

ICU Clinical Audit and Research Mentor

Morobe Provincial Health Authority, Papua New Guinea

Assignment title	ICU Clinical Audit and Research Mentor		
Partner organisation	Morobe Provincial Health Authority		
Location	Papua New Guinea	Lae, Morobe Province	
Type of assignment	In-country Assignment		
Duration of assignment	9 months		
Assignment phases	Phase	Mode	Duration
	1	In-Country	9 months
Proposed start date	05 April 2026		
Website	Not available		
Australian organisation:	Global Intensive Care Initiative (GICI) - ANZICS		

ABOUT THE PARTNER ORGANISATION

The Australian New Guinea Administrative Unit (ANGAU) Hospital, located in Lae, Morobe Province, is one of Papua New Guinea's major referral hospitals. It provides inpatient and specialist medical services to people across the Momase region, including Sepik, Madang, and Morobe provinces. In 2019, the Morobe Provincial Health Authority (MoPHA) was established to unify ANGAU Hospital systems and Rural Health Services under the "One System Tasol" concept, strengthening health delivery through a sustainable and community-focused approach.

Our aim is to improve access to quality, integrated health services and enhance the capacity of ANGAU Hospital to operate as a leading referral hospital for the region. We work with the provincial government, health professionals, development partners, and local communities to deliver healthcare that meets current needs while building resilience for the future.

Currently, the ANGAU Hospital Redevelopment Project, supported by the Australian Government, is transforming the hospital into a state-of-the-art facility. The redevelopment includes new infrastructure, modern equipment, and improved systems to meet future demand for health services. With a dedicated Project Development Office in Lae, MoPHA is positioned to deliver lasting improvements in healthcare for the people of Morobe Province and beyond.

ABOUT THE ASSIGNMENT

This assignment is critical to ANGAU Hospital's Intensive Care Unit (ICU), where the nursing team is committed to improving patient care but faces challenges in undertaking quality improvement initiatives such as clinical audits and research. Although the nurses are motivated, they often lack the time,

experience, and confidence to engage fully in these areas due to staffing shortages and the demands of daily clinical duties. Strengthening their capacity is essential to ensure the ICU maintains high standards of care and achieves improved patient outcomes.

A volunteer **ICU Clinical Audit and Research Mentor** will provide specialised guidance, hands-on coaching, and mentorship that are currently unavailable locally. By working collaboratively with the Research Officer and the nursing team, the volunteer will: conduct training sessions and workshops, support the design and implementation of audits and research projects, and help build confidence in applying best practices in clinical care. This role cannot currently be filled locally, as there are limited professionals with both advanced clinical expertise and teaching experience required to mentor ICU nurses in these areas.

ANGAU Hospital offers a dynamic environment with a motivated workforce, modernising facilities, and strong leadership under the Morobe Provincial Health Authority. A volunteer in this role will gain valuable experience in a cross-cultural health setting while contributing to sustainable improvements in critical care services and the professional development of nursing staff.

ASSIGNMENT OBJECTIVES AND PROPOSED ACTIVITIES

The volunteer will work alongside members of Australian New Guinea Administrative Unit Hospital to support the below objectives:

Assignment objectives	Proposed activities
In-Country Phase Objective: Strengthening the capacity of ICU and clinical nursing staff to conduct clinical audits and research that inform evidence-based improvements in patient care.	<ul style="list-style-type: none"> • Conduct training sessions and workshops on clinical audit processes, research methodology, and data analysis for ICU and clinical nursing staff. • Provide hands-on guidance in planning, implementing, and evaluating audit and research projects relevant to patient care. • Support nurses in developing and presenting audit and research findings at internal hospital forums or provincial health meetings.
In-Country Phase Objective: Provide mentorship and technical guidance to the Research Officer and nursing team in designing, implementing, and analysing quality improvement initiatives within the ICU and other clinical departments.	<ul style="list-style-type: none"> • Collaborate with the Research Officer to develop standardised templates, tools, and protocols for clinical audit and research projects. • Mentor the Research Officer and key nursing staff through ongoing coaching, feedback, and co-supervision of audit or research activities. • Assist in developing systems for data collection, analysis, and reporting to inform decision-making and continuous improvement.

<p>In-Country Phase Objective: Support the integration of clinical audit and research practices into routine hospital operations to promote a sustainable culture of continuous learning and quality improvement across ANGAU Hospital.</p>	<ul style="list-style-type: none"> • Work with hospital leadership to embed audit and research practices into existing quality assurance frameworks and performance review systems. • Facilitate regular review meetings to share lessons learned and best practices among clinical teams. • Develop and document training resources, guidelines, and case studies to ensure knowledge transfer and long-term sustainability.
<p>Inclusion objective and proposed activity</p> <p>The volunteer will work alongside the partner organisation to uphold values of diversity, equity and inclusion. Inclusive approaches will aim to make everyone welcome and support equal access to activities and opportunities regardless of gender, age, disability status or background (eg religion, language, ethnicity and marginalised or vulnerable groups).</p> <p>The volunteer will work alongside members of Australian New Guinea Administrative Unit (ANGAU) Hospital - Intensive Care Unit to:</p> <ul style="list-style-type: none"> • Facilitate inclusive participation by ensuring nurses and clinical staff of diverse backgrounds, ages, and abilities are equally involved in audit and research training sessions, and by adapting learning materials or delivery methods to suit different learning needs and levels of experience. 	

SELECTION CRITERIA

Education and qualifications

Essential	Desirable
<ul style="list-style-type: none"> • Bachelor's degree (or higher) in Nursing, preferably with specialisation in Critical Care or Intensive Care Nursing. • Postgraduate qualification or certification in Clinical Education, Research, or Quality Improvement. 	<ul style="list-style-type: none"> • Master's degree in Nursing, Public Health, or a related clinical discipline. • Training or certification in Clinical Audit, Research Methods, or Health Service Management.

Knowledge and experience

Essential	Desirable
<ul style="list-style-type: none"> • Demonstrated experience in conducting and supervising clinical audits and applied health research. • Strong mentoring, coaching, and capacity-building skills within a clinical or academic setting. 	<ul style="list-style-type: none"> • Experience in developing training materials and delivering workshops in low-resource or cross-cultural health settings. • Familiarity with data management and analysis tools (e.g., Excel, SPSS) for clinical audit and research reporting.

<ul style="list-style-type: none"> Knowledge of quality improvement frameworks and evidence-based clinical practice in critical care environments. 	
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Following the Program's values on locally led development, this Assignment Description has been developed and negotiated in good faith with the Partner Organisation. The information contained was correct at the time of acceptance of the request. However, while we take responsibility for matters under our direct control, all assignments and arrangements are subject to change. This assignment may be amended or withdrawn to reflect changes in circumstances.

Line Manager: Nurses Manager ICU

Working relationships: Research Officer and ICU team

Hours and days of work:

In-country phase

Full time (Monday – Friday, 08:00AM – 04:00PM)

Leave: All volunteers are entitled to 20 days leave per 12 months, unless advised otherwise. The same conditions and terms as local colleagues apply, including national holidays.

Work from home: Working from home while on an in-country phase must be in line with usual partner organisation's practices and agreed with the in-country office.

Professional indemnity insurance *(Required for all volunteers who are acting as a medical, allied health or legal professional whilst on assignment):*

Yes, this assignment is deemed to require professional indemnity insurance

The volunteer should consult the partner organisation about the need for professional indemnity insurance for the role prior to departure. Where required and/or considered essential to hold this insurance, please discuss this with the Volunteer Services Manager in Melbourne prior to departure.

LIFE AS A VOLUNTEER

The Australian Volunteers Program supports volunteers from preparing to go on assignment through to returning home. For a full breakdown of support provided including assignment allowances, please visit: <https://www.australianvolunteers.com/volunteering/lifestyle-and-support/>

Country context

Learn more about the host country's location by reading the country profile. We encourage candidates to research the specific location of this assignment as it will be discussed and addressed with a recruitment officer during the interview process.

For more information, please visit country links: <https://www.australianvolunteers.com/countries/png> and <https://www.dfat.gov.au/geo/papua-new-guinea>

HOW TO APPLY

All applications must be submitted online through the Australian Volunteers Program website. If you have not already done so, you will need to register on our website prior to applying. For more information about how to apply, please visit:

<https://www.australianvolunteers.com/volunteering/how-it-works>

We actively support and encourage people of all backgrounds and abilities to volunteer internationally and aim to make the program as accessible and inclusive as possible. The program has a dedicated Indigenous Programs Coordinator to support Aboriginal and/or Torres Strait Islander volunteers, who can be contacted at indigenouspathways@australianvolunteers.com. Access and inclusion plans are available for volunteers with disabilities, to ensure their assignments and living and working arrangements are made more accessible.

Personal circumstances *(This may not apply for Remote-only assignments; consider discussing with AVP team)*

Due to security, cultural, legal or visa restrictions associated with this location, we ask that applicants disclose the following:

- If they want their same-sex partner to accompany them on assignment.
- If they want their partner, to whom they are not legally married, to accompany them on assignment.
- If they want their child(ren) to accompany them on assignment.
- If they have a criminal conviction where a criminal conviction may be relevant to the inherent requirements of the assignment.