Appointment of Associate Professor / Professor in Medicine at Northern Health Department of Medicine and Radiology

Melbourne Medical School, Faculty of Medicine, Dentistry and Health Sciences
The Department of Medicine and Radiology is a large and diverse department in the Melbourne Medical School that undertakes clinical and biomedical research, translation of research outcomes, engagement and postgraduate and undergraduate teaching within University of Melbourne teaching hospitals. The Department is located across the following sites:

- Austin Health (based at the Austin and Repatriation Hospitals, Heidelberg)
- Northern Health (based at the Northern Hospital, Epping)
- Royal Melbourne Hospital (based at the Royal Melbourne Hospital, Parkville)
- St Vincent’s Hospital (based at the St Vincent’s Hospital, Fitzroy)
- Western Health (based at Sunshine and Footscray Hospitals, St Albans and Footscray)

The Department has strong research programs in neurosciences, cardiology, diabetes and endocrinology, musculoskeletal disorders, ageing, infection and immunity, international health, critical care including anaesthesia, emergency medicine and intensive care, cancer, clinical and community-based epidemiology and clinical trials for new therapies and devices.

With a large proportion of the Department’s academic staff holding appointments at one or more of the above health services, the Department effectively translates its cutting-edge and innovative research to clinical outcomes leading to world-leading clinical care and community impact.

The Department’s 2019 budgeted research income is projected to exceed $32 million, while it operates with a budget of just over $9.1 million. The Department currently has over 200 staff equivalent to 150 equivalent full-time (EFT) load and over 250 research higher degree (RHD) students. Our research, teaching and engagement activities are broadened significantly through our honorary academic staff, who provide a great service to the Department, numbering more than 440.

The Department is a leader in research commercialisation, with several successful commercial entities being spun out from its research and operating successfully in the last 10-15 years. These include Fibrotech, which was sold to Shire Pharmaceuticals in one of the largest commercial transactions ever seen in Australia (US$600 million), Seer Medical and Stentrode with many others being established or rapidly growing.

For more information please visit; www.medicine.unimelb.edu.au/school-structure/medicine-and-radiology
Established in 1862, Melbourne Medical School (MMS) has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

MMS comprises nine clinical departments: Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery. The School has more than 930 academic and professional staff, based either at The University of Melbourne’s Parkville campus or embedded within clinical health services throughout metropolitan Melbourne and rural Victoria. MMS staff are privileged to work alongside more than 2400 honorary appointees from the health sector who tirelessly contribute their time, knowledge and clinical expertise to the education of our students. The School has partnerships and research collaborations with many of the 30 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as national and international relationships.

MMS delivers a suite of graduate programs, including the Doctor of Medicine (MD), the first professional entry masters-level medical program in Australia. As the School’s flagship program, the MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

We are committed to improving the wellbeing of the community through the discovery and application of new knowledge.

The School’s research effort is highly collaborative and spans basic to translational research. MMS has over 500 higher degree by research candidates.

We lead public debate and advocacy around key health issues and policy, based on our values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins, the MMS is undertaking exciting new developments, including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory and a reinvigorated focus on clinically relevant research.

For more information, please visit www.medicine.unimelb.edu.au
Faculty of Medicine, Dentistry and Health Sciences

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia’s pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 1,900 members of staff, attracts more than 8,000 students each year and comprises six schools; 33 departments, centres and institutes; and 128 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and was ranked 9th globally in 2018 by the Times Higher Education World University Rankings. In the field of clinical medicine and pharmacology, the Jiao Tong ranks the University of Melbourne as the first in Australia and number 29 in the world in 2019. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

The Faculty offers a suite of professional entry Masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Science (DDS) and the Doctor of Physiotherapy (DPhysio). There are also a number of other successful graduate programs such as the Master of Biomedical Science, Master of Public Health, Master of Primary Health Care, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry and many more in nursing, social work, health sciences and psychology. These programs which are unparalleled in the Australian higher education system provide new approaches to educating health care professionals and are specifically designed to better align student attributes to the sector’s needs.

Co-authorship with more than 140 countries in the last five years. Top five countries are the United States, England, Canada, Germany and the Netherlands.

Annual research income of more than A$225 million: 50 per cent of the University of Melbourne total.

More than 4,000 peer reviewed publications every year: 44 per cent of publications include an international co-author.

Approximately 1,500 graduate research students conduct research supervised by over 1,500 staff and honoraries across the Faculty’s six schools and in affiliated health services and research institutes.

University departments are embedded in a range of health services including the Austin Hospital, Northern Hospital, Royal Melbourne Hospital, St Vincent’s Hospital, The Royal Women’s Hospital and rural partners such as Goulburn Valley Health.

The Faculty employs over 1,300 academic research staff. Hospital departments employ 39 per cent of MDHS academic staff. The University has over 2,000 hospital-based honorary staff and more than 500 honorary staff in partner institutes.
Already boasting the busiest Emergency Department in the state, and with the state government approving 6 new suburbs in the north, Northern Health has an exciting future, growing into one of the largest health services in Melbourne supporting health in outer metropolitan Melbourne and in regional Victoria. With a myriad of complex services within the health service and across a range of external partnerships already established, together with Northern Health’s capital works projects, the Professorial role will consolidate this health service’s future as an exemplar leader of healthcare, education and research.

Our Vision of **A healthier community, making a difference for every person, every day** epitomises the strengths of our medical staff – team work, high standards of care and an innate drive, informed by research and education, to improve the lives of our patients, our staff and our community.

Northern Health provides a vibrant, fast-paced environment. Being located in the rapidly growing northern suburbs, is driving us to think innovatively about the needs of the population and what the health system of the future will look like. Research is the keystone driving these new models of care.

The Department of Medicine at Northern comprises a large General Medicine service as well as an expanding range and depth of specialty medicine units. These include Renal, Endocrinology, Infectious Diseases, Gastroenterology, Neurology and Stroke, Respiratory, Medical Obstetrics, Acute Aged Care, Rheumatology and Dermatology. All areas contribute to a diverse range of research, as well as compressive undergraduate and post graduate training programs. This includes supervision of basic science and medical students, basic and advanced physician training programs, as well as specialty fellowships. Research includes both local and multicenter collaboration and spans clinical, radiological and genetics studies as well as clinical drug trials. Our aim is to further expand collaborations with national and international experts and diversify our portfolio.

The Division works collaboratively with the Division of Cancer Services which is a rapidly growing service incorporating medical oncology, clinical haematology and palliative care services. This service provides treatment in common malignancies including a newly developed leukaemia service, and is supported by a growing research department with a dedicated cancer clinical trials unit, a number of PhD students and close collaboration with large research institutes including the Walter Eliza Hall Institute and the Australian Centre for Blood Diseases.

Northern Health has progressed with a range of capital projects including a state-of-the-art hybrid / angiography theatre, upgrading four operating theatres at Northern Hospital Epping and the construction of the Tower Block housing a new intensive care unit, a further three theatres having robotic and hybrid capacity, and four new inpatient wards. Broadmeadows Hospital has completed upgrades creating a multi-day stay hospital managing elective surgery and acute, rehab and geriatric medical patients. Currently, the NH Craigieburn site is being developed into a day hospital with inpatient and outpatient services supported by new models of integrated care.

As an organisation, we are shifting our focus from managing ill-health in acute care to putting a spotlight on supporting our community in ‘staying well’. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working and research environment, with a strong culture of teamwork, diversity, safety and respect. The growth of new suburbs together with the growth of Northern Health provides the right catalyst for a Professorial role to drive innovation, new models of care and cultural change.

For more information please visit [www.nh.org.au](http://www.nh.org.au)
The Northern Centre for Health Education & Research (NCHER) is a partnership between Northern Health, the University of Melbourne and La Trobe University. It was established in 2015 with the aim of creating an innovative hub to attract clinicians and researchers who come to learn, and choose to stay locally as well as advance collaborative, translational research focused on outcomes for the northern community.

NCHER is home to the Northern Clinical School, whereby 170 MD students undertake clinical placements and research across all 4 years of their course. The school prides itself on the connections it has with the northern community and the strong relationships it has built with clinicians from Northern Health.
Position Summary and Selection Criteria

CLASSIFICATION Level E or Level D
SALARY Level E $199,922
Level D $155,209 - $170,993
SUPERANNUATION 17 %
WORKING HOURS Part time 0.5 FTE
BASIS OF EMPLOYMENT Fixed term for 5 years

Position Summary
The Associate Professor or Professor in Medicine at Northern Health (NH) will be a key leader in the Department of Medicine and Radiology in Melbourne Medical School (MMS) of the University of Melbourne, and the Division of Medicine at Northern Health. Located at Northern Hospital, this role is the Academic Lead at the Northern Health node of the Department of Medicine and Radiology and provides academic leadership in medicine within the Northern Health affiliated hospitals and services. The position reports to the Head of the Department of Medicine and Radiology, Melbourne Medical School.

The Professor or Associate Professor in Medicine will develop and implement a program of research, research training and teaching and education at Northern Health in collaboration with academic staff in the Department and the School. A commitment to excellence in research, learning and teaching, engagement and quality management is required.

The Associate Professor or Professor in Medicine will be expected to make a major contribution to research within the MMS’s Department of Medicine & Radiology, including establishing a research program that integrates successfully with the current activities of Northern Health, the Department of Medicine and the MMS. It is anticipated that the research program will be funded through successful grant applications.

The Associate Professor or Professor in Medicine will contribute to entry to practice and postgraduate programs in the discipline of medicine. The position will also entail the supervision of postgraduate research students.

This is a joint initiative between the University and Northern Health and the appointee will also have negotiated clinical responsibilities with NH, which will be appropriately remunerated. The Associate Professor or Professor will have an important role as leader of academic medicine at NH and will work closely with the Chief Executive Officer, NH to promote excellence in clinical care, enhance the strong research activities in NH and establish productive collaborations between MMS and NH. Participation in clinical educational activities of their specialty and involvement in clinical governance, audit, quality and risk are envisioned for this role.

Professors at the University also provide transformational leadership and dedicated service to the University and the broader community beyond their leadership within their academic fields and disciplines.

The Council reserves the right to make no appointment or to appoint by invitation at any stage.

1. Key Responsibilities
This is a joint initiative that is supported jointly by, and reports to, the Northern Health and the University of Melbourne in order to drive excellence in clinical care, translational research and education in Medicine in the precinct. The appointee will be fully accountable to both Northern Health and the University of Melbourne. The appointment panel and performance management reviews will have representatives from both institutions, with the requirement of both organisations to be met.

1.1 TEACHING AND LEARNING
- Participate in the teaching activities of the Department of Medicine and Radiology and the Melbourne Medical School including active contribution to MD teaching, curriculum revision, assessment and evaluation
- Contribute to the development and implementation of current and future professional development programs of the MMS in teaching, research and leadership

1.2 RESEARCH AND RESEARCH TRAINING
- Provide leadership in establishing and growing a strong and diverse research program in academic medicine, including independent engagement in and original and outstanding contributions to a strong research programme in your academic discipline.
- Develop strong collaborative interactions with other departments and centres of the University and external collaborators.
- Publish research outcomes in high-impact peer reviewed journals and present research outcomes at local, national, and international meetings.
- Attract research funding from national and international funding bodies that builds institutional capacity and creates opportunities to expand research in the Department and at Northern Health. This will include the preparation of research proposal submissions to external bodies and responsibility for the oversight of financial management of grants.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional networks.
1.3 SERVICE AND LEADERSHIP

- As the local Academic Lead, provide leadership and foster excellence in research, teaching and community engagement for improved capability within the Department.
- Active participation on Department, School, Faculty and Hospital committees and significant contribution to activities and developments across the Faculty, where possible
- Establish national and international links with key academics, clinicians and health care organisations.
- Active participation in community engagement and professional activities related to the advancement of the discipline.
- Contribute to the discipline by participating in professional bodies and in scholarly meetings and conferences, by undertaking professional activity in the field.
- Where relevant, the Associate Professor or Professor is expected to facilitate links between Northern Health Health and other affiliated hospitals, research and teaching institutions.
- Other responsibilities normally expected of an Associate Professor or Professor within the University of Melbourne, including, but not restricted to attendance at Melbourne Medical School and Faculty meetings
- Positive engagement in learning and career development of self and others
- Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.

1.4 STAFF SUPERVISION

- Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- Allocate and monitor workload and address associated issues in a timely manner.
- Ensure new staff participate in the university’s induction program and provide a localised work area orientation. In addition to the above, at Level E, the incumbent will be required to:
- Provide leadership and foster excellence in the teaching, research and community engagement of the clinical discipline for improved capability across the broader School, Faculty and University
- Set the direction, and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society
- Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University, securing research grants and external research income that build institutional capacity and create opportunities for early career academic development
- Provide significant contribution for driving new engagement initiatives or leading existing initiatives with national and international significance
- Be a recognised leader in academic surgery, presenting research to the public to elevate public awareness of educational and scientific developments and promote critical enquiry and public debate within the community.
- Lead and facilitate translation of research into clinical practice and promote close working relationships between clinical, diagnostic and research staff across the Department of Medicine and Radiology and the Northern Health.
- Champion ethical debate, research, education and community engagement in surgery and related disciplines. Participate in public discussion and debate about important national issues relating to the discipline.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks
- Provide expert advice to government and peak bodies (local, state, national, international)

2. Selection Criteria

2.1 ESSENTIAL

- A medical qualification registrable with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA)
- Membership in the Royal Australasian College of Physicians or equivalent and recognised postgraduate clinical qualification
- A PhD or equivalent research qualification
- A prominent career of international, or leading national, standing in clinical academia and research with demonstrated capacity to establish and lead significant research programs
- Strong leadership skills and the ability to foster academic achievement in others with demonstrated leadership in research and scholarship.
- Experience in medical education
- Evidence of success in obtaining external research grants and external income
- Excellent interpersonal and verbal and written communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external)
- Experience of establishing productive links with national and international partners.
- Extensive experience in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion
- Demonstrated academic leadership in fostering the academic activities of others and making a significant contribution to the advancement of the discipline
- Strong capability as an ethical leader who values diversity and works effectively with individual differences
- Demonstrated organisational skills and management of administrative tasks
2.2 ADDITIONAL CRITERIA FOR APPOINTMENT AT LEVEL E

- Internationally recognised record of exceptional and outstanding achievement in academia and research
- Recognition as an eminent authority in clinical medicine or subspecialty with distinction at the national and international level.
- A distinguished research career in a branch of medicine, including an excellent publication record in high impact peer reviewed journals
- Demonstrated ability to establish cross-disciplinary research partnerships and collaborations.
- Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government
- A proven track record of highly developed leadership, with a demonstrated ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement
- Proven capacity and ongoing desire to undertake world class research addressing knowledge gaps in medicine. A desire to improve clinical practice by implementing knowledge into every day clinical practice.
- Strategic perspective to ensure sustainability and future growth with a track record in obtaining external competitive research funding and / or innovative commercialisation avenues

2.3 DESIRABLE

- Demonstrated ability to develop and implement Quality Care programs in a clinical setting

2.4 SPECIAL REQUIREMENTS

- The appointee must be suitable for clinical appointment in a relevant discipline at Northern Health
- A current national criminal history police check (completed upon appointment)
- A Working with Children’s Check certificate
Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

With a history of more than 160 years, the University occupies a special place in the heart of Melbourne’s intellectual and cultural scene. It offers a vibrant and stimulating environment for more than 7,000 staff members and 50,000 students, including 12,000 international students from more than 120 countries. It has an annual budget exceeding A$2 billion.

Ranked as the leading university in Australia, and situated at 38 on the Academic Ranking of World Universities (ARWU), it is consistently situated among the fastest-rising research universities. The University is counted among the best in the world – 32 by the Times Higher Education and 26 by the US News & World Report Rankings.

The Melbourne Model
Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees (offering a total of 87 major fields of study) and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model’s curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.
Living and Working in Melbourne

**Geography**

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 4.5 million people and a metropolitan area of 9990.5 km². The Economist Intelligence Unit has rated Melbourne one of the world’s most liveable cities for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University’s main Parkville campus is based, covers 37.7 km² and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia’s cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

**Northern Health Campus**

The Northern Centre for Health Education & Research (NCHER) at Northern Health is central in promoting collaboration across education and research whilst improving outcomes for patients by promoting new translational research and safe service delivery in the northern suburbs of Melbourne. The NCHER includes Lecture Theatres, Seminar Rooms and Tutorial Teaching Spaces as well as laboratory space equipped with state of the art equipment enabling researchers to conduct their research with minimal disruption. A fully equipped Simulation Centre to replicate real life situations where practical clinical skills are essential and clinical rooms are also located in the Centre.
People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University’s teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia’s learned Academies. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.
The University of Melbourne’s Strategic Plan 2020-2030:

Advancing Melbourne

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.
Further Information and Website Addresses

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

For queries, please email; The Talent Acquisition team MDHSTalent-Acquisition@unimelb.edu.au

Please do not send your application to this email address.

To Apply

For other career opportunities at the Melbourne Medical School, and to apply, please visit: medicine.unimelb.edu.au/about/join-the-melbourne-medical-school

Applications close: 16 November 2020