

Job Description



Position Title	Chief Technology Officer	Level	D
Reports to (role)	Chief Operating Officer	Career Stream	Professional
Team	Information Communication Technology		
Location	The Kids Research Institute Australia, Perth Children's Hospital, 15 Hospital Ave, Nedlands		

STRATEGIC CONTEXT

The Kids Research Institute Australia is headquartered within the Perth Children's Hospital, and is one of the largest, and most successful medical research institutes in Australia, comprising a dedicated and diverse team of around 1,000 staff, students and honoraries.

At The Kids, our vision is simple - **HAPPY HEALTHY KIDS**. We bring together community, researchers, practitioners, policy makers and funders, who share our mission to improve the health, development and lives of children and young people through excellence in research.

We commit to build on our success as a research institute that makes a real difference not only in our community, but for children and families around Australia and globally.

As an Executive Team we strive to foster a constructive culture that enables excellence and achievement, maintains personal integrity, is supportive of growth and learning and puts cooperation with others at the forefront of how we work.

The Institute is a complex, innovative and skills-intensive enterprise. As a result, our most senior leaders are expected to coordinate disparate and specialized knowledge, match the Institute's problems with people who can solve them, and empower and inspire staff through effective communication. Executive team members leverage both their people and technical skills to overcome challenges, capitalise on opportunities and work cohesively to deliver on our strategy.

POSITION IMPACT

The Chief Technology Officer (CTO) is responsible for the Institute's technological product, data and service offerings. In collaboration with the Chief Operating Officer, they coordinate the IT resources and activities to ensure they align to strategic goals and support growth for the Institute. While the position has a technology and data-focused, operational role, the CTO's primary impact is through its outward-looking, strategic planning role.

Reporting to the Chief Operating Officer the CTO is a highly visible and senior leadership role, responsible for nurturing and supporting technical collaboration across the professional and health data research ecosystem to ensure coordinated progress towards our strategic objectives.

The CTO oversees the Institute's IT infrastructure including data, security, system maintenance, and networks and leads management of our technical strategy and technological roadmap. This position has a strategic planning function and envisions how technology and digital initiatives will be used within the

Institute for managing our data and information systems and security, while also looking at how to further implement new technologies to ensure strategic innovation including new digital solutions to research questions.

The CTO will help set up our strategy and technological infrastructure, analyse target markets, and create new business models that support research excellence. The CTO will have a close relationship with the Executive Director and other members of the Institute's Executive and other senior leaders.

KEY RESPONSIBILITIES

Key Responsibilities	Tasks required to achieve Key Responsibilities	Measures
Technical	• Digital Strategy & Transformation ○ Develop and deliver a comprehensive digital strategy aligned with the institute's research impact objectives and organisational goals. ○ Drive the migration from on-premises systems to secure, scalable, and cost-effective cloud platforms. • Cloud & Infrastructure Leadership ○ Oversee cloud architecture, infrastructure design, and operational management. ○ Ensure interoperability, scalability, and sustainability of research platforms and enterprise systems. • AI and Advanced Analytics Enablement ○ Lead the development of infrastructure, tools, and frameworks to support AI/ML research initiatives. ○ Partner with research teams, the Director of Impact and Innovation and others, to identify and implement AI-driven opportunities that accelerate discovery and translation. ○ Support the deployment of AI to ensure ethical, secure approach, compliant with governance frameworks. • Data & Research Platforms ○ Implement and oversee platforms for data storage, sharing, and analysis in line with FAIR Findable, Accessible, Interoperable, Reusable) data principles. ○ Support high-performance computing, advanced analytics, and secure collaborative research environments. • Cybersecurity & Compliance ○ Ensure robust cybersecurity, privacy, and data governance frameworks that meet sector and regulatory requirements.	• Digital Strategy Delivery: A clear, board-approved digital strategy is in place, with measurable progress against key milestones. • Cloud Migration: Successful migration of core systems and research platforms from on-premises to cloud with minimal disruption. • AI Capability: With the Director of Impact and Innovation, support the establishment of an AI/ML-ready research environment. • Research Enablement: Improved researcher satisfaction with digital platforms (measured via surveys, adoption rates, and research outputs). • Data & Governance: Demonstrated compliance with privacy, cybersecurity, and FAIR data standards; zero major security breaches.

	○ Proactively manage technology risks, including disaster recovery and business continuity planning.	
Stakeholder Management	• Act as the key liaison between technology functions and research leaders, ensuring digital investments deliver research impact. • Develop strong relationships with external partners, including universities and other medical research institutes. • Manage relationships with cloud service providers, software vendors, and external technology partners. • Develop strong internal relationships to ensure key stakeholders, especially the Executive team, co-design, engage with and become advocates for the Institute digital and technology strategies.	• Feedback from stakeholders.
Leadership	• Design and lead the digital technology team to ensure the right mix of cloud, data, AI, and support expertise. • Foster a culture of innovation, collaboration, and continuous improvement. • Monitor the allocation and direct the resources within the team to ensure the achievement of deliverables. • Hold direct reports accountable to their responsibilities and results. • Manage people fairly and equitably, with appropriate escalation and consultation with the P&C team, and in line with policy and procedures. • Ensure any actual or potential workplace conflict within the team is addressed and approached in a respectful, positive manner for effective resolution, or appropriate escalation as required. • Lead by example by demonstrating behaviours that are respectful, promote equity and inclusion for all and create a psychologically safe environment. • Foster a culture of transparent, effective, timely and appropriate communication with direct reports and other stakeholders to ensure advice provided and decisions made are well informed and understood. • Effectively manage change management processes, encouraging innovation and continuous improvement. • Have regular 1:1 conversation with direct reports to enable effective two-way feedback. • Support the professional development of employees through coaching, mentoring, training and collaboration opportunities.	• Direct reports understand and embrace organisational culture, directions, goals and client service ethos. • Direct reports are aware of their responsibilities, expectations and performance in their roles. • Direct reports feel supported, engaged and safe to raise concerns.
Workplace Safety	• Ensure effective management, monitoring and awareness of the Institutes health and	• Employee Engagement surveys reflect our

	safety risks as well as support its regulatory and compliance obligations in accordance with WHS legislation. • Lead and champion behaviours that uphold the health and safety of all Institute people and operations. • Understand, anticipate and manage key HSW risks for all Institute activities in area of responsibility. • Facilitate work design, environments, systems and allocate resources to manage psychosocial hazards and promotes a safe, healthy and inclusive workplace.	commitment to health, safety and wellbeing outcomes. • Critical Risks and agreed actions pertaining to area of responsibility are understood and managed <u>pro-actively</u>. • Open and transparent reporting of health, safety and psychosocial incidents within area of responsibility.
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ESSENTIAL CRITERIA

Qualifications:	BSc/BA in Computer Science, Engineering or a related field; MBA or other relevant graduate degree is a plus
Essential Skills, Knowledge & Experience:	• Strategic Leadership in Digital Transformation ○ Demonstrated ability to design and deliver enterprise-wide digital strategies aligned with organisational goals, research priorities, and long-term impact. ○ Experience leading digital transformation within complex, knowledge-intensive environments (e.g. healthcare, research, education). • Cloud and Infrastructure Expertise ○ Proven success in migrating from on-premises to cloud-based environments (Azure, AWS, or GCP). ○ Strong expertise in designing secure, scalable, and cost-efficient cloud and hybrid solutions. ○ Deep understanding of data management, interoperability, and integration within research settings. • Artificial Intelligence and Advanced Analytics ○ Demonstrated capability to identify, design, and deliver AI and machine learning initiatives that will accelerate medical research and enhance data-driven impact. ○ Understanding of AI governance, ethics, data quality, and reproducibility and the relevance to medical or research context. ○ Experience implementing AI-ready infrastructure (e.g. high performance computing, GPU/ML pipelines, research data platforms). • Research and Data-Driven Environment Understanding ○ Proven experience supporting digital platforms that enable research impact (e.g. large-scale data repositories, knowledge-sharing tools, collaboration platforms). ○ Familiarity with FAIR data principles (Findable, Accessible, Interoperable, Reusable) and research compliance requirements. • Team Leadership and Organisational Change

	○ Track record of building, restructuring, and leading high-performing technology teams to meet future digital capability needs. ○ Strong change leadership with the ability to inspire, influence, and support staff through organisational transformation. • Cybersecurity, Governance, and Risk Management ○ Ability to establish and maintain robust governance frameworks, data security, privacy compliance, and resilience across digital platforms. ○ Knowledge of health and research-specific regulatory and ethical considerations, including data sovereignty. • Stakeholder Engagement and Collaboration ○ Excellent ability to influence and collaborate across disciplines, including researchers, clinicians, executives, IT specialists, and external partners. ○ Strong communication skills with the ability to translate complex technical concepts into accessible, outcome-focused language.
Desirable Skills, Knowledge & Experience:	• Experience with digital innovation that accelerates research translation and impact. • Knowledge of emerging digital technologies relevant to medical research. • Established networks with vendors, cloud service providers, and research technology communities. • Evidence of thought leadership and contribution to sector-wide digital transformation initiatives.

DIRECT REPORTS	• Manager, ICT x 1 • ICT Project Manager x 1 • Agile Project Manager x 1 • Data Services Manager x 1
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Approved by:	Chief Operating Officer
Date approved:	8 th October 2025
Reviewed by P&C:	8 th October 2025