THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (41), the US News Best Global Universities Rankings (45), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ secured a greater share of Australian Research Council grants in 2016 than any other university nationally. The University’s Life Sciences broad subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 14,000 postgraduate scholars and more than 13,000 international students from 141 countries, adding to its proud 250,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and six University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, agriculture, as well as social science research.
UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $13 billion+ (see [http://uniquest.com.au/our-track-record](http://uniquest.com.au/our-track-record)).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

**Faculty of Medicine**

The University of Queensland’s Faculty of Medicine is an internationally recognised provider of world-class education and research. The research-intensive Faculty has a gross budget of almost $300 million, employs approximately 1000 continuing and fixed-term staff (headcount), has a community of more than 4000 non-salaried academic appointees and around 3200 students (headcount).

The Faculty of Medicine offers Australia’s largest medical degree program for graduates and school-leavers. Undergraduate and postgraduate programs are available in the disciplines of Medicine, Health Sciences, E-Health, Mental Health, Biomedical Sciences and Public Health.

The Faculty possesses enormous strengths spanning research, teaching, industry engagement and clinical practice in disciplines ranging from the basic sciences, biomedical research and development, to clinical trials and public health. Research projects within the Faculty have already led to discoveries with far-reaching social and economic impacts, including the revolutionary Gardasil (TM) vaccine for cervical cancer (Professor Ian Frazer). Faculty staff include three highly cited authors, one Fellow of the Royal Society (FRS), three Fellows of the Australian Academy of Science (FAA) and 12 Fellows of the Academy of Health and Medical Sciences (AAHMS). The Faculty is a core member of Brisbane Diamantina Health Partners, the Brisbane-wide academic health science system.

Educational offerings in biomedical sciences, medicine and public health are informed and supported by research activity across a range of fundamental and clinical areas of importance including recognised strengths in cancer, skin diseases, brain and mental health, maternal and child health and genomics. Cutting-edge facilities such as the Herston Imaging Research Facility (HIRF), the UQ Centre for Clinical Research (UQCCR), our laboratories in the Translational Research Institute (TRI) and the new Centre for Children’s Health Research (CCHR) enable outstanding research outcomes and sharpen our understanding of cancer, autoimmunity, mental disorders, infectious diseases and neurological disease. Further details are available at [www.medicine.uq.edu.au](http://www.medicine.uq.edu.au).

**The UQ Medical Program**

The Faculty of Medicine is a leading provider of medical education in Queensland, with around 2,000 students studying across the four years of the medical program at UQ. Its MD program includes graduate entry and school-leaver entry streams, and is an integrated, case-based/problem based learning program. The first phase of the program (years 1 and 2) is delivered by a combination of biomedical scientists and clinicians, predominantly at the St. Lucia campus but also at affiliated major teaching hospitals. Phase 2 is a clinical immersion phase (years 3 and 4) delivered at a range of hospitals and other clinical sites in Brisbane, across Queensland and in Louisiana. The phase is intended to prepare students for internship and residency, and covers the academic disciplines of Anaesthesiology and Critical Care, General Practice, Medical Ethics, Law and Professional Practice, Medical Imaging, Medicine, Molecular and Cellular Pathology, Obstetrics and Gynaecology, Paediatrics and Child Health, Psychiatry, Rural Medicine, and Surgery.
Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - [http://www.uq.edu.au/current-staff/working-at-uq](http://www.uq.edu.au/current-staff/working-at-uq)

The University of Queensland [Enterprise Agreement](http://www.uq.edu.au/current-staff/working-at-uq) outlines the position classification standards for Levels A to E.

**DUTY STATEMENT**

**Primary Purpose of Position**

The Head of the School of Clinical Medicine oversees the clinical units across Brisbane, Ipswich and the Sunshine Coast. This includes managing the heads of clinical units, ensuring good governance and budgetary control, safeguarding the relationships with partner hospital and health services, leading the consistent delivery of high quality medical student clinical education and enabling the growth of high impact grant-funded research.

**Duties**

Duties and responsibilities include, but are not limited to:

**Clinical School Leadership**

- Set key performance indicators for the Clinical Units, monitor progress and drive improvements
- Oversight the Clinical School’s relationship with hospitals and services for liaison and administrative purposes.
- Advise on academic staffing requirements and proposed appointments.
- Advise on the placement of students to clinical sites over the duration of the program.
- With HR support, manage human resource issues, including annual reviews for relevant staff, performance management issues and staff grievances.
- With finance support, manage finances through effective planning, revenue generation, budgeting and expenditure control.
- Oversee and support promotion and career development for academic staff;
- Develop and implement a workload management system which includes establishing expectations of academics and academic title holders at the clinical sites, and allocates duties to staff members in an equitable manner.
- Establish mechanisms to ensure that equity and workplace health and safety policies are observed.

**Leading Excellence in Education and Training**

- Manage the consistent delivery of high quality medical student education and assessment across the clinical units
- Lead and encourage the pursuit of excellence in research-informed clinical teaching and learning in the clinical units.
- Foster a culture where students are equipped to develop graduate skills as defined by the accreditation authorities.
- Enhance the quality of clinical teaching through effective professional development programs, mentoring and recognition of teaching excellence.
• Teach in the MD/MBBS program and other programs as required, relevant to clinical expertise.
• Facilitate teaching of the clinical rotations which are based at Clinical units.
• Provide leadership in developing programs within the Clinical School.
• Consult with students as required.
• Provide support for other positions during absences as required.

Research
• Work with the leadership of the Faculty (includes, Associate Dean Research, Heads of School of SPH and SBMS, Directors of Research Centres) to build and enhance the Clinical School’s research capabilities.
• Through the clinical units, foster strong and cohesive relationships with research activities undertaken by our health service partners.
• Conduct research and publish scholarly papers.
• Supervise Research Higher Degree students where appropriate.

Service and Engagement
• Actively participate in the governance of the Faculty of Medicine as a member of the Medical Dean’s Executive team.
• Actively participate in supporting the implementation of the Faculty’s strategic planning initiatives and resulting projects.
• Support a culture of innovation and continuous improvement within the School.
• Support and assist in the execution of the Faculty’s activities in philanthropy.
• Participate and serve on Clinical School and Faculty level committees.
• Foster the Clinical School’s relations with hospital and health services, industry, government departments, professional bodies and the wider community.
• Any other duties as reasonably directed by your supervisor.

Other
Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:
• the University’s Code of Conduct
• requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School
• the adoption sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures
• requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University
Organisational Relationships

The position reports to the Medical Dean, Faculty of Medicine and oversees all academic staff in the clinical units.

A joint appointment with a Hospital and Health Service may be negotiated for this post.

**SELECTION CRITERIA**

**Essential**

- A medical higher degree qualification
- Eligibility for registration as a medical practitioner in Australia.
- Specialist qualification (including general practice) permitting registration with AHPRA and recognised by the appropriate specialist college.
- Hold a substantive clinical appointment in one of UQ’s teaching hospitals with existing relationships within Brisbane/Queensland hospitals.
- Evidence of senior academic or professional leadership in a complex and multidisciplinary clinical and teaching environment.
- Extensive experience in the development and delivery of a medical teaching program and scholarship of medical teaching and learning.
- Demonstrated capacity to grow and mentor health professionals so they are equipped to work in a university context.
- Ability to train health professionals to become effective teachers of medical students.
- Experience in delivering inter-professional training and integrating medical student training with hospital training schemes for junior medical officers and registrars.
- Demonstrated excellence in development and implementation of policy in a university environment.
- Proven ability to establish effective relationships, work collaboratively with colleagues and to represent and promote the Faculty’s interests at a university and wider community level, including hospitals and other industry, government and professional bodies.
- Highly developed interpersonal and communication skills.

**Desirable**

- Postgraduate qualification (PhD or MD by research) in the area of or related to Medicine and demonstrated expert knowledge in a specialty area.
- An established research track record as determined by grant income, supervision of higher degree students and publication record in quality journals.

**Qualification Verification**

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to the contact person listed in the job advertisement.