

Position description

Position title:	Exercise Physiologist
Employer:	Baker Heart and Diabetes Institute
Laboratory:	Cardiometabolic Health and Exercise Physiology
Supervisor/Manager:	A/Prof Erin Howden
Date:	March 2024

Background

The Baker Heart and Diabetes Institute is an independent, internationally renowned medical research facility focused on cardiovascular disease (including stroke and hypertension), diabetes and their complications, such as kidney disease. We have a long and distinguished history, spanning more than 97 years with our work critical to today's healthcare challenges.

The Baker Institute is well-positioned to address these challenges, with multidisciplinary teams comprising medical specialists, scientists and public health experts all focused on translating laboratory findings into new approaches to prevention, treatment and care.

Headquartered in Melbourne, with research teams based in both Melbourne and Alice Springs, we are a key player in research, translation, education, advocacy and health promotion with a staff of more than 450 (including scientists, clinicians and students). Our senior staff represent us on a broad range of government advisory boards, from health and wellbeing to science and innovation. We also collaborate with leading international research groups as part of our commitment to assisting vulnerable communities around the world.

The Baker Institute is funded through a diverse range of sources including competitive grants, Federal and State Governments, service and clinical income and philanthropic support.

Laboratory

The Cardiometabolic Health and Exercise Physiology lab is focused on enhancing the prevention and treatment of cardiometabolic diseases in at-risk groups. We use innovative, multidisciplinary approaches to enhance our understanding of cardiometabolic diseases, especially those that are characterised by exercise intolerance. To do this we combine state-of-the-art imaging-based approaches (MRI, echocardiography, and vascular ultrasound), invasive hemodynamic studies, exercise testing, cellular and molecular exercise physiology and bioinformatics. Our team are also world leaders in the field of exercise medicine. We develop individualised, targeted exercise programs, to provide a personalised approach to exercise training and to test the effect of these approaches we conduct randomised clinical trials.

Our team is highly collaborative and our current projects include collaborations with other physiologists, bioinformatics and big data scientists, cardiologists, oncologists, haematologists and advanced imaging researchers. These partnerships combined with the Lab's expert team of research fellows, clinical fellows and support staff enable us to deliver internationally recognised research.

Position description

Nature of environment

The Baker Institute has a project-oriented environment, encompassing a local and multi-site (including interstate) organisational structure. The staff comprise mainly research, scientific and specialist clinical personnel engaged in the capacity of permanent, grant-specific and casual employment. The atmosphere is collegial, usually relaxed and informal though busy and often dynamic with frequent deadlines that must be met. The environment is often demanding and challenging with a strong team orientation but also provides the opportunity to work independently and show initiative. The nature of the work also requires a focus on accuracy and detail.

The position of Exercise Physiologist sits in a clinically focused research unit. Key requirements will be interaction with research patients, rigorous attention to detail, working within tight schedules and deadline-driven as well as the capacity to self-manage and work well in a team environment.

Travel requirements

None.

Key job requirements, responsibilities and duties

The key responsibilities for this position are to:

- Supervise exercise training with research participants and patients.
- Assist with the implementation and project management of exercise physiology research projects at Baker Institute.
- Work in a collaborative manner with research study team members at Baker Institute.
- This position involves working across two sites: Heartwest Hoppers Crossing, and the Baker Institute at Alfred Centre, Alfred Hospital.

Job duties include:

Research

- Assist with implementation and delivery of exercise physiology programs as part of relevant clinical trials at the Baker Heart and Diabetes Institute.
- Undertake assessment of study participants, including administration of quality of life questionnaires, exercise testing, physical function and assessment of physical activity and sedentary behavior.
- Undertake data collection, data entry and data analysis.
- Monitoring training progress and coordinating study activities.
- Collect trial outcome measures related to exercise intervention.
- Liaising with clinical staff and communicating study progress to study investigators.
- Complete any required competency-based assessment and learning activities related to the role

Position description

Team and communication

- Promotes effective communication within the team.

This role may be directed to perform other duties as directed by the manager/supervisor from time to time and it is a condition of employment that this role complies with any such reasonable requirement.

Meet statutory requirements of the company

Employees of the Baker Institute must comply with and maintain up to date and accurate knowledge in:

- OHS legislation.
- EEO legislation.
- Privacy legislation.
- Confidential Information Policy.
- Baker Heart and Diabetes Institute Code of Conduct.
- Baker Heart and Diabetes Institute Values.
- Australian Code for the Responsible Conduct of Research.
- Baker Heart and Diabetes Institute Intellectual Property Agreement.

Problem solving complexity

- May be required to solve complex issues with the research methodology, or to be a reference for resolution for own or related skill area.
- Ability to apply broad approaches and be able to call on a significant amount of precedent in the resolution of problems.

Requirements of position holder

Education level

- Accreditation with Exercise and Sport Science Australia as an Exercise Physiologist (AEP).

Experience

- High level of clinical competence judged by complexity of clients and level of independent practice.
- Strong theoretical knowledge base relevant to the workplace.
- Ability to relate to and treat clients with a wide range of disabilities from a variety of social and ethnic backgrounds.

Organisational knowledge

- Commitment to providing an innovative high-quality service to clients.
- Demonstrated initiative and flexibility in approach to service delivery.

Position description

- Demonstrated commitment to staff development and continuing education and quality improvement.
- Positive approach to teamwork and willingness to undertake a broad range of clinical and non-clinical duties.

Communication/interpersonal skills

- A high level of interpersonal skills, which enable the appointee to liaise effectively with a wide range of people at a variety of levels internal and external to Baker Institute.
- Highly developed verbal communication skills to enable effective liaison within an interdisciplinary team.
- Highly developed written communication skills to ensure accurate case recording and statistics.
- Demonstrated ability to participate positively in a team.

Knowledge

- Excellent planning and organisational skills, including the ability to manage a range of tasks with conflicting priorities.
- Understanding of codes of practice and codes of ethics of physiotherapy and clinical research.

Abilities

- Demonstrated ability to meet deadlines without compromising close attention to detail and accuracy.
- Proven ability to work as a member of a team as well as on own initiative without close supervision.
- Demonstrated ability and willingness to take initiative and to improve and enhance existing systems and procedures (quality assurance).
- Demonstrated ability to maintain confidentiality and comply with privacy requirements.
- Ability to take direction from supervising staff and work effectively in an interdisciplinary team.
- Ability to manage, develop and support staff effectively.
- Ability to work well with clinicians (medical, nursing and allied health) across the Baker Institute.
- Ability to critically appraise scientific literature.
- High-level written and oral communication skills.
- Clinical research or project management experience (desirable).
- Well-developed skills with word processing, spreadsheet, presentation and database software.

Summary of position

This is a position for an Exercise Physiologist with experience in the field of cardiometabolic health.

Position description

Under the supervision of study investigators, the Exercise Physiologist will contribute to the planning, execution and completion of clinical research projects that aim to improve patient's outcomes.

As the Baker Institute evolves to meet its changing strategic and operational needs and objectives, so will the roles required of its staff members. As such, staff should be aware that 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. In addition to this document, the specifics of the incumbent's role will be described in Key Performance Indicators (KPIs) developed by the incumbent and relevant supervisor as part of the Baker Institute's performance appraisal and development process.

The Baker Institute is an Equal Opportunity Employer and we encourage interest from Aboriginal and Torres Strait Islanders and members of the LGBTIQ+ community for roles within the Institute. We value diversity, inclusivity, gender equity and we promote family-friendly practices. We are a proud recipient of an inaugural Athena SWAN Bronze Award from Science in Australia Gender Equity (SAGE).