff are supported to reach their full potential, regardless of gender, career status, age, disability, cultural background, religion or sexual orientation
 - Specified positions may be subject to medical review to ensure that the inherent requirements of the role can be undertaken safely
-

As MCRI evolves to meet its changing strategic and operational needs and objectives, so will the roles required of its employees. As such, this document is not intended to represent the position which the occupant will perform in perpetuity. This position description is intended to provide an overall view of the incumbent's role as at the date of this statement.