Director - Oral Health Alliance

<table>
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<th>Location*</th>
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<tr>
<td>Unit/Department</td>
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<tr>
<td>Status</td>
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<tr>
<td>Classification</td>
<td>DO4.1 – DO4.2, DS1, DS2</td>
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A conjoint appointment with:
Metro North Oral Health Services, Metro North Hospital and Health Service; and
The School of Dentistry, Faculty of Health and Behavioural Sciences, The University Of Queensland.

ABOUT METRO NORTH HOSPITAL AND HEALTH SERVICE

Our Hospital and Health Service
Delivering outstanding healthcare is just one of the ways that we care for our community. Our passion for people is reflected in the way we live our values every day. We value and nurture our staff so that they can provide quality value based care across our diverse organisation every day. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women’s and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospital. We expect our staff and volunteers to translate our values into action through providing high quality, safe, connected care that is relevant, efficient and respectful of our patient’s needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.


Our Vision
Changing the face of health care through compassion, commitment, innovation and connection.

Our Values

- **Respect**
  Displays appropriate workplace behaviours and attitudes with colleagues, patients and visitors

- **Teamwork**
  Builds relationships and works collaboratively to improve patient outcomes

- **Compassion**
  Displays empathy and concern towards colleagues, patients and visitors

- **High performance**
  Consistently delivers work to a high standard to meet a rapidly changing environment

- **Integrity**
  Acts with honesty and transparency to maintain a high standard of ethical conduct
Metro North Oral Health Services

The Metro North Oral Health Services (MNOHS) is comprised of three clinical Divisions:

- Oral Health Alliance and Adult Specialist Services.
- Children's Oral Health Service; Child Specialist Services and Child and Adolescent Oral Health Services.
- General Practice Community Oral Health Services.

The Metro North Oral Health Services is committed to providing safe and sustainable oral health care to eligible patients in the Metro North Hospital and Health Service and the key objectives are:

- Providing safe and sustainable, primary, secondary and tertiary level oral health services that are responsive to community need.
- Participating in dental and oral health education, playing a key role in the development of a proficient and sustainable workforce.
- Supporting and undertaking clinical research that leads to advances and improvements in oral health care.

The Service caters for eligible adults and children who may require either basic dental care or a limited range of specialist dental care. Clinical services are provided by multidisciplinary dental teams comprised of dentists, dental specialists, oral health and dental therapists, registered nurses, with the support of dental technicians, dental assistants, administrative and ancillary staff. Support for training, education and research is provided through management of clinical services at the Oral Health Centre and the associated Alliance with the University of Queensland


ABOUT 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 well within the top 100 universities worldwide, measured through a number of major independent university rankings: the Academic Ranking of World Universities, Times Higher Education World University Rankings, US News Best Global Universities Rankings, QS World University Rankings and Performance Ranking of Scientific Papers for World Universities, and is indeed in the top 50 in some of these rankings. Over the past 3 years for which audited data are available UQ has attracted the highest (2013) or second highest (2012, 2014) amount of research funding of any Australian university.

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 –the UQ Advantage – 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 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 230,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.7 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 four 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, 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 $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.

Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences is a strong faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventative health and behaviour change. Furthermore, the Faculty provides the opportunity for the allied health sciences to have a strong voice and great visibility within the University.

The Faculty currently includes six schools and three research centres:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
- School of Psychology
- Centre for Youth Substance Abuse Research (CYSAR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for Business and Economics of Health (CBEH)
- UQ Poche Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at http://habs.uq.edu.au/

School of Dentistry

The UQ School of Dentistry has a long and proud tradition of 81 years of strength in dental education and research, and attracts high achieving students nationally and internationally. UQ is a leading source of expertise in the local, national and international dental community and has been a key contributor to achieving effective solutions to contemporary issues and challenges. The School has strong collaborations within and outside the dental profession.

As part of the Faculty of Health and Behavioural Sciences, the School of Dentistry offers the Bachelor of Dental Science (Honours) program and specialist postgraduate programs (Doctor of Clinical Dentistry). The School of Dentistry also has a growing cohort of research higher degree students.

Research within the School is focused on a number of themes, and crosses a range of areas from laboratory based research through to technologies applied in clinical practice and dental public health.

Further details about the School's teaching programs, research interests and other activities may be accessed on the School's web site at http://www.dentistry.uq.edu.au/

Further information about the Faculty and School is available at http://health.uq.edu.au/

About the Oral Health Centre (OHC)

The OHC opened in January 2015. This award winning building is the largest and best equipped facility for patient treatment, dental education and research in Australasia. The OHC has over 150 chairs across 11 clinics and two theatres, a PC2 laboratory catering to a range of laboratory based research, two clinical simulation laboratories, two auditoriums and a seminar room complex.

The OHC’s location on the Herston campus provides an excellent interface with other disciplines and health services, with the nearby Royal Brisbane & Women’s Hospital, the UQ School of Medicine and School of Public Health, and the UQ Centre for Clinical Research. New teaching and research facilities (including expanded simulation labs) and new equipment at the forefront of current technology used in dentistry have allowed the School of Dentistry to commence a refreshed and innovative undergraduate dental program, along with an expanded range of postgraduate programs.
About the Role

Context
The Oral Health Alliance (OHA) has been established by MNHHS and UQ to combine excellence in teaching, world class research and comprehensive high quality service delivery to achieve better oral health outcomes for the community. This vision is being realised in the way MNHHS and UQ work together to establish a centre of excellence for the integrated delivery of state-of-the-art oral health education, research and clinical service.

This position is a full-time conjoint, fixed term appointment for 3 years established to lead the OHA. MNHHS and UQ have agreed that MNHHS will at all times be the employer with the appointees being employed at the Oral Health Centre. The appointees will be employed under the same salary and classification structure and other terms and conditions applicable to staff employed at MNHHS.

MNHHS will be responsible for the payment and administration of payment of all salary and associated costs relating to the employment of the appointee. UQ will contribute to the appointee’s salary by agreed payments to MNHHS.

This position has dual reporting to the Executive Director, MNOHS and the Head, UQ School of Dentistry. Annual reviews of performance will be undertaken by both, according to the agreed process for Conjoint Appointments. The Director will provide regular reports to the Oral Health Alliance Board addressing issues relating to the objectives of the OHA.

The Director will be offered a University of Queensland academic title for the duration of the term of employment. While engaged in the performance of the prescribed duties, the appointee must comply with the policies, procedures, directives and laws applicable to each organisation (MNHHS and UQ) during the course of their clinical and academic duties.

The appointee must meet and maintain the right to reside and work in Australia.

Remuneration package
A competitive salary determined by qualifications and experience will be offered to the preferred candidate.

Salary will be in accordance with the Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No.2) 2016

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A successful candidate with dual dental/medical qualifications may be remunerated in accordance with the Medical Officer (Queensland Health) Certified Agreement (No.4) 2015 (MOCA 4)

Salary packaging/salary sacrificing is available to all Hospital and Health Service staff.

Purpose
The Director is the key role in the leadership of the OHA, and in collaboration with the OHA Board is accountable for policy and strategy development; achievement of the OHA objectives and establishment of the OHA as a centre of excellence in teaching, research and clinical service delivery.

Key Accountabilities

Leadership and Governance
- In collaboration with the OHA Board, lead the development of strategic objectives for the OHA.
- Oversee the achievement of OHA objectives, particularly the integration of teaching, research and clinical practice, and the seamless integration of the formerly discrete operations of UQ and MNOHS.
- Work in partnership with the Clinical Director to develop and implement annual operational plans to achieve the objectives of the OHA.
- Oversee performance of the Clinical Director in achieving clinical quality and activity goals of the service, while ensuring appropriate and responsible resource allocation.
• Execute the financial and human resource delegations of the position in the context of allocated resources.
• Lead the OHA to foster and promote an environment of participation and collaboration for service development, improvement and innovation.
• Lead a positive workplace culture within the OHA, which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their potential.
• Champion positive workplace behaviour and comply with the UQ and Queensland Public Service Codes of Conduct.

Clinical Service and Engagement
• Support the Clinical Director to ensure the efficient and effective delivery of clinical services within the OHA.
• Develop and maintain Alliance relations with industry, government and non-government departments, professional bodies and the wider community.
• Support the delivery of contemporary, evidence-based, multidisciplinary models of care.

Teaching and Learning
• Provide academic leadership across all aspects of clinical learning, assessments and outcomes across undergraduate and postgraduate programs undertaken within the OHA.
• Lead and demonstrate excellence in clinical teaching at undergraduate and postgraduate levels (including tutorials, practical sessions, seminars, lectures, eLearning modalities, preclinical and clinical sessions, assessment).
• Contribute to supervision of Research Higher Degree and specialty training program students.
• Develop, implement, evaluate and improve course materials.
• Contribute to the continuous improvement of the curriculum, and innovative approaches to teaching and learning.

Research
• Lead the development and implementation of a clinical research program.
• Work collaboratively with clinical and academic colleagues on joint research projects.
• Guide early career researchers in developing their own research capacity, skills and expertise.
• Lead the development of major external funding initiatives.
• Contribute knowledge and the beneficial application of knowledge across the disciplines of dentistry.
• Publish in high quality outlets.
• Attract, and supervise to completion, high quality Research Higher Degree and DClinDent students.

How you will be assessed
How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

• Patient Focused
  - Drives high quality care and customer service throughout the health service
  - Experience in the successful leadership of a large scale clinical operation or equivalent
  - Expert knowledge and extensive experience in general or specialist dental practice.

• Ethical Behaviour
  - Consistently role models values based leadership
  - Ability to supervise and manage staff in line with quality human resource management practices including employment equity, anti-discrimination, occupational health and safety, and ethical behaviour and demonstrated commitment to their implementation.

• Taking Accountability
  - Takes accountability for actions, projects and performance
  - Knowledge of strategic, financial and operational planning and the ability to implement and manage prepared plans.
  - Established track record of clinical, professional and academic excellence through contribution in areas including research, teaching and relevant professional peer leadership, including:
    ▪ Recognition as a leading international authority.
    ▪ A substantial publication record.
    ▪ A strong track record of securing external research funding.
• A strong track record of building research capacity and research training.
• An established record of clinical teaching excellence.
  – Demonstrated ability and enthusiasm to achieve the objectives of the Alliance.

• Effective Communication
  – Proactively engages with others
  – Superior level of written and verbal communications, negotiation, consultative interpersonal, and leadership skills including the ability to represent oral health services at appropriate forums.
  – Strength in influencing and negotiating, including the ability to develop and maintain effective relationships with key internal and external partners and stakeholders including industry, government and professional bodies.

• Collaborative
  – Highly developed leadership, interpersonal, communication and people management skills and a track record in leading, motivating and managing a large team in a collegiate environment.
  – Ability to work collaboratively with colleagues and interact effectively with both students and staff
  – Demonstrated ability and enthusiasm in high quality clinical teaching in dentistry at the undergraduate and postgraduate levels
  – Ability to support and mentor others.

• Emotional Intelligence
  – Demonstrated awareness and regulation of self and others’ emotional states
  – Ability to work effectively with both domestic and international students as evidenced by student evaluations or other appropriate means.

• Decision Making
  – Critically analyses and responds to situations in the organisational context

Mandatory qualifications/professional registration/other requirements

Mandatory
• Possession of a Bachelor of Dental Science Degree (or equivalent) and eligibility for general registration in the dentist division with the Dental Board of Australia.
• Possession of a Research Higher Degree (PhD or equivalent).
• Eligibility for a Radiography license from Radiation Health (Queensland Health) appropriate to the position.

Desirable
• Advanced professional qualification and eligibility for specialist registration with the Dental Board of Australia.

How to apply
Please provide the following information to the panel to assess your suitability:

1. A short statement (maximum 2 pages) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the key skills requirements.
2. Your current CV or resume, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or resume.
3. Submit your application online at www.smartjobs.qld.gov.au by the closing date.
4. Please note that hand delivered applications will not be accepted.
5. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
6. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.
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<tr>
<td><strong>Contact name:</strong></td>
<td>Sam Betros</td>
<td><strong>Contact number:</strong></td>
<td>(07) 3647 9593</td>
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**Online applications:** [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

** Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

**APPLICATIONS WILL NOT BE ACCEPTED BY A THIRD PARTY**
Appendix

Diversity and Inclusion
We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety
We are committed to Putting People First to provide better healthcare. This commitment includes a dedicated People Focussed Safety culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone’s responsibility.

Safety and Quality
Relevant to the position, staff actively participate in and promote the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQuIP).

Vaccine Preventable Diseases (VPD) Requirements
It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are not subject to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).
**Additional Information**

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at: [http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf](http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf)
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.