

POSITION DESCRIPTION

Department of Paediatrics – The Royal Children’s Hospital (RCH)
Melbourne Medical School
Faculty of Medicine, Dentistry and Health Sciences

Senior Research Fellow – Neuromuscular Disorders and Gait Analysis

POSITION NO	0040081
CLASSIFICATION	Level C
WORK FOCUS CATEGORY	Researched Focused
SALARY	\$146,050 - \$168,403 p.a. (pro rata)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full Time (1 FTE), part-time option available (minimum 0.6 FTE)
BASIS OF EMPLOYMENT	Fixed term available for 2 years
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	A/Professor Erich Rutz, MD, PhD, FRACS erich.rutz@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Acknowledgement of Country

The University of Melbourne would like to acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated, the Wurundjeri and Boon Wurrung peoples, the Yorta Yorta Nation, the Dja Dja Wurrung people. We acknowledge that the land on which we meet and learn was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

Position Summary

This role aims to make significant original contributions to research of high quality and impact, expanding knowledge in relevant fields at the national level and contributing to the Faculty's and University's ambitious research and research training agenda. You will play a significant role in building engagement with key stakeholders, including people with lived experience, their families and staff of the gait analysis laboratory, the Orthopaedic Department of the Royal Children's Hospital (RCH) and other relevant departments and individuals, through relevant activities to physiotherapy, gait analysis, Cerebral Palsy (CP) management and/or the community.

As a Level C research-focused academic, you will have established excellent performance in Research and Research Training and Leadership and service domains. You will embody the Faculty's values, providing effective leadership in research, including through research training and supervision, and making significant contributions to the administrative activities of an organisational unit or interdisciplinary area. We foster a "values-based" culture of innovation and creativity to enhance the University's research performance and achieve excellence in teaching and research outcomes. As a clinician-academic, you may be asked to contribute to the Doctor of Medicine (MD) teaching and MD research project development and supervision and provide research leadership at the Royal Children's Hospital Hugh Williamson Gait Analysis Laboratory and the CP Orthopaedics Team, as well as contribute to the Murdoch Children's Research Institute (MCRI).

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- ▶ Collaboration and teamwork
- ▶ Compassion
- ▶ Respect
- ▶ Integrity
- ▶ Accountability

Specific Position-Related Details

The Hugh Williamson Gait Analysis Laboratory is a world leader in the analysis of walking disorders in children. Using state-of-the-art equipment, our highly specialist staff can determine why children walk the way they do. Knowing this, to then plan treatment individually for each child.

The Gait Analysis Laboratory clinical team includes staff from several professional disciplines, including physiotherapists, biomedical engineers, allied health assistants and orthopaedic surgeons. The Laboratory works closely with other professionals in various hospital departments such as Rehabilitation, Physiotherapy and Orthotics.

Our aim is to:

- ▶ Provide measures of body structures and function, activity levels and participation relevant to an individual's walking.
- ▶ Provide analysis and interpretation of such measures to assist in diagnosis, assessment, monitoring and treatment planning.
- ▶ Develop innovative methods for data collection, analysis and interpretation to advance our understanding of gait.
- ▶ Provide education and training in the area of Gait Analysis.

This position will foster new collaborations within the Melbourne Children's Campus and help conduct world-leading research projects such as high-quality RCTs. Furthermore, as part of the research team, this position will focus on developing and implementing innovative measurement and assessment tools, such as 3D ultrasound, and integrating existing tools into research protocols.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in research independently and as a member of a research team.
- ▶ Take the lead in seeking and securing competitive national research grants and collaborations for the Gait Lab team.
- ▶ Play a significant role in the leadership of research projects and leadership of the research team.
- ▶ Produce quality conference and seminar papers and publications.
- ▶ Prepare research proposals for submission to external funding bodies to obtain external research income.
- ▶ Provide adequate supervision of major honours or postgraduate research projects and supervise or co-supervise Research Higher Degree and Honours students.
- ▶ Significantly contribute to research projects, including leadership of research teams or management of projects, leading to publications in peer-reviewed journals.

1.2 LEADERSHIP AND SERVICE

- ▶ Role model Faculty values of collaboration and teamwork, compassion, respect, integrity, and accountability.
- ▶ Actively participate at School and/or Faculty meetings and play a major role in planning or committee work.
- ▶ Actively participate in critical aspects of engagement within and beyond the University, e.g. School's outreach, first-year orientation, academic advising and other external bodies.
- ▶ Participate in community and professional activities related to the relevant disciplinary area, including attendance and presentations at conferences and seminars.
- ▶ Positive engagement in learning and career development of self and others.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

1.3 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with research 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 research professional development activities.
- ▶ Allocate and monitor research workload and address associated issues in a timely manner.
- ▶ Ensure new staff participate in the university's induction program or MCRI or RCH where appropriate and provide a localised work area orientation.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ Bachelor of Medicine/Surgery or Doctor of Medicine or equivalent.
- ▶ PhD or Doctor of Medical Science.
- ▶ Registration with the Australian Health Practitioner Registration Agency or eligible for registration with AHPRA.
- ▶ Skills in research and project coordination.
- ▶ Evidence of significant contribution to independent and team-based research ideally in relation to neuromuscular disorders, cerebral palsy or clinical gait analysis, but may include other related fields.
- ▶ Strong interpersonal and communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively.
- ▶ An ethical scholar who values diversity and works effectively with individual differences.
- ▶ Ability to drive innovation and be open to new perspectives.

2.2 DESIRABLE

- ▶ The successful applicant may come from a medical or surgical background e.g. advanced trainee or consultant in Orthopaedic Surgery, Paediatrics, Paediatric Rehabilitation
- ▶ Demonstrated success in obtaining research funding.
- ▶ Strong, independent and original publication record in high-impact peer-reviewed journals.
- ▶ Adequate supervision of higher degree and post-doctoral research students.
- ▶ Experience in clinical gait analysis.
- ▶ Knowledge of motor function in children with disabilities, particularly Cerebral Palsy.
- ▶ Enthusiasm to upskill in fields relevant to research needs including children with disabilities, neuroimaging, neuroscience.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply to Managers, Supervisors and other Personnel.

5. Other Information

5.1 DEPARTMENT OF PAEDIATRICS

<https://medicine.unimelb.edu.au/school-structure/paediatrics>

The Department of Paediatrics is a prominent entity within the University's alliance with the Royal Children's Hospital, sharing a location with the hospital on Flemington Road, Parkville. It's a fundamental division in the School of Medicine and oversees the Doctor of Medicine program's Child & Adolescent Health segment. The department comprises 90 academic and professional staff, 488 honorary academic staff and hosts over 150 students in various research degrees, including Honours, Masters, and PhD programs. Every year, around 220 students participate in the CAH clinical studies, and 60 more engage in research for the MD Research Project. In 2021, the department's research funding exceeded \$5.86 million, supplemented by an additional \$46 million through its

research partner, the Murdoch Children's Research Institute (MCRI). In 2022, department members contributed to 1126 peer-reviewed publications.

The department is instrumental in delivering diverse clinical, biological, and health science education within the MD program, focusing on child and adolescent health, paediatric surgery, and various related specialties, including mental health. It also offers post-graduate courses in Adolescent Health and Welfare, Genetic Counselling, Genomics and Health, and Research Higher Degrees.

At the Royal Children's Hospital, the department is vital, contributing to policy development and senior management. Its members significantly influence child and youth health policy and broader health policy at both national and state levels.

In collaboration with the Royal Children's Hospital and the Murdoch Children's Research Institute, the Department of Paediatrics at the University aims to transform the Royal Children's Hospital campus into a combined hub of research, teaching, and clinical practice, focusing on enhancing child and adolescent health.

5.2 THE ROYAL CHILDREN'S HOSPITAL

The Royal Children's Hospital (RCH) delivers secondary and tertiary medical care to children in the northern and western suburbs. It also provides specialised paediatric healthcare to those in Victoria, Tasmania, southern New South Wales, and parts of South Australia. It is the state-wide service provider for paediatric trauma, rehabilitation, and forensic medicine. As a major centre for complex cardiac surgery and organ transplantation, RCH offers care to the most critically ill children from across Australia.

With an employee base of 5,000 staff members and an annual budget of \$620 million, the hospital operates from its award-winning premises at 50 Flemington Rd, Parkville. RCH is dedicated to ensuring the safety and well-being of children and young people. Further details on our Child Safety Commitment can be found at https://www.rch.org.au/strategy-and-improvement/Commitment_to_Child_Safety/.

Regarding technological advancement, RCH was the first hospital in Australia to adopt the 'Epic' electronic medical record system in April 2016. This state-of-the-art system facilitates family and young patient engagement by allowing them to manage appointments, quickly access test results, renew prescriptions, and view outpatient notes online. This electronic medical record is a significant step in the digital evolution of healthcare, enabling real-time data collection and analysis to enhance patient care and improve health outcomes for young patients. More information about RCH is available on their website at www.rch.org.au.

The Department of Orthopaedics focuses on treating children with muscle, bone, and joint issues through non-operative and surgical means. Our multidisciplinary team includes medical, nursing, administrative, and allied health professionals and is led by a group of expert orthopaedic surgeon consultants. We provide tertiary referral care to children from Victoria and other parts of Australia, catering to patients from just a few days old up to eighteen years.

Our department is recognized as a training hub for orthopaedic surgery registrars in the Australian Orthopaedic Association's training program and has a history of hosting international orthopaedic fellows. This has led to numerous global partnerships. Our active research pursuits include areas such as Cerebral Palsy, Gait Analysis, Spine, Hip, and Limb Reconstruction, reflecting our commitment to innovation and evidence-based, high-quality care for our young patients.

5.3 MELBOURNE MEDICAL SCHOOL

<http://www.medicine.unimelb.edu.au/>

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The 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.

The MMS is composed of eight clinical departments (General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery), which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health-related graduate programs, including the Doctor of Medicine (MD), the first professional entry Masters's level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st-century medical education.

The MMS is committed to improving the well-being of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research, and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

5.4 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

5.5 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.

5.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <https://about.unimelb.edu.au/strategy/governance>