

PROFESSOR AND THEME LEADER, MEDICINAL CHEMISTRY

DEPARTMENT/UNIT	Medicinal Chemistry
FACULTY/DIVISION	Faculty of Pharmacy and Pharmaceutical Sciences
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Parkville campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#ChangeIt](#) with us.

The **Faculty of Pharmacy and Pharmaceutical Sciences** is dynamic, innovative and ambitious, engaging in world-class research and being a leading education provider for over 130 years. Our key research initiative is the Monash Institute of Pharmaceutical Sciences, in which we engage some of the best equipped and most experienced pharmaceutical scientists and medicine experts in Australia. Notably for the past 3 years Monash has been ranked in the top 3 institutions in the world for Pharmacy and Pharmacology, and in 2022 is World number 1 in QS World University Rankings by Subject. From a teaching perspective, our education curriculum - comprised of undergraduate, postgraduate and higher degrees by research programs - is purpose designed for the study of pharmacy and pharmaceutical sciences and taught by discipline experts. Our premises are located in 'the Parkville Strip', Australia's premiere health and biomedical precinct, and offer world-class teaching facilities and research laboratories to our students and staff. To learn more about the Faculty, please visit our website www.monash.edu/pharm.

The **Monash Institute of Pharmaceutical Sciences (MIPS)** integrates research from five fundamental research themes to identify, develop, optimise and deliver new drug treatments – ultimately translating basic research into clinical trials. These are the [Centre for Drug Candidate Optimisation](#), [Drug delivery, disposition and dynamics](#), [Drug discovery biology](#), [Medicinal chemistry](#) and the [Centre for Medicine Use and Safety](#).

MIPS is Australia's largest, most experienced and successful group of pharmaceutical scientists. Over 250 staff and 250 PhD students undertake and support basic and translational drug discovery, drug delivery and drug development research in new, state-of-the-art laboratories on Monash's Parkville campus. MIPS was established in 2008 and builds upon the ground-breaking research activities of the Victorian College of Pharmacy, Monash University, developers of the [Relenza flu treatment](#). Our internationally recognised institute strives to conduct the most insightful science in our field by the best researchers and research students in world-class facilities. Our contemporary and collaborative organisational structure enables our research to occur where our core scientific disciplines meet. Collaboration at these disciplinary interfaces is expected to transform medicine design and development outcomes.

MIPS key therapeutic programs span across neuroscience, metabolic and cardiovascular diseases, global health issues, cancer, immunity, pain and inflammation. Our researchers are leaders in their fields. Their brilliance and dedication ensure that better medicines of world significance are discovered, researched and designed right here in Australia. Our [talented staff](#) include international leaders in G protein-coupled receptor biology, translational medicinal chemistry, structural biology, lead candidate optimisation, drug delivery, pharmacoepidemiology, pharmacometrics and medication safety.

MIPS has strong partnerships with industry leaders, including the global drug companies Servier, Takeda and Lonza, Biotech companies including Starpharma and PureTech Health and our own start-up companies such as Cincera. In total, we have long-term collaborative research programs with more than 20 biotechnology and pharmaceutical companies. We also collaborate with leading national and international research institutes and universities and attract substantial support from industry, government and funding agencies. Our supporters include the ARC, NHMRC, Victorian State Government, the National Institutes of Health in the US, the World Health Organization (WHO), the Bill and Melinda Gates Foundation, the Medicines for Malaria Venture, the Drugs for Neglected Diseases initiative and various commercial and philanthropic organisations.

The Medicinal Chemistry Theme at MIPS has major areas of research focus in synthetic medicinal chemistry, structure-based drug design, fragment based screening and academic drug discovery. Research strengths also include peptide science, chemical-biology and computational chemistry. The Theme is the headquarter organisation for the [ARC Industrial Transformation Training Centre for Fragment Based Design](#), a national training centre with collaborators from Griffith University and the University of Sydney and research partners including CSIRO, Takeda, and Vernalis and is also home to the [Australian Translational Medicinal Chemistry Facility](#). The theme has a significant focus in translational drug discovery and recent achievements include start-ups including Cincera, Ankere and Inosi Therapeutics to develop novel agents to treat metabolic disease and fibrosis.

The academic staff with the Medicinal Chemistry theme teach into the **Faculty of Pharmacy and Pharmaceutical Sciences'** major education programs. At the undergraduate level these consist of the Bachelor of Pharmacy (Hons) / Master of Pharmacy and the Bachelor of Pharmaceutical Sciences and include a developing range of Masters by coursework programs in addition to research-based PhD programs. Educational Research is an emerging area of strength in the Faculty, coordinated within the Pharmacy and Pharmaceutical Sciences Education Theme (PPS-Ed). Staff within the Medicinal Chemistry Theme work with colleagues in PPS-Ed to develop active learning, experiential learning during placements, interpersonal communication and critical thinking skills development, and individual student coaching as evidence-based teaching approaches to enhanced learning.

POSITION PURPOSE

The position of Theme Leader in the Medicinal Chemistry theme at MIPS is a significant leadership position and assumes supervisory responsibility for ~10 Teaching and Research Faculty members and their research groups including post-doctoral researchers, self-funded fellows and post graduate students, a total of approximately 100 researchers.

The Theme Leader, Medicinal Chemistry will be expected to provide leadership and foster excellence in research, teaching, professional activities and staff development in the medicinal chemistry theme at MIPS. The Theme Leader will take an active role in mentoring and development and inspire and motivate academic staff across the Theme to achieve their full potential.

Through their leadership, the Theme Leader will further enhance the reputation of the Theme within academia and industry, creating an environment that fosters and supports sustained growth, and allows the Theme and its academics to showcase their combined expertise and research capability on a global scale.

The role is part of a dynamic research theme in MIPS working on fundamental and translational projects in the areas of medicinal chemistry, chemical biology and drug discovery. The successful candidate will be expected to lead their own internationally competitive research program aligned with the interests of MIPS and to lead the process to determine the progress and directions of the Medicinal Chemistry Theme. The aims and outcomes of the research seek to influence the development of new therapeutics with an emphasis in the key therapeutic areas of (i) global health, (ii) cardiovascular & metabolic health and (iii) neuroscience and mental health.

Reporting Line: The position reports to the Director, Monash Institute of Pharmaceutical Sciences

Supervisory Responsibilities: This position will supervise academic and research support staff

Financial Delegation: Yes, in accordance with the University delegations

Budgetary Responsibilities: The position is responsible for managing a budget of up to \$500,000

KEY RESPONSIBILITIES

Specific duties required of a Level E academic may include:

1. Develop and implement a future-facing strategic vision for the Theme that aligns with MIPS, faculty and university strategy, and supports the growth of its international reputation and success
2. Provide strategic hands-on leadership to the Theme, that is aligned with Faculty and University strategic plans by managing, administering and fostering excellence in teaching, research and professional activities both locally and across its international campuses and affiliations
3. Exercise strong budget management for the Theme

4. Lead and manage staff in an equitable manner through team building, strategic recruitment and selection, performance management and staff development ensuring appropriate management of staff workloads, and the development and mentoring of staff throughout their career in order to support career progression
5. Develop, maintain, and broaden enduring collaborative partnerships with external agencies and industry both nationally and internationally, working closely with the MIPS Director and Associate Dean (Research) to ensure a culture of industry partnership and collaboration is created and supported
6. Actively engage in a specialist research area in line with MIPS areas of research strength, by maintaining substantial active high-quality publications record and supervising and mentoring early career researchers and research students
7. Contribute to Faculty education programs via undergraduate, postgraduate and HDR programs
8. Foster research excellence through procuring competitive research grants and commercial/industrial funding, leading significant research projects, and working with other staff to develop research links
9. Provide visible, innovative and committed leadership across teaching, curriculum development and research training by participating in the Faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline
10. Provide innovative and effective leadership to grow the Theme's HDR program and to attract high quality HDR students
11. Work collaboratively with key staff across MIPS, the Faculty and broader University community and support the MIPS Director and Dean as a trusted advisor in the development of a Faculty which is acknowledged as world class
12. Maintain and broaden collaborative partnerships with relevant Faculties and Departments/Schools within the University and community
13. Provide strategic contributions to create a culture of staff equity, diversity and inclusion, and demonstrate a best-practice example
14. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification, or equivalent accreditation and standing, and recognised as a leading authority in Medicinal Chemistry.

Knowledge and Skills

2. Evidence of outstanding scholarly activity of an international standard in a discipline related to medicinal chemistry, including significant publications in the highest impact journals, a consistent record of high-level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research
3. A vision for the future needs and development of medicinal chemistry within Australia and internationally, from both research and educational perspectives
4. Proven capabilities in leading, or making a significant contribution to, change management programs and creating an environment that provides growth opportunities

5. Highly developed interpersonal and communication skills including the demonstrated ability to liaise effectively with other academics, to mentor and develop staff, and to represent and advocate for the Department/Faculty/University as a contributing member on various boards and committees
6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building strong, collaborative links with industry, government, funding and professional bodies
7. Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a department
8. Evidence of collaborative interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
9. Evidence of curriculum development, course design and course management to provide excellence in teaching
10. Demonstrated commitment through strategic contributions and actions to staff equity, diversity and inclusive work practices

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.