Metro South Health | Better together



Clinical Nurse (Clinical Research)

Job Ad Reference:	MS11696527		
Status:	Temporary, part time (One year contract for 30.4 hours per fortnight)		
Unit/Department:	Cancer Alliance Queensland		
Location:	Princess Alexandra Hospital, Woolloongabba, Metro South Health		
Contact:	Victoria Donoghue (07) 3176 4400	**Salary range:**	$57.76 to $61.85 per hour
Classification:	Nurse Grade 6 (Band 1)	**Closing date:**	Wednesday, 25 November 2026
Online applications:	https://apply-springboard.health.qld.gov.au/jobs/QLD-MS11696527		

*Applications from third parties will not be accepted**

Our Vision

Together we will create Australia's healthiest community

Our Purpose

Better Lives through better health

Our Objectives

- Our people are our success
- We improve health equity for our community
- Harnessing digital health to improve access, insights and results
- Our care delivers great experiences and great outcomes
- Research and innovation, improving the future of healthcare today
- Protecting our future through sustainability

Our Values:

Our values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence, shape our culture within Metro South Health. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



Queensland Government

Unit Profile

Cancer Alliance Queensland (CAQ) brings together The Partnership, the Queensland Cancer Control Analysis Team, and the Queensland Cancer Register (QCR) to support clinician-led improvement of cancer services across Queensland. CAQ manages and maintains the QCR under the *Public Health Act 2005*, overseeing cancer incidence, mortality, and survival data, supporting data analysis and reporting, managing data access requests, and maintaining the Queensland Oncology Repository (QOR). The QOR links cancer registry, treatment, pathology, hospital, and mortality data at an individual patient level to enable comprehensive monitoring of cancer care and outcomes.

CAQ supports The Partnership, a legislated quality assurance committee that promotes clinician-led service improvement through routine review and benchmarking of cancer treatment and outcomes. Through tools such as QOOL, a statewide multidisciplinary team platform and collaborations with clinicians, researchers, health services, government agencies, and patient groups.

https://cancerallianceqld.health.qld.gov.au/

The role will be a joint working partnership with the:
Australian Rare Cancer Portal (ARCP) a free national service that connects clinicians to trusted rare cancer expertise when a case moves beyond familiar territory. The ARCP brings together a national and international network of rare cancer expertise to support clinicians wherever they practice.

The service is designed to:

- Support clinical judgement
- Strengthen treatment planning
- Improve access to specialist insight
- Reduce isolation in complex cases

ARCP exists to help clinicians access broader rare cancer expertise through one connected national pathway.

https://www.arcportal.org.au/

Purpose of the Role

The Clinical Nurse Clinical Research (CNCR) role provides advanced clinical and problem-solving skills, expert planning, and coordination skills in the clinical management of cancer patients/residents/client's record. This role works autonomously within the healthcare team structure and is pivotal in the planning, managing, and delivering of clinical information for people with rare cancer. The CNCR provides clinical leadership for professional and clinical practice, education, and research. The role supports management activities including portfolio responsibilities.

The role is to support the identification, referral and registration of patients with rare cancers to the ARCP by coordinating clinical information collection, managing consent and data processes within QOOL and engaging clinicians across Queensland to increase awareness and participation.

Autonomy

- Practices autonomously.
- Provides leadership in clinical decision making to give and/or coordinate care to particular patients.
- Assumes responsibility for professional leadership for a ward, service or unit in the absence of the Nurse Grade 7 (NG7).
- Applies critical thinking across all the domains.

Context

- This role reports professionally to the Nursing Director of Metro South.
- This role reports operationally to the Manager, Cancer Control, CAQ.
- Responsible for own activities
- Support clinicians across Queensland to identify and refer eligible patients with rare cancers to the ARC Portal.
- Review and complete patient records to facilitate accurate and comprehensive portal submissions.
- Extract, interpret and document relevant clinical information, including cancer diagnosis, staging, pathology, treatment history and other required medical details.

- Liaise with clinicians and multidisciplinary teams to obtain missing information required for referral and submission processes.
- Manage patient consent processes, ensuring consent documentation is securely stored and maintained in accordance with governance, privacy and ethical requirements.
- Coordinate the secure transfer of patient information following receipt of appropriate consent.
- Monitor referral activity and proactively identify opportunities to increase clinician awareness and participation in the ARC Portal.
- Engage with clinicians, cancer services and hospital teams across Queensland to promote referral pathways and improve identification of eligible patients.
- Maintain accurate records and databases relating to referrals, consent status and portal submissions.
- Ensure data quality, completeness and compliance with relevant policies, procedures and regulatory requirements.
- You must have an:
    - Understanding of cancer diagnosis, staging, pathology reports, treatment modalities (surgery, systemic therapy, radiotherapy and supportive care) and clinical terminology.
    - Ability to interpret and synthesise information from medical records and clinical documentation.
    - Strong attention to detail and commitment to data quality and accuracy.
    - Experience handling confidential health information and managing consent and privacy requirements.
    - Excellent communication and stakeholder engagement skills, particularly when working with clinicians and multidisciplinary teams.
    - Ability to work independently and coordinate activities across multiple health services and sites.
- This position fulfils the responsibilities for portfolios including Clinical, Management, Education (clinical facilitation), Research and National Safety and Quality Health Service Standards as delegated or directed.

Your Key Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health) Award - State 2015 – Generic Level Statements (GLS) Nurse Grade 6.1 and the Queensland Health and Metro South Health (MSH) commitments and values, in achievement of the organisational goals and Domains of Practice.

Domain 1: Direct comprehensive care or provision of direct care

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated.
- Responsible for providing safe, compassionate care, integrating the nursing and midwifery Professional Practice Model, quality frameworks (Magnet® or Pathway to Excellence®) and Person-Centred Care approaches of caring for each patient's psychological, social, emotional, spiritual, and physical care needs. This supports achievement of best clinical practice and individualised patient care and outcomes.
- Delegate to and supervises consistent with the NMBA decision making framework and CN standards for practice.
- Provide expert clinical leadership in patient's/resident's/client's assessment, care planning and practice and role model to and collaborate with the healthcare team.
- Responsible for and able to function in complex situations while providing support and direction to the healthcare team.
- Demonstrate a high level of clinical critical thinking and problem-solving skills, applying theory into nursing practice in the provision of best practice.
- Utilise knowledge and critical judgement to manage/change the nursing model or other relevant model of care to better suit the staff skill-mix and/or patient acuity e.g., individual patient allocation to team nursing.

Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by CAQ, MSH and Department of Health, Queensland.
- Demonstrate participation in developing, evaluating, and updating clinical service procedures, protocols, standards and guidelines.

- Apply the quality framework by engaging in incident reporting/investigation and conducts quality improvement audits and develops risk minimisation strategy activities to promote safe and/or rectify unsafe practice.
- Lead a team in conjunction with a NG7/Line Manager to assist and support with the following activities; team shift coordination, performance management/review, change management, rostering/staffing and workplace culture.
- Apply change management principles by providing support, guidance, mentoring, preceptorship, role modelling and promotion of cooperation and collaborative teamwork.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in innovation, monitor, and report on the impact of change within the position and service.
- Demonstrate effective co-ordination of staff and utilisation of unit resources to optimise service delivery and compliance with the Business Planning Framework.
- Responsible for completing required documentation and becoming a proficient user of the Electronic Medical Record (EMR) and other Information Technology systems; once proficient remains current with changes, updates, and contingencies.
- Responsible for maintaining access and confidentiality always incorporating technology with compassionate nursing care to achieve a practice.

Domain 3: Education

- Act as a clinical and educational resource within an area based on knowledge, skills, and experience to inform evidence-based practice.
- Responsible for updating and managing own contemporary nursing specialist knowledge, competence, and capability.
- Assist in clinical facilitation and nursing education to promote a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning.

Domain 4: Research

- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for patients/residents/clients in line with organisational priorities.
- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials, and research.

Domain 5: Professional Leadership

- Act as a clinical leader, with integrity, transparency, and accountability.
- Provide clinical leadership for professional and clinical practice, education, and research.
- Proactively engage with the nurse leaders and healthcare team to achieve best practice outcomes within the work unit environment.

Mandatory qualifications, professional registration, and other requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse (RN). Certified copies of the required information must be provided to the appropriate supervision/manager prior to the commencement of employment.
- The successful applicant will hold a tertiary degree qualification such as Bachelor of Nursing (or equivalent).
- Appointees will be required to work day shifts in accordance with the unit roster.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment (Health Employment Directive No. 01/16):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- All employees are required to complete mandatory training and competencies in accordance with MSH policies and procedures.

How will you be assessed?

Applicants will be assessed on their ability to demonstrate a range of key personal qualities, capabilities, experience and knowledge within the context of the role's responsibilities of the Domains of Practice and Specialist Clinical Knowledge below:

Domain 1: **Direct comprehensive care or provision of direct care**	▪ Demonstrate advanced level clinical and problem-solving skills, expert planning and coordination skills in the clinical management and delivery of comprehensive person-centred care. ▪ Demonstrate an advanced knowledge of contemporary practice and theory in speciality area
Domain 2: **Supports of Systems**	▪ Demonstrate an advanced understanding of the relevant standards and processes; engage in incident investigation, risk mitigation strategies that foster and support safe practice. ▪ Build and maintain strong relationships, open communication within a healthcare team
Domain 3: **Education**	▪ Demonstrate ongoing learning and professional development to provide quality person-centred care and health education to patients/residents/ clients and others. ▪ Actively contribute to the learning and development of others.
Domain 4: **Research**	▪ Participate in developing and undertaking quality initiatives and audits, identifying inconsistencies between policy and practice. ▪ Work collaboratively in leading implementation of policies, practice changes and clinical innovations. ▪ Integrate advanced theoretical knowledge and application of quality framework, evidence-based practice and research to practice environment.
Domain 5: **Professional Leadership**	▪ Demonstrate application of advanced clinical leadership through effective delegation, communication, problem solving and critical thinking. ▪ Demonstrate a very high standard of personal and professional behaviour and create a culture that reinforces personal and professional standards.
Clinical/Specialist/Technical Knowledge	▪ Demonstrate advanced clinical knowledge, skills and competence in oncology. ▪ Demonstrate advanced knowledge of requirements for completing a person's diagnosis, health and treatment history. ▪ Current Good Clinical Research Practice certification is mandatory or willingness to complete. ▪ Demonstrate an understanding of the impact of an incomplete patient record. ▪ Demonstrate advanced clinical knowledge in cancer disease area to understand any discrepancies or missing treatment data. ▪ Demonstrate ability to collaborate and to openly work in a changing environment. ▪ Demonstrate advanced attention to detail in documentation. ▪ Demonstrate knowledge of the ethical and governance requirements outlined in the National Statement on Ethical Conduct in Human Research ▪ Knowledge of health informatics, software applications and business processes in the healthcare sector, especially in the cancer care domain. ▪ Demonstrated high level of oral and written communication skills.

	▪ Demonstrated high level of communication skills and ability to consult and work with a wide range of stakeholders ▪ High degree of knowledge of Queensland Health data systems (e.g., iEMR) and experience in clinical auditing. ▪ Strong information technology literacy skills

How to Apply

Please provide:

- **A written response** (maximum 1–2 pages, dot points acceptable) on how your personal qualities, capabilities, experience, and knowledge will enable you to achieve the key behaviours and responsibilities of the Domains of Practice and Specialist Clinical Knowledge.
- **Your current CV or resume, including two referees**. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and one should be your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel.
- **If you receive notification of an interview**, please bring the following documentation as it is required to expedite the employment process if needed (do not send this information with your application)**:**
  - Current passport or birth certificate and Australian driver licence/Australian student photo ID/Proof of age card
  - Australian driver licence, Australian student photo ID card, proof of age card, Australian citizenship certificate, Medicare card or utility bill, Blue Card working with children check (provide two if not included above)
  - Proof of qualifications and/or proof of any current enrolments
  - Any vaccination evidence (if applicable)
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.

We are Metro South Health

We are the major public healthcare provider for Brisbane's south side, Logan, Redlands and the Scenic Rim. We operate five major hospitals and a range of community, specialty and state-wide healthcare services. We are renowned for teaching and research excellence.

We are truly dedicated people who care about our community. We come to work to make a difference. We save lives, changes lives and make the world a better place. We overcome the many challenges that come our way by going above and beyond and achieve the best possible outcomes by working together. We are bold, innovative, collaborative, inspiring.

We are part of and proud of the community we serve. We are *better together*.

Person Centred Care

Metro South Health is committed to providing Person-Centred Care. Our patients and their families are important members of the healthcare team to ensure care matches their values, preferences, and goals. Our patients, families and community are also key partners in the development and implementation of high-quality services. MSH aims to continually improve the quality and safety of its health services through partnerships with patients, families, and consumers.

Professional Excellence Programs

Magnet Recognition and Pathway to Excellence Designation are credentials attained by healthcare organisations that epitomise exceptional quality and professionalism, promote positive work environments, support lifelong learning, and deliver safe quality care. Achieving Magnet Recognition or Pathway to Excellence Designation ultimately recognises our valuable nurses and midwives, the highest quality of care they deliver, the support they receive, opportunities available, the team environment, commitment and spirit that we are extremely proud of.

Metro South Health proudly holds Magnet Recognition at the Princess Alexandra Hospital and Pathway to Excellence Designation at QEII Hospital and Addiction and Mental Health Services.

Child Safe Organisation

Metro South Health is committed to ensuring the safety and wellbeing of all children and young people at our services and is dedicated to protecting them from harm. Please find the link to the MSH Child Safe Organisation Statement of Commitment
https://www.metrosouth.health.qld.gov.au/__data/assets/pdf_file/0033/457629/statement-of-commitment-child-safe-organisation.pdf

Diversity and inclusion

The Metro South region is home to many of our Aboriginal and Torres Strait Islander peoples. We are also the most culturally diverse region in Queensland with almost one-third of the community born overseas.

At Metro South Health, we believe diversity is our strength and our people are proud to reflect the community they serve.

We are committed to creating a diverse and inclusive health service to ensure we can deliver high quality, safe and inclusive care.

We encourage people of all genders, ethnicities, ages, abilities, languages, sexual orientation and family responsibilities to apply.

Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

Important Information for Nursing Applicants

Employer Responsibilities

- The *Public Sector Act 2022* Public Sector Act 2022 - Queensland Legislation - Queensland Government provides pre-employment screening including:
    - Criminal history check
    - Discipline history checks

  These checks may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

- The *Public Sector Act 2022* also provides that no civil liability attaches to a public service employee in relation to their official powers and functions – liability instead attaches to the State. Nursing employees should, when acting within the scope of their duties and functions, be entitled to protection from the State in relation to legal proceedings taken against them with indemnity.

Employee Responsibilities

- All relevant health professionals are responsible for the maintenance of their capacity and capability in the provision of health care and their reporting obligations and to comply with the Code of conduct for nurses and Code of conduct for midwives (the codes).
- All employees are to comply with the Code of Conduct for Queensland Public Service. Click on the link: https://www.forgov.qld.gov.au/code-conduct-queensland-public-service
- Applicants are required to disclose any pre-existing injury or medical condition which may impact on their ability to perform the role as per section 571 of the *Workers' Compensation and Rehabilitation Act 2003.* Workers Compensation and Rehabilitation Act 2003 (legislation.qld.gov.au) refer to pages 463 & 464.
- Employees who are permanently appointed or who are employed on fixed term contracts to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All Queensland Health staff, who in the course of their duties formulate a reasonable suspicion that a child has suffered, is suffering, or is at unacceptable risk of suffering significant harm in their home/community environment and may not have a parent able and willing to protect the child from harm, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Child Safety, Seniors and Disability.
- Appointees are required to complete annual mandatory training requirements as per your line managers instructions.
- Staff that enter clinical areas and/or undertake direct contact with patient's or their environment or are working in areas where there is an infection control risk must be bare below the elbows. Failure to comply with this mandatory requirement may lead to disciplinary action. Bare below the elbows | Queensland Health
- To be appointed you must be an Australian citizen, or have permanent residency status in Australia, or a New Zealand citizen who has entered Australia on a valid New Zealand passport, or a non-Australian citizen holding a valid visa with work rights.
- Refer to MSH Procedure: Uniforms, dress standards and personal presentation. Employees are required to abide by this procedure.
- All MSH employees are required to take reasonable care of their own health and safety. This includes completing all necessary Work Health & Safety (WH&S) training, working in accordance with MSH WH&S Policy & Procedures, reporting WH&S incidents and assisting with the completion of risk assessments.
- Staff will store their mobile phone with their other belongings unless it is required for clinical decision-making.

Nursing Structure

(Nursing Professional and Operational Reporting)

