Appointment of
Head of Princess Alexandra Hospital – Southside Clinical Unit
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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) and a drug discovery EMA401 (Professor Maree Smith), a first-in-class oral treatment for chronic pain which through Spinifex Pharmaceuticals led to Australia’s largest biotechnology commercialisation deal. 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.

For further details in relation to the Faculty of Medicine please visit 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 Anaesthetics 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.
Role of the Head of Princess Alexandra Hospital – Southside Clinical Unit

Primary purpose of the position

The Head of Princess Alexandra (PA) Southside Clinical Unit is a key leadership position within the Faculty of Medicine. The role reports to the Head of the School of Clinical Medicine and provides academic leadership of the Faculty's flagship MD/MBBS program at the Clinical Unit.

The Head of the PA -Southside Clinical Unit is responsible for all academics involved in the delivery of the medicine program within that Unit, and also ensures effective engagement with the Executive of relevant Hospitals and Health Services.

The purpose of the role is to champion, manage and review the provision of teaching and learning experiences within the Clinical Unit, in order to maximise the quality of the medical student outcomes, to encourage and promote opportunities for clinical and/or educational research, to support students and staff, and constructively engage the clinical community and hospital management.

Duties

Duties and responsibilities include, but are not limited to:

Engagement and relationship management

As lead representative of The University of Queensland (“The University”) at the Unit, ensure effective engagement with all relevant staff and services. Specific duties will include:

• Develop and maintain productive relationships with senior clinical staff and executives of hospitals and Health Services relevant to the Unit.
• Promote the expertise and capacity of the University and the Faculty in teaching and learning across the Unit.
• Promote the recruitment of Unit clinicians as Academic Title holders within the Faculty, in order to better engage them in scholarship and teaching within the Medicine program.
• Represent the Faculty and its interests in high level strategic or operational matters at the Unit, and provide an effective point of liaison between the Faculty and the Unit. This responsibility may also extend to other health care facilities within the district.
• Work effectively with other parties relevant to the Medicine program, including the Office of Medical Education, Discipline Heads, staff within the Faculty of Health and Behavioural Sciences, and leaders of other health care professions at the Unit.

Academic workforce development and support

Support and develop the teaching and research capacity of all Faculty academic staff and UQ academic titleholders at the Unit, in order to ensure delivery of a medicine program of the highest quality, and to best meet the research goals of the Faculty. Specific duties will include:

• Advise the Head of the School of Clinical Medicine and Medical Dean on clinical academic staffing requirements, and proposed appointments at hospitals within the Unit.
• Recruit and retain high quality academic staff, and support their professional development.
• Ensure that staff within the Unit are well informed of the objectives, priorities, plans and operating context of the Faculty of Medicine, and the University.
• Manage workload allocations in accordance with Faculty guidelines.
• Work collaboratively with the Office of Medical Education and the Phase 1 and 2 Academic Leads to provide appropriate feedback to academic staff and academic title holders regarding performance, and appropriate opportunities for professional development.
• Work collaboratively with the Manager, Academic Services, and provide guidance to clinical Unit professional staff to ensure the delivery of optimal professional staff services to students and staff at the Unit.

Research and scholarship
It is expected that significant clinical and/or educational research will be undertaken at the Unit by academics within the School of Clinical Medicine (including Academic title holders), by their Research Higher Degree students, and/or by students within the Medicine program. The Clinical Unit Head would have the following specific duties in this regard:
• Develop governance and support structures for clinical research undertaken by these individuals at the Unit.
• Promote opportunities for collaboration on research projects that reflect areas of strength for the Faculty.
• Facilitate engagement between the local Unit and with the initiatives led and managed by the Research Dean.
• Engage personally in scholarly or research activities, including where appropriate the development a research program supported by external funding, and the publishing of scholarly papers.
• Ensure all research outputs from the Unit related to the School or Faculty appropriately recognise the affiliation of staff to The University of Queensland.

Teaching and learning
Oversee all aspects of teaching and learning in the medical program at the Unit, so as to maximise both the outcomes and experience of students in the program. Specific duties will include:
• Ensure the provision of teaching and learning activities in Phase 2 clinical rotations at the Unit such that all students have the opportunity to meet the stated learning goals of the MD/MBBS program.
• Foster a teaching and learning culture within the Unit that supports optimal learning outcomes for all students.
• Work with the Phase 1 Academic Lead to facilitate clinical skills teaching of Phase 1 students.
• Work with the Program and Phase 2 Committees, as well as student representatives, to review the outcomes and experience of the Unit student cohort, and where required put in place appropriate remedial actions.
• Work with relevant staff and teams (including Student Administration, Office of Medical Education, the Office of Student Affairs and UQ central Student Support Services) to ensure that the reasonable academic and pastoral needs of students at the Unit are identified and addressed.
• Teach into the Medicine Program and other programs as required, relevant to clinical expertise.
• Teach and supervise at honours and postgraduate level, where applicable.

Operational, financial and infrastructure management
Build and effectively utilise the resources and services of the university available at the Unit in order to maximise the scope and quality of teaching and learning activities within the Unit. Specific duties will include:
• Develop or redesign models for the delivery of educational and support services to students and staff at the Unit.
• Provide advice to the Faculty on the suitability and optimal use of the Unit’s physical infrastructure and resources.
• Provide responsible financial management of the Unit.
• Represent the interests and needs of the Unit and the Faculty through membership of relevant committees both within the university and at hospitals and other institutions at the Unit.
• Develop effective relations with industry, government departments, professional bodies and the wider community.

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:
  ppl.app.uq.edu.au/content/1.50.01-code-conduct
• Requirements of the Queensland Work Health and Safety legislation and related responsibilities and procedures developed by the University:
uq.edu.au/ohs/index.html?page=133956
• The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University sustainability responsibilities and procedures:
sustainability.uq.edu.au/policies-and-procedures/responsibilities
• 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:
ppl.app.uq.edu.au/content/3.30.13-esos-compliance-commitment

Organisational relationships
The position reports to the Head of the School of Clinical Medicine, Faculty of Medicine. A joint appointment with a Hospital and Health Service may be negotiated for this post.
Selection criteria

**Essential**
- Medical qualification and eligibility for registration as a medical practitioner in Australia, with a specialist qualification permitting registration with AHPRA and recognised by the appropriate specialist college.
- Experience in professional leadership and management in a clinical and/or teaching environment.
- Demonstrated experience and capacity in the delivery of medical teaching.
- Ability to establish effective relationships, work collaboratively with colleagues and to represent and promote the interests of the school to other academic units, government and professional bodies.
- Highly developed organisational skills, and the ability to deliver operational efficiencies in a complex working environment.
- Ability to display a high level of leadership in teaching, research and service.
- A sustained record of outstanding impact and national achievement in clinical teaching and/or clinical research.

**Desirable**
- National reputation for making a significant contribution to teaching and the scholarship of teaching and learning in a discipline relevant to the Unit.
- A medical qualification and eligibility for registration as a medical practitioner in Australia.
- Formal qualifications or publications which demonstrate expertise in the scholarship of medical teaching and learning.
- Postgraduate qualification (PhD or MD by research) in an area related to Medicine or medical education, and demonstrated expert knowledge in a specialty area.
- A track record in the scholarship of teaching and learning, or in biomedical research, as determined by grant income, supervision of higher degree students and publication record.

**Additional criteria for appointment as Professor (Level E)**
- A documented track record of a high level of academic leadership in teaching, research and innovation in a clinical context and in service/engagement.
- International reputation for outstanding impact and achievement in the profession.
Conditions of employment

Employment type
This is a part-time (up to 0.7FTE negotiable), fixed-term appointment ending 30 June 2021 at Academic Level D or E (Clinical Academic). A conjoint appointment with existing Metro South Hospital and Health Service employees may be negotiated.
An attractive remuneration package will be negotiated with the successful applicant.

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

How to apply
To submit an application for this role, please apply via the UQJobs portal. Applications should include a full curriculum vitae and a statement addressing the selection criteria. Applicants should provide the names and contact details of at least three potential referees.
The University of Queensland

For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change by delivering knowledge leadership for a better world.

UQ ranks among the world’s top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (31), the Performance Ranking of Scientific Papers for World Universities (40), U.S. News Best Global Universities Rankings (42), QS World University Rankings (46), Academic Ranking of World Universities (54), and Times Higher Education World University Rankings (62).

At UQ, we’re changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 53,600 students, including the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students, study across UQ’s three beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include more than 18,600 postgraduate and approximately 18,000 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ’s 276,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include approximately 14,800 PhDs.

UQ’s six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1500 scientists, social scientists and engineers who champion research excellence and continue UQ’s tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (419 awards worth over $290 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $22 billion.

In 2019, UQ was ranked first in Australia by the prestigious Nature Index tables, and 79th overall in the world.

UQ is one of only three Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only three Australian charter members of the prestigious edX consortium, the world’s leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 6600 academic and professional staff (full-time equivalent) and has a $1.9 billion annual operating budget.
Governance

The University is governed by a 22-member Senate representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the University of Queensland Act 1998 to appoint staff, manage and control University affairs and property, and manage and control finances.

uq.edu.au/about/governance

Strategic directions

MEDIUM-TERM STRATEGIC FOCUS AREAS

1. Transforming our student experience through a flexible, integrated and partnered learning environment
2. Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact
3. Building engaged and strategic partnerships with a broad range of local and global networks
4. Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students
5. Building an agile, responsive and efficient University operation
6. Diversifying our income streams and managing our resources to establish a sustainable financial base

The University of Queensland sets its agenda within a truly global context. It is a university that is connected with the global community, addressing the issues that are impacting on the modern world. UQ’s aim is to attract the best minds of today, and to develop and support the leaders of tomorrow. The University has an ongoing commitment to strengthening its impact and reputation by building greater research capacity and through the delivery of high quality teaching and learning programs.

The 2018–2021 period will be a challenging and exciting time as the University adapts to a rapidly changing environment. Our plan encapsulates a commitment to remaining comprehensive while emphasising the importance of collaboration, diversity and partnered innovation as a critical means of solving complex global challenges.

We will transform our students into game-changing graduates ensuring that they are not only prepared to succeed in their chosen pathway, but will also provide the leadership necessary to create change.
The University of Queensland positively influences society by engaging in the pursuit of excellence through 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.

Transforming students into game-changing graduates through excellent teaching, support, and exposure to world-leading research is a focus of UQ’s Strategic Plan 2018–2021. The world is changing at a breakneck pace, and it is vital that we prepare our students to not only adapt to this change, but also to make a positive impact on society and collectively build a beneficial global legacy. Evidence-based knowledge, the ability to work collaboratively to solve complex problems, and a passion for innovation will be essential attributes for our students, regardless of the exact future shape of society. UQ’s Strategic Plan 2018–2021 focuses on graduate employability, collaboration and diversity and inclusivity.

UQ’s Strategic Plan 2018–2021 is available to download from the following website:
about.uq.edu.au/strategic-plan

Our values

Pursuit of excellence
We strive for excellence, seeking to apply the highest standards to benefit our communities.

Creativity and independent thinking
We welcome new ideas from our staff and students as well as from our alumni and our external partners. We support intellectual freedom, courage and creativity. We encourage the pursuit of innovation and opportunities.

Honesty and accountability
We act with integrity and professionalism and uphold the highest ethical standards. We are committed to transparency and accountability. Our decisions ensure responsible stewardship of the University’s resources, reputation and values. We lead by example in all areas including our approaches to sustainability.

Mutual respect and diversity
We promote diversity in the University community – through our people, ideas and cultures. We create a vibrant, inclusive environment in which ideas flourish and future generations, regardless of background, are empowered. We respect our colleagues and work together for shared success.

Supporting our people
UQ ensures the safety and wellbeing of our people. We create an inclusive and supportive university community in which achievements are celebrated and rewarded. Our people have the opportunity to enrich their lives and pursue their goals.
The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, and mission, vision and values.

**Leadership capability expectations**

**Achieves results and drives accountability**
Leaders ensure engagement and performance, and motivate and empower others to achieve results.

**Communicates and collaborates with influence**
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

**Exemplifies personal credibility and integrity**
Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

**Fosters learning, inquiry and innovation**
Leaders nurture an environment that allows for multiple perspectives and challenges assumptions, and model openness to new ideas.

**Purposefully leads change**
Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

**Thinks and works strategically**
Leaders create and communicate a clear direction for the future, aligned with UQ’s vision.

**Values people and builds culture**
Leaders create a positive, constructive workplace where people feel connected and valued.
Brisbane is the sunny, sophisticated capital city of Queensland and gateway to its many famous attractions. It is Australia’s third largest city and fastest-growing capital with a population of more than 2.2 million, offering a safe, friendly, multicultural environment. The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafés.

Brisbane offers a range of lifestyle benefits including climate, culture, family fun and sport. Residents and visitors can combine art and outdoor adventure in Brisbane, where South Bank’s cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs and bike ride through the City Botanic Gardens. Go for a day trip to Moreton Island, Noosa, the Sunshine Coast or the Gold Coast with just a short drive to each beautiful destination. National Parks, rainforests and attractions such as Australia Zoo, Dreamworld and other theme parks are also a short drive away.

The perfect place to raise a family, Brisbane is one of the safest cities in Australia and boasts a wide range of cultural attractions, numerous theatres, art galleries and a world class museum; the city is dubbed a food and drink lover’s paradise. Brisbane is one of Australia’s most liveable and affordable capital cities. Brisbane enjoys a subtropical climate providing sunny days almost all year round, with enough rainfall to keep the city and suburbs cool and green.

Just an hour south of Brisbane’s CBD is the Gold Coast, where the high rises are built around superb beaches like Surfers Paradise with lively nightlife, international theme parks and designer boutiques. A few hours drive north from Brisbane is the Great Barrier Reef, one of the ‘natural wonders of the world’. As the largest World Heritage Area, it stretches more than 2000 kilometres alongside the coast, and is home to around 1500 species of fish and 350 types of coral. Stradbroke, Moreton and Fraser Islands are also world-famous attractions that are close to Brisbane, and offer some of the largest dunes in the world.

A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious or non-denominational, single-sex or co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with three major internationally recognised universities on offer. Each of the universities in Brisbane offer a high-quality learning environment with access to some of Australia’s finest institutions covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia’s leading research and teaching institutes, ranking among the world’s top universities.

Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia’s most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia’s major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to healthcare in both public and private sectors, covering hospitals, general practitioners, dentists and other allied healthcare professionals. There are numerous public and private hospitals including the Princess Alexander Hospital, the Mater Hospital network, The Queensland Children’s Hospital and the Royal Brisbane and Women’s Hospital. Urgent and emergency medical care is readily available to everyone.
Further information

General information on the University is available through the University’s website: uq.edu.au

Other documents which you may wish to refer to include:

• Annual Report: uq.edu.au/about/annual-reports
• Governance: uq.edu.au/about/governance
• Key statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
• Organisation chart: uq.edu.au/about/docs/org-chart.pdf
• Research at UQ: research.uq.edu.au
• UQ Global Strategy: global-strategy.uq.edu.au