



Deputy Director Research

CANDIDATE BROCHURE

Acknowledgement of Country

Menzies School of Health Research has its Australian offices in Darwin (Garraamilla) and Alice Springs (Mparntwe). We acknowledge the Larrakia Elders in Darwin and Arrernte Elders in Alice Springs, their people, and their Country. We also acknowledge the people and the Elders of the Aboriginal and Torres Strait Islander Nations who are the Traditional Owners of the land and seas of Australia.

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A Message from our Director



Thank you for considering a leadership role at Menzies.

At Menzies School of Health Research, we are a community of people who care deeply about the impact of our work and the way we work together. Our shared purpose—to improve health and wellbeing across the Northern Territory, Australia and our region—guides everything we do.

As Deputy Director Research, you will join our Executive Team and play a central role in shaping the future of Menzies. This is not just a senior leadership position; it is an opportunity to help set direction, support our researchers and teams, and contribute to decisions that influence real outcomes for communities.

What makes Menzies special is our culture. People here support one another, value collaboration and take pride in being part of something bigger than themselves. In our most recent staff engagement survey, 95 per cent of our people said they have strong working relationships with their colleagues, and 93 per cent said they believe in our purpose.

Those numbers reflect what it feels like to work here—connected, respectful and purpose-driven.

We are committed to creating an environment where people can grow, lead and thrive. We value flexibility, balance and continuous learning, and we take our responsibilities to reconciliation and inclusion seriously, embedding these commitments across our strategic plans and everyday practice.

If you are someone who wants to lead with purpose, contribute at a strategic level, and be part of a values-led organisation making a genuine difference, we warmly invite you to consider joining us.

Professor Alan Cass

Director

Menzies School of Health Research

About Menzies



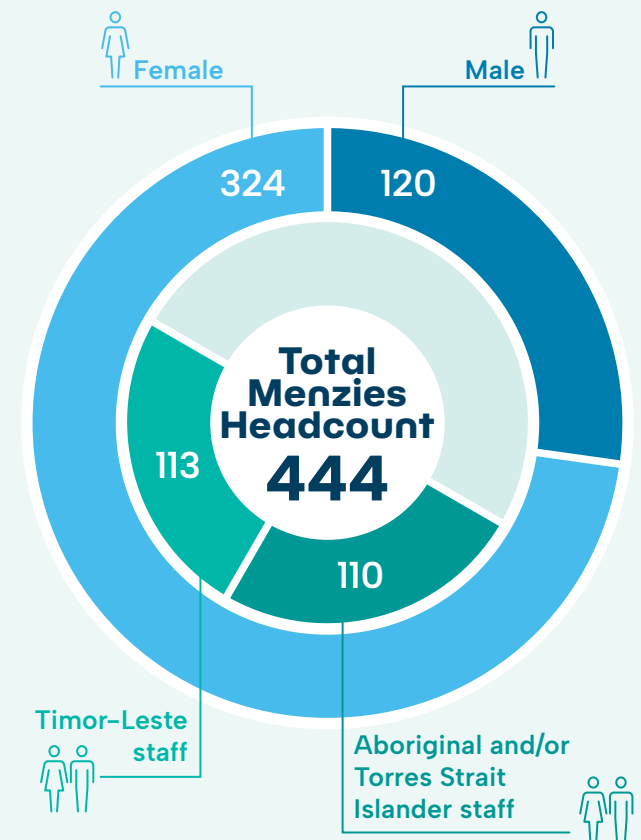
At Menzies, we believe *everyone* should have access to high-quality healthcare – *especially* those who need it most.

At the forefront of leading high-quality health research, Menzies solves health challenges and provides education and capacity strengthening to empower health professionals, policymakers, and communities to **drive change**.

We help close the gap, creating healthier communities for all as we lead global efforts to fight life-threatening illnesses in the Asia-Pacific and across the world. But our results are only half the story.

The strength of what we do lies in **building strong collaborations** and **creating meaningful employment opportunities** for people affected by our work.

While founded in Darwin, our footprint expands to established offices in Alice Springs and Dili, Timor-Leste. After all, it takes local insights and scientific knowledge to create lasting change and achieve our mission – **to shape a healthier, more equitable future where every community can thrive**.



Our research

Menzies conducts high-quality, community-focused research to improve health and wellbeing across Australia, the Asia-Pacific region and beyond, with a strong focus on Aboriginal and Torres Strait Islander peoples. Our work spans the life course and addresses the social, cultural, environmental and biological determinants of health.



Menzies has consistently performed above the national average, including a success rate of 40% or higher four times in the past 6 years.



Our research

Our research is delivered through four major divisions:

1

Centre for Child Development and Education

focuses on improving outcomes for children and young people, with research spanning early childhood development, parenting, youth resilience, mental health and wellbeing, and the social and educational factors that shape lifelong health. Our work strengthens families, services and communities and informs public policy.

2

Child and Maternal Health

leads multidisciplinary research from pre-conception to adolescence, focusing on maternal and infant health, preterm birth, immunisation, ear and hearing health, and respiratory disease. It develops innovative clinical and community-based approaches to improve outcomes for mothers and children.

3

Wellbeing and Preventable Chronic Diseases

focuses on reducing the impact of chronic disease and mental health challenges, particularly for Aboriginal and Torres Strait Islander communities. Its research addresses diabetes, renal disease, cancer, nutrition, tobacco control, housing, climate change and remote health systems, with a strong emphasis on prevention and health equity.

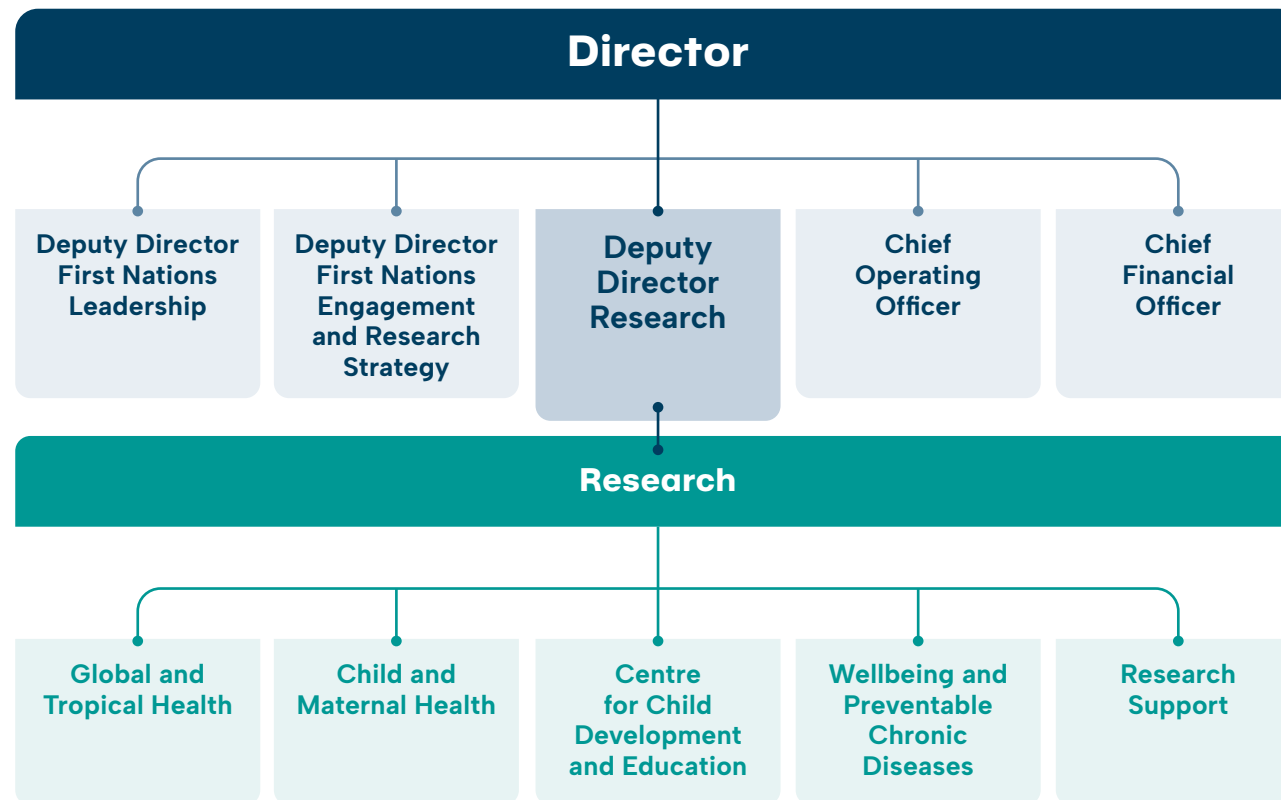
4

Global and Tropical Health

addresses major public health challenges in northern Australia, the Asia-Pacific region and low-resource settings. Its research focuses on infectious and tropical diseases, including malaria, tuberculosis, melioidosis and viral hepatitis, as well as rheumatic heart disease, vaccine-preventable diseases and emerging threats. Through strong translational research and regional partnerships, the division strengthens health systems, improves access to care, and supports culturally safe, locally led solutions in tropical and remote communities.

Menzies is committed to culturally safe, community-led research, strong partnerships, and translating evidence into policy and practice to deliver lasting health improvements.

Organisational structure



Living and Working in The Northern Territory

The Northern Territory offers a genuinely *different way of living and working*—one that values balance, connection and lifestyle. Darwin's relaxed pace, short commute times and year-round warm climate make it easy to enjoy life beyond the working day.

Many locals finish work and head straight to the beach for a sunset walk, meet friends at the markets, or enjoy dinner outdoors overlooking the harbour.

Surrounded by some of Australia's most spectacular natural landscapes, Darwin is the gateway to national parks, waterfalls and camping spots that are easily accessible for weekend adventures. The city is rich in Aboriginal culture, with regular community events, festivals, art, music and food celebrating the world's oldest continuing cultures.

Located close to South-East Asia, Darwin provides an exceptional opportunity to connect with the region and cultivate culturally rich relationships with our neighbours, both professionally and personally.

With a strong sense of community, and close-knit, highly educated and skilled workforce, Darwin is a sought after destination for senior leaders seeking connection, collaboration, impact. Combined with a lower cost of living than most major Australian cities, access to childcare and excellent public and private schooling Darwin offers a high quality of life, ideal for families.

This role is based at our Darwin office located on the Royal Darwin Hospital campus. The building features modern facilities and access to on-site amenities including cafés and parking. The role will also work across our second Darwin location at the Charles Darwin University campus, just 3 km away—both set within vibrant, well-connected precincts.



Equity and diversity statement

As a health-focused research organisation, we value diverse voices and lived experience, knowing they strengthen our work and ensure our research, programs and advocacy reflect the needs and priorities of the communities we serve.

We are dedicated to nurturing an inclusive workplace, which celebrates diversity, promotes equality, and maintains a working, learning and social environment where the rights and dignity of our staff and students are respected, and where everyone feels they belong.

We believe better health begins with equity, inclusion and respect.

The role: Deputy Director Research

As an outstanding research leader, you'll *inspire* and *enable* others to achieve highest levels of performance.

Location: Darwin, Northern Territory

Contract Type: Fixed-Term, Full-time (1.0 FTE)



The Deputy Director Research will be an outstanding research leader who inspires and enables others across the institution. The Deputy Director Research is an important member of Menzies Senior Executive Team (SET) and will make a valuable contribution to the research agenda and organisational strategy and culture across Menzies.

Reporting to the Director, the Deputy Director Research will supervise and work closely with Research Division and Centre leaders across Menzies and will provide leadership in the development and implementation of Menzies' overarching research strategy.

Key focuses for the role include providing institutional research leadership and support, championing strategies to diversify funding and to attract and retain academic staff, supporting existing areas of research strength and emerging areas of excellence at Menzies, raising the profile of Menzies, and enhancing internal and external collaborations.

This role also oversees the research support functions, providing strategic-level guidance in relation to matters of research governance, integrity, and support.

The Deputy Director Research will foster strong and collaborative working relationships across Menzies and with external stakeholders and will represent Menzies and the Director in relevant forums, meetings, and partnerships.

The Deputy Director Research will capably combine their own research with institute leadership duties, and work closely with the Director, Executive colleagues and Research Leaders to implement the strategic plan with a specific focus on research strategy and excellence.

The role: Deputy Director Research

Primary Responsibilities

- Take a leadership role in defining and implementing Menzies' research strategy.
- Provide senior academic leadership across Menzies, including supervising and supporting Division and Centre Leads, to drive impactful research.
- Take a leadership role in overseeing research governance and integrity functions, including the supervision, support and performance of teams, including pre/post grant administration, data management, clinical trials, statistics and research integrity.
- Play a lead role to attract, retain and develop academic talent and champion training and career development opportunities for Early and Mid-Career Researchers (EMCR), and provide senior leadership for a vibrant EMCR Support Program across Menzies.
- Enhance collaboration, excellence, and research impact across Menzies through the development and leadership of quality improvement activities, such as best practice materials and resources, and professional development workshops and seminars.
- Contribute to raising the public profile of Menzies across government, funding bodies, partnerships, and the wider community.
- Lead by example within own program of research to encourage high quality and impactful research practices at Menzies, aligned with Menzies' research strategy.
- Make a significant contribution to institutional leadership as a member of the Senior Executive Team, Chair of the Research Strategy Leadership Group, and participation in strategic committees with key partners.
- Make a significant contribution to income generation activities, by leading the submission of priority grants for Menzies including major National Health and Medical Research Council (NHMRC) and Medical Research Future Fund (MRFF) grants, particularly cross-divisional submissions that consist of multiple research areas/projects.
- Ensure that best practice is embedded in all research organisational structures and lead change activities as required.
- Alongside Executive colleagues, champion Menzies Positive Duty organisational culture, Workplace Health and Safety and Equal Opportunity principles and legislation, with a visible commitment to maintaining a safe, respectful, healthy and inclusive workplace for all Menzies staff, students, volunteers and visitors.
- Carry out any other tasks as reasonably required by the Director.

The role: Deputy Director Research

Selection Criteria

- PhD qualification in a relevant field with an outstanding track record in research, as evidenced by high impact and cited publications, mentoring outcomes, and evidence of research translation and impact.
- Demonstrated excellence in academic and organisational leadership and strategic research development.
- Excellent communication and interpersonal skills, with a proven ability to work closely and harmoniously in a multidisciplinary, and multi-institutional team environment.
- An ability to promulgate the vision and mission of Menzies in the wider community, including industry, government and funding bodies.
- Experience in management of people, finances and resources within a large and complex research organisation.
- Ability to motivate and inspire researchers to achieve excellence in their work.
- Demonstrated high standards of research integrity.
- Research areas of interest/expertise in line with Menzies' strategic research interests.
- Ability to build strong productive relationships within an organisation and collaborative external partnerships. Well-developed capacity to consult, collaborate and negotiate effectively with people from diverse cultures and a wide range of stakeholders.
- Demonstrated experience in organisational and people leadership, ability to positively influence organisational culture, with sound change management skills.
- Experience representing institutional positions to government, funders and community.

Commitment to Aboriginal and Torres Strait Islander workforce:

Menzies is committed to providing a culturally inclusive and supportive work environment, and ensuring our workforce is representative of the people with and for whom we work. We seek to amplify Aboriginal and Torres Strait Islander voices in all aspects of our work. We expect all applicants to share this commitment, and we strongly encourage Aboriginal and Torres Strait Islander peoples to apply for this position.



MENZIES SCHOOL OF HEALTH RESEARCH

menzies

How to apply

Key Contacts

Menzies School of Health Research has engaged Devereaux Consulting to assist with this appointment.

The Devereaux Consulting team will support the Selection Committee to identify the widest possible field of qualified candidates and to assess candidates against the requirements for the role.

For further information:

For a confidential discussion, please contact Jackie Besley, Managing Partner, Devereaux Consulting on +61 (0) 413 633 195 or email jackiebesley@devereauxconsulting.com

Address for applications

DeputyDirector@devereauxconsulting.com

**Application closing date:
Sunday, 8 March 2026**

Preparing your application

Prepare your application to include the below.

- Cover letter including a statement that summarises how your skills, capabilities and experience meet the requirements of the position.
- Your curriculum vitae or resume including:
 - Positions held, including dates and details of current position and key achievements
 - Education, professional training and qualifications (including dates of completion)
 - Full list of publications and grant income
 - Relevant measures of esteem
 - Other relevant information, including offices held in professional bodies
- All applicants shortlisted will be asked to provide full contact details for a minimum of three referees who have agreed to supply confidential references for the purposes of this recruitment process. Candidates should state their relationship to the referees and why they have been nominated to speak on the candidate's behalf. Referees will only be contacted following consultation with the candidate, at the conclusion of the recruitment process.



PO Box 41096, Casuarina NT 0811

John Mathews Building (58)
Royal Darwin Hospital Campus
Rocklands Drive, Tiwi NT 0810
Australia

T | 08 8946 8600
F | 08 8946 8464
E | communications@menzies.edu.au

www.menzies.edu.au

ABN 70 413 542 847

