

PROJECT DETAILS

Project Title:

Wellbeing on the Move: Examining How International Migration Shapes Wellbeing, Professional Identity, and Retention among Nurses and Midwives.

Project Summary:

Internationally mobile nurses and midwives are essential to health system sustainability, yet many experience compromised wellbeing, professional dislocation, and inadequate organisational support, contributing to burnout and early workforce exit. This project will examine how international migration shapes wellbeing, professional identity, and retention, and identify organisational and leadership factors that protect or undermine these outcomes. Addressing critical evidence gaps in workforce sustainability, the study shifts policy and practice beyond workforce supply towards the lived experiences of migrant clinicians. Using mixed methods, the research will generate practical, evidence-informed strategies to strengthen workplace support, improve retention, and enhance culturally safe leadership, contributing to more sustainable and ethical workforce practices and improved patient care, and health system performance.

Preferred Applicant Skillset:

The applicant should demonstrate interest in health workforce research, nurse and midwifery wellbeing, and/or workforce sustainability. They should have, or be willing to develop, skills in qualitative and/or quantitative methods, including mixed-methods design, data collection, and analysis. Strong communication skills are important, particularly the capacity to engage sensitively with culturally diverse participants and translate findings into practice-relevant outputs. The project will suit a candidate with critical thinking and organisational skills, and the ability to work both independently and collaboratively within multidisciplinary teams. Interest in health services research, workforce policy, or equity-focused inquiry is desirable, alongside a commitment to ethical research practice and meaningful stakeholder engagement.

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