

Professor and Head of Department of Paediatrics, Monash University

Paediatrician, Monash Health

Position Description

Last Updated: 12 March 2018

Position Title:	Professor and Head of Department of Paediatrics, Monash University Paediatrician, Monash Health
Reports to:	Head, School of Clinical Sciences, Monash University and the Program Medical Director, Children's Program, Monash Health
Location:	Based at Monash Children's Hospital, Monash Medical Centre, Clayton and will be required to work across Monash sites

Organisational context

Monash University

Monash University, Australia's largest university, is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit www.monash.edu.

The **Faculty of Medicine, Nursing and Health Sciences** is the University's largest research faculty. World-class researchers work across disciplines including laboratory-based medical science, applied clinical research, and social and public health research. The faculty is home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas. Its expertise in life sciences and biomedicine is recognised both nationally and internationally.

To learn more about the faculty, please visit <https://www.monash.edu/medicine>

The School of Clinical Sciences at Monash Health (SCS) is the largest clinical teaching school of Monash University. Most of the School's research and teaching activities are based near the main university campus at Monash Medical Centre Clayton although activities also extend to a number of external sites including Dandenong, Casey, and Moorabbin Hospitals and Monash Health's Kingston Centre. The School's researchers collaborate closely with relevant clinical areas in the hospital and in many cases hold senior clinical positions. Researchers also liaise closely with the **Hudson Institute of Medical Research** which is located on site and forms a Department of Molecular and Translational Sciences within the School, as well as other parts of the University and external research organisations. SCS is a key partner of many University campus departments and centres, including the Monash Institute of Medical Engineering, and the Australian Regenerative Medicine Institute. The School has an annual budget of approximate \$80M, in 2017 its staff and adjuncts published 825 papers, and currently has over 200 PhD students enrolled.

Further details may be found at: <https://www.monash.edu/medicine/scs>

Monash Children's Hospital (MCH) provides all paediatric and neonatal services for Monash Health across three campuses: Monash Medical Centre Clayton, Dandenong and Casey Hospitals. It is Australia's third largest children's hospital with 300 beds across three campuses and is Victoria's largest provider of neonatal services. In 2016 Monash Children's treated 39,000 children in its paediatric and neonatal wards (including 2800 admissions to

Monash Newborn) and 66,000 children attended its emergency departments. In April 2017, the new 230 bed tertiary Monash Children's Hospital opened on the Monash Medical Centre's Clayton campus and has increased capacity with an additional 68 beds, including multi-day, same day, oncology, mental health, sleep, PICU, NICU, special care neonatal beds and four theatres. The Dandenong and Casey campuses each have a 20 bed paediatric ward and a Level 2 neonatal nursery of eight and 18 cots, respectively.

Domains of clinical activity at MCH cover virtually the entire breadth of child health medicine and surgery, and include neonatology, cancer, heart, infectious diseases, respiratory, immunology, gastroenterology, and many highly specialised domains of surgery. For example, in addition to services that include genetic counselling, fetal diagnosis and maternal-fetal medicine, the perinatal service at Monash has established a state-wide quaternary role that takes advantage of Monash being Victoria's only hospital in which tertiary obstetric services are co-located with tertiary adult and paediatric services. This care transition from neonate to child, adolescent, and adult, is unique to Monash Children's and provides unique clinical and research opportunities. For further information see monashchildrenshospital.org/ and www.newchildrenshospital.org

The **Monash University Department of Paediatrics** is based at the new Monash Children's Hospital. It has the leadership role in Child Health education for the Monash School of Medicine (see <https://www.monash.edu/medicine/som/home>). It is responsible for the undergraduate curriculum and student assessment for the University, programs which are delivered at Monash Health, Eastern Health, Peninsula Health, Cabrini Hospital, Northern Victoria (NVRMN), and the Gippsland Medical School and at the University campus in Malaysia. Undergraduate education is offered as an integral part of the Monash MD degree (Med 4190). Paediatrics is also part of Year C in the Monash Graduate Entry MD. Postgraduate research degrees such as Doctorate of Philosophy (PhD) are offered to suitably qualified graduates. It also supports students wishing to undertake research by completing a BMedSc or PhD as they complete their undergraduate degree, graduates undertaking an M Phil or PhD, and early career academic paediatricians who have recently completed a higher degree and are transitioning to independent research funding. The Head of Department will have leadership accountability for delivering teaching and assessment in Paediatrics, and will be encouraged and supported to pursue innovation in Child Health education.

The **Department of Paediatrics** is also responsible for leading Child Health Research for the Monash Faculty of Medicine Nursing and Health Sciences. Research in the Department of Paediatrics was the subject of a major external review in 2016, recommendations of which are in the process of being implemented, with a view to elevating Children's Health research at Monash to a nationally leading position. A new Chair of Paediatric Immunology was appointed in 2017, and a Chair of Neonatology Research is a newly funded position which will be able to be recruited by the Head of Department. The Faculty and School have ambitious expectations for growth in Child Health Research, that the new Head of Department will be supported to deliver.

There are multiple key existing areas of research within the Department, including Immunology, Vaccination, Sleep, and Neonatology. Additionally, the team undertakes research in cancer, cystic fibrosis, gastroenterology, neurology, imaging, and allied health. Laboratory research in Paediatrics at Monash is undertaken in collaboration with **The Ritchie Centre (TRC)**, which is both the largest research arm for the University's Department of Paediatrics and a centre of the Hudson Institute for Medical Research. TRC is the largest perinatal research centre in Australia and also functions as the major research arm for University Department of Obstetrics and Gynaecology. TRC has an annual research budget of about \$10M. The centre enjoys an especially close relationship with Monash Newborn (NICU and special care nursery), and the new Chair of Neonatology Research will be a key position to grow clinical and translational research in this domain. Children's Cancer research is undertaken in conjunction with the Hudson Institute, benefiting from a major recent funding award. Research is also undertaken in other research centres affiliated with Monash University and within Monash Health. These include the Centre for Inflammatory Diseases, Monash Heart, Respiratory and Sleep Medicine, Endocrinology and Diabetes, Neurology, Renal Medicine, Infectious Diseases, and the Monash Centre for Health Research Implementation. There are active collaborations with the Murdoch Children's Research Institute with some groups situated at Monash including infectious diseases and immunisation. The Department is active in clinical trials in many fields including neonatology, cancer, sleep medicine, vaccinology, infectious diseases, gastroenterology, and neurology. For further information see www.monash.edu/medicine/scs/paediatrics

Monash Health

Monash Health is Victoria's largest public health service. We are proud to provide healthcare to one quarter of Melbourne's population, across the entire life-span from newborn and children, to adults, the elderly, their families and carers.

We improve the health of our community through:

- Prevention and early intervention
- Community-based treatment and rehabilitation
- Highly specialised surgical and medical diagnosis, treatment and monitoring services
- Hospital and community-based mental health services
- Comprehensive sub-acute, aged care and palliative care programs
- Research, education and teaching the next generation of healthcare professionals
- Regional and state-wide specialist services

More than 16,000 staff work at over 40 care locations across south eastern Melbourne, including Monash Medical Centre, Monash Children's Hospital, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, Kingston Centre, Cranbourne Centre, and an extensive network of rehabilitation, aged care, community health and mental health facilities.

Each year:

- We provide more than 3.6 million episodes of care to our community.
- More than 260,000 people are admitted to our hospitals.
- More than 220,000 receive care at our three emergency departments.
- We respond to more than 54,000 ambulance arrivals.
- We perform more than 48,000 surgical procedures.
- We deliver more than 10,000 babies.

As an equal opportunity employer, Monash Health is committed to a fair and non-discriminatory workplace that maximises the talent, potential and contribution of all employees. We are committed to our iCare values of integrity, compassion, accountability, respect and excellence.

Monash Health is a member of the Monash Health Translation Precinct along with Monash University and the Hudson Institute of Medical Research, and has partnership arrangements with other leading tertiary educational institutions such as Deakin and La Trobe Universities. Monash Health's largest hospital, Monash Medical Centre is the principal teaching hospital of Monash University.

The Monash Health Translation Precinct (MHTP) is a research partnership of Monash University, Monash Health, and the Hudson Institute, and occupies 4 buildings at Monash Medical Centre campus. This is located 1 km from the Monash University main campus, in the Clayton biomedical precinct which also includes the Australian Synchrotron, Monash BioImaging, CSIRO, and multiple other research clusters. At MHTP, over 600 researchers including over 200 PhD students work across Research Themes including Cancer, Infection and Immunity, Reproductive Health, Diabetes Endocrinology and Metabolism, Neurosciences and Mental Health, Critical Care, and Women's and Children's Health. MHTP researchers benefit from a suite of platform technologies including genomics, cell therapies, flow cytometry, micro-imaging, histology, biobanking, proteomics, biostatistics, and clinical trials (see <http://www.mhnp.org.au/index.php/facilities>). An entire floor of the newly completed Translational Research Facility, a 10,000m² building opened in 2015, is dedicated clinical trial space. Dedicated clinical trial space is also situated in the Monash Children's Hospital. Monash researchers can also benefit from the University's ongoing commitment to investment in research platforms, the majority of which operate at ISO9001 standards (see <https://www.monash.edu/research/infrastructure>).

Position summary

Monash Health and Monash University have a joint vision to develop Paediatrics as a clinical and academic strength, serving the community through advancing treatments and outcomes through research and education. The role will be responsible for leadership and ongoing strategic development of paediatric academic research and teaching at Monash University. It will also provide clinical services at Monash Health consistent with both institutions' strategic, research and clinical services plans. A core goal is growing and strengthening research in Children's Health at Monash University.

The Professor and Head of Department of Paediatrics will report to the Head, School of Clinical Sciences, Monash University. A fractional part of the role will be a clinical appointment with Monash Health involving participation in the provision of clinical care in their area of interest and expertise in paediatrics. For clinical responsibilities the role will report to the Program Medical Director, Children's Program and be a member of the Senior Medical Staff of Monash Health. The clinical area of appointment will depend on the background of the successful applicant; a clinical leadership role in Monash Children's Hospital could form part of this appointment depending on the match between clinical area of expertise and MCH leadership needs.

The professorial appointment will be a continuing appointment in the Department of Paediatrics and for a period of five years will include:

- the role of Head of Department (with opportunity for renewal) and;
- the role of Paediatrician at Monash Health (with opportunity for renewal).

The appointment will be made by a joint Monash University/Monash Health selection committee. Performance will be assessed annually and in accordance with Monash University and Monash Health's performance management programs. Subject to performance and other criteria, a further term will be negotiable. Start-up research funding may be available to the successful candidate to assist in the transfer of existing research to Monash or to establish research at Monash University. It is envisaged that the successful candidate will apply for external research grants and that their research will become self-funding.

As a **Professor of Monash University** and a member of the School of Clinical Sciences at Monash Health, Faculty of Medicine, Nursing and Health Sciences, the appointee will:

- lead, foster and grow excellence in research in the discipline of Paediatrics;
- develop and maintain a research program that is fully integrated with that of Monash Health;
- be responsible for developing a world-class research program as evidenced by publications in high impact journals, success in peer review funding schemes, international standing and/or translational achievement (relevant fields of paediatric research for the appointee are broad and could include clinical or basic research relevant to diabetes, cancer, neurology, respiratory, neonatology, infectious diseases, population health);
- be responsible for leadership of the Monash School of Medicine teaching programs within the field of paediatrics.

Supervisory responsibilities: The Head of Department has a number of direct reports of academic staff including Professors and Associate Professors, undergraduate and postgraduate students and researchers under their supervision, administrative staff, and other medical staff while on clinical duties.

Financial delegation: Yes, in accordance with the University delegations schedule.

Budget Responsibilities: Yes, in line with Key Responsibilities.

Work relationships: School of Clinical Sciences at Monash Health Executive; Monash Health Chief Operating Officer, Chief Medical Officer, Program Directors, General Managers, Monash Doctors Council, Monash Doctors Executive, Unit Heads, Nurse Unit Managers; Department of Health and Human Services.

Responsibilities

The Professor and Head of Department of Paediatrics, Monash University and Paediatrician, Monash Health responsibilities include the following:

Leadership, planning and management

- provide high-level strategic leadership to the Department that is aligned with School, Faculty and University strategic plans by managing, administering and fostering excellence in teaching, research and professional activities;
- take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research, budget and administration;
- provide academic leadership and strategic direction to all staff within the Department of Paediatrics working in close partnership with medical, nursing and allied health staff, and staff of TRC to promote translational research to the highest standards;
- to enhance the academic standing of the Department of Paediatrics by cultivating the highest standards in paediatric education, training and research and advance the national and international reputation of the university and Monash Health as a centre of excellence in paediatrics;
- foster and grow paediatric research within the Department of Paediatrics and Monash Health and within its partners, with the aim of placing Monash at the forefront of paediatric research nationally;
- promote Monash University and Monash Health nationally and internationally and develop, manage and promote external relationships to make a significant contribution to the profession/discipline and collaborate with industry and other research groups;
- ensure Monash University and Monash Health's values and policies are promoted amongst all staff;
- play an active role in TRC executive to ensure the cohesive integration of research initiatives between Monash Paediatrics and TRC;
- be an active participant within the Children's Program at Monash Health and Monash University's Faculty of Medicine, Nursing and Health Sciences.

Education and training

- provide strong and committed leadership in teaching, curriculum development and research training by participating in the faculty's curriculum planning and development processes, academic committees, and relevant clinical teaching and examination processes in addition to monitoring the quality of individual teaching across the discipline;
- supervise undergraduate and postgraduate education in paediatrics in the Department of Paediatrics and Monash Newborn and ensure that teaching and training programs are of the highest standard and maintain excellence of knowledge and skill amongst staff and students;
- provide innovative and effective leadership for the expansion of the faculty's HDR program by attracting high quality HDR students;
- lead and advocate for improvements in health care through involvement in relevant professional bodies and forums and respond to individual patient health and educational needs.

Research

- actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publications record (books and high-quality refereed journals) and supervising and mentoring early career researchers and research students;
- foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links;
- develop and implement strategies to enhance research funding from external grant giving bodies including the National Health & Medical Research Council (NHMRC) and actively pursue and support opportunities for Category 1 grant funding;
- lead the development of further academic collaborations with TRC, with other departments in Monash Health and Monash University, and with other centres, nationally and internationally in the conduct of multi-centre studies;

- establish research objectives and goals for the department and ensure that research is strongly promoted and effectively managed in accordance with the objectives and policies of Monash University;
- publish at the highest level in peer reviewed journals.

Clinical Service Provision and Quality

- assist clinicians to attract strategic clinical research fellowships that will allow them to devote a significant portion of their professional time to research;
- in conjunction with key stakeholders at Monash Health, participate in the provision of clinical care including the after-hours roster in Monash Newborn;
- promote models of practice improvement that are informed by evidence, are innovative, solution focused and are underpinned by timely documentation;
- collaborate with Monash Health clinicians to ensure that Monash Newborn's doctors-in-training are given strong encouragement, guidance and support to undertake audit and research activities.

Professionalism and Communication

- adhere to Victorian privacy laws – Information Privacy Act 2000 and the Health Records Act 2001, as well as other laws that regulate the handling of personal information;
- demonstrate commitment to Monash University and Monash Health values – iCARE (Integrity, Compassion, Accountability, Respect, Excellence);
- demonstrate a high level commitment to ethical practice;
- understand medico-legal issues associated with clinical care;
- demonstrate a commitment to profession-led regulation.

Selection Criteria

Qualifications

- current registration with the Australian Health Practitioner Regulatory Agency (AHPRA);
- postgraduate research degree, or equivalent research achievement as demonstrated by published work in an area relevant to the discipline of paediatric medicine;
- an appropriate specialist qualification in the field of paediatrics (as evidenced by Fellowship of the Royal Australasian College of Physicians or equivalent);
- demonstrated involvement in continuing professional development program such as the MyCPD Program of the Royal Australasian College of Physicians;
- a current Working with Children's Check.

Achievements, qualities, capabilities

- outstanding record of personal achievement and international reputation in a field of research relevant to paediatric medicine e.g. neonatology, diabetes, cancer, respiratory, neurology, population health, infectious diseases (illustrative list, not exclusive of other disciplines);
- 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
- previous experience in the development of strategic directions for research and in supporting research and teaching in paediatric care;
- demonstrated record of achievement publishing in leading international journals and attracting significant peer reviewed funding from national and international sources;
- excellent track record of successful supervision of higher degree students and proven excellence in teaching and mentoring colleagues and trainees;
- commitment to further developing the reputation of Monash University, Monash Health, and the Department of Paediatrics for excellence in paediatric research and its reputation as a leading provider of paediatric education;
- a vision for the future needs and development of paediatrics within Australia and internationally, from research, educational and clinical perspectives.

Other Job Related Information

- Travel (e.g., to various clinical sites) is required
- Shift work, overtime and out of hours work (including evenings, weekends and public holidays) may be required as part of a Monash Health clinical appointment
- On-call (including rostered on-call requirements) may be required as part of a Monash Health clinical appointment
- There may be peak periods of work during which the taking of leave may be restricted.

Legal Compliance

Ensure you are aware of and adhere to legislation and policies relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Legislative framework for health services (e.g. Mental Health Act 2014); Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.

Further Information

Confidential enquiries regarding the position may be directed to Professor Eric Morand, Head of School, School of Clinical Sciences, Faculty of Medicine, Nursing and Health Sciences, Monash University, telephone +613 8572 2598 or email eric.morand@monash.edu