



MEDIA INFORMATION

Short summary of *some* of our organisation's interesting EO initiatives and outcomes

Organisational structure

- Murdoch Childrens Research Institute's organisational structure at the executive level is represented by our Director, Chief Operating Officer and six Research Themes Directors. Two of the six Research Theme Directors are female Professors and our COO is also female (37.5% female representation at this level).
- Representation of females at Board level maintained at 33.5% since 2006.
- In addition, the Director of our wholly owned subsidiary company, Victorian Clinical Genetics Services, is female (their Executive comprises 58% female representation).
- The general percentage of female managers within the Murdoch Childrens is 51% and in the subsidiary company, this is 42%.
- Murdoch Childrens Research Institute offers a full range of flexible work options to all staff.

Organisational development and training - The STEPP Program

The Human Resources team is currently rolling out comprehensive organisational development initiatives across the Institute for all staff at the Institute but with, as one would expect, a special focus on research managers and leaders (now and in the future). The "flagship" of the Program is a short, intensive leadership program offered to PostDoctoral researchers and those in line management positions. The STEPP Program is a relatively unusual initiative within the local medical research industry sector.

Career Mentoring Program

The Institute's Career Mentoring Program has been well received and accessed by our staff and complements the already significant amount of core research skill mentoring that takes place within our organisation.

Possible contacts of staff within Institute who are able to comment on our initiatives and may be available for media contact:

- Professor Vicki Anderson, Theme Director – Critical Care and Neurosciences – opportunities for female staff to progress to senior levels in research
- Anne Cronin, Chief Operating Officer – opportunities for female staff to progress to senior levels
- Kathryn Bellion, Human Resources Manager – general information about our initiatives

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