



Better health and wellbeing through impactful medical research

QIMR Berghofer Medical Research Institute Strategic Plan 2022-2026

QIMR Berghofer Medical Research Institute proudly serves the people of Queensland with **better health and wellbeing through impactful medical research.**

The Institute has an enviable reputation developed over eight decades for ground-breaking and transformative health discoveries, including in the global fight against COVID-19.

Our collaborative research programs in cancer, infectious diseases, chronic inflammation, genetics of disease, mental health and neuroscience address the foremost health challenges of our time. Our research responds to health challenges arising from social and environmental factors and aims to advance Aboriginal and Torres Strait Islander health equity.

Through our advancement of medical science, we are **leading the way to significant innovation in health – nationally and globally.**

Objectives 2022-2026

Discovery

Support ground-breaking research discoveries

Support bold, innovative, impactful research focused on health challenges important for Queenslanders.

Promote research into health challenges arising from social and environmental factors.

Attract, support and develop acclaimed researchers and skilled professionals for world-class research and research support with rigorous governance.

Consult, engage and support rural and remote communities and Aboriginal and Torres Strait Islander peoples to co-develop research partnerships of relevance and significance to their health.

Provide world-class research training in state-of-the-art facilities.

Success factors

- Quality and quantity of research publications.
- Transformative research in health areas of great need in Queensland.
- Discovery of new research paradigms with impact.
- Impactful research improving health outcomes and health equity for First Nations people.

Sustainability

Promote a world-class, collaborative and sustainable research environment

Implement our working better together operating model to promote collaboration, inclusion, delegation and teamwork.

Enact our values for transparent decision making, accountability and optimal workforce management.

Minimise workplace risks and prioritise the safety and wellbeing of our staff members and students.

Reduce environmental impact through improved operational efficiency.

Collaborate strategically to reduce duplication, diversify funding sources and leverage investment.

Success factors

- Effective governance and management.
- Measurable contributions to environmental sustainability.
- An engaged workforce demonstrating diversity, equity and inclusion.
- Successful engagement with research collaborators, commercial partners and philanthropic supporters.

Impact

Conduct impactful medical research

Understand and tackle clinical challenges and deliver improved health outcomes for Queensland through engagement with health consumers and providers.

Develop a clinician scientist strategy with an integrated research model to encourage strong links with hospitals, clinics and clinicians.

Grow strategic partnerships for success as trusted advisors and experts, collaborative research centre participants and commercial partners.

Success factors

- Improved patient outcomes.
- Research funding success.
- Peer recognition, membership of academies, advisory and committee representation.
- Highly-cited publications in leading journals.
- Commercialisation of novel therapies and health care innovations.

Purpose

Better health and wellbeing through impactful medical research

Vision

Lead the way to significant innovation in health – nationally and globally

QIMR Berghofer Medical Research Institute Values

Excellence

We aspire to excellence with integrity.

Our rigorous governance, world-class scientific research, mentoring and training, and administration are responsive to the needs of our communities.

Integrity

We are reliable and trustworthy. We observe the highest standards of ethics and integrity.

Our research proposals, conduct and reporting are honest and accurate and open to the scrutiny of the scientific community.

We respect the wellbeing and dignity of those contributing to and associated with our research.

Respect

We are a diverse and welcoming community. We embrace difference. We respect the skill, opinion, culture and language, life experience and contribution of all our staff, stakeholders and health consumers.

We work together to foster the wellbeing of every member of our communities with kindness, compassion and mutual respect.

Collaboration

We reach out locally, nationally, globally and across our Institute to create and deliver effective, innovative research outcomes.

Our research excellence builds trusted strategic partnerships and our strong teamwork promotes transparency and accountability.

Accountability

We are open and transparent in our communication and inclusive in our decision making.

We individually and collectively take responsibility for our actions and for achieving our objectives.

We embrace learning for organisational and personal growth.

Our focus on these values enables our commitment to respect, protect and promote human rights in our decision making and actions

Contribution to government objectives for the community

Queensland:

Good jobs. Better services. Great lifestyle.



QIMR Berghofer's Purpose, Vision and Objectives are strongly aligned with the government objective of "Keeping Queenslanders safe." Our research is focused on health and wellbeing challenges important for Queenslanders. Our aim is to conduct impactful research improving outcomes for patients.



Our world-class research training supports "Investing in skills" by developing the next generation of health and medical research scientists and clinicians in world-class facilities.

We embrace our strategic opportunities:

- Increasing collaboration across Queensland to maximise the impact of our research.
- Attracting key talent to Queensland and the Institute.
- Diversifying our funding streams.



Building on our expertise in developing innovative immunotherapies and manufacturing cell therapies, to increase research translation and commercialisation opportunities and contribute to the government objective of "Making it for Queensland."

We collaborate to manage our strategic risks:

- Changes in national and state research funding leading to reduced support for key research programs impacting recruitment of world-class researchers.
- Increased complexity in legal and regulatory requirements, and associated compliance risks resulting in potential reputational impacts or loss of public trust.
- Inability to attract talented researchers, staff and students, nationally or internationally, resulting in an inability to support ground-breaking research discoveries, or achieve impactful research.
- Funding for and supply of research, scientific and digital infrastructure and technology.



Keeping Queenslanders safe



Investing in skills



Making it for Queensland