



## POSITION DESCRIPTION

Department of Paediatrics  
Melbourne Medical School  
Faculty of Medicine, Dentistry & Health Sciences

### Professor of Paediatric Emergency Medicine

<b>POSITION NO</b>	0045086
<b>CLASSIFICATION</b>	Level E, Professor (Teaching and Research)
<b>SALARY</b>	\$187,654 p.a. Plus a Clinical Loading of \$19,605 p.a.
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full-Time
<b>BASIS OF EMPLOYMENT</b>	Fixed-term for 5 years Fixed term contract type: Externally Funded
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Professor Cheryl Jones Stevenson Chair of Paediatrics and Head of Department University of Melbourne Department of Paediatrics, RCH Tel +61 3 9345 5161 Email <a href="mailto:cheryl.jones@unimelb.edu.au">cheryl.jones@unimelb.edu.au</a>  <i>Please do not send your application to this contact</i>

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[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Position Summary***

The Professor of Paediatric Emergency Medicine (herein referred to as the Professor of Paediatric EM) is a new appointment at professorial level in the Department of Paediatrics based at the Melbourne Children's campus. Campus partners are the University Department of Paediatrics, the Royal Children's Hospital (RCH), and the Murdoch Children's Research Institute (MCRI).

The overarching goal of the position is to advance the discipline of paediatric emergency medicine locally, nationally and globally through leadership of a program of world class collaborative research, and research training. Professor of EM will report to the Head of the Department of Paediatrics for all academic matters, and in addition to research leadership, be expected to make major contributions to the educational activities of the department and departmental governance. The Professor of Paediatric EM will also provide academic leadership in their field more broadly across the University, and associated institutes and hospitals of the Parkville Precinct.

The appointee will have an outstanding track record in paediatric emergency medicine multi-centre, multi-disciplinary research, and research training. It is envisaged that the successful applicant would have an active leadership role at the MCRI from where they will lead their research program and support the development of clinician researchers in their field. They will also be an experienced paediatric EM physician who either holds or is eligible for a registration and a concurrent clinical appointment in paediatric EM at RCH. These flexible arrangements will enable the Professor of EM to provide guidance and build capacity in academic paediatric emergency medicine whilst facilitating the translation of research into evidence-based clinical practice.

Professors at the University of Melbourne also provide transformational leadership and dedicated service for the University and the broader community beyond their leadership within their academic fields and disciplines.

This position description should be read in conjunction with The Leadership Roles of Melbourne Professors <https://staff.unimelb.edu.au/human-resources/academic-careers-@-melbourne/promotion/Leadership-Roles-of-Melbourne-Professors-April-2017.pdf>. A copy is attached at the back of this document.

## ***1. Key Responsibilities***

### **1.1 TEACHING AND LEARNING**

- ▶ Participate in the teaching activities of the Department of Paediatrics and the Melbourne Medical School at both an undergraduate and postgraduate level
- ▶ Participate in the clinical training relevant to paediatric emergency medicine of the Royal Children's Hospital staff and associated nursing and allied health staff.
- ▶ Supervise major postgraduate research projects. This will include the preparation of research proposal submissions to external bodies and responsibility for the oversight of financial management of grants.
- ▶ Participate in planning and supervision of programs of study for postgraduate research students and projects for coursework masters students and research elective undergraduate students.
- ▶ Play an active role in the maintenance of academic standards and in the development of educational policy and of curriculum within paediatrics.

## 1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Provide a leadership role in the area of paediatric emergency medicine research within the University, the RCH and the MCRI. Complement and build on existing academic activities in emergency medicine by initiating, participating and cooperating with relevant research projects at the University, the RCH and the MCRI, as well as other appropriate research institutions.
- ▶ Lead and facilitate translation of research into clinical practice and promote close working relationships between clinical, diagnostic and research staff across the campus
- ▶ Provide leadership of the scientific and strategic direction for paediatric emergency medicine research locally and nationally
- ▶ Lead and conduct internationally competitive research. Foster the research of other groups and individuals relevant to paediatric emergency medicine, and create lasting, interdepartmental clinical research collaborations with the RCH and MCRI
- ▶ Identify and manage early opportunities for commercialisation and submit invention disclosures / patent application and contracts/ Clinical and Public Health Outcomes through developing guidelines and or policy.
- ▶ Foster relationships and collaborations with external and internal stakeholders associated with emergency medicine, building sustainable partnerships/alliances and networks with a wide range of stakeholders
- ▶ Facilitate the collaboration of the RCH with relevant research programs throughout the University and develop strong collaborations with relevant University Departments (for example Health Economics).
- ▶ Undertake and supervise the preparation of conference and seminar papers, and the publication of research and clinical outcomes in high impact, peer-reviewed journals
- ▶ Attract research funding from national and international funding bodies.
- ▶ Attract and supervise higher degree research students.
- ▶ Establish national and international research collaborations.

## 1.3 LEADERSHIP AND SERVICE

- ▶ Publish in peer review journals and present research activities at local, national and international meetings.
- ▶ Champion ethical debate, research, education and community engagement in Paediatric Emergency Medicine and related disciplines. Participate in public discussion and debate about important national issues
- ▶ Participate in community and professional activities related to the disciplinary area.
- ▶ Provide leadership and be actively involved in engagement activities of the Department, Faculty and University
- ▶ Contribute to the governance, administration and leadership the Department of Paediatrics.
- ▶ As a senior member of the RCH Emergency Department, the Professor of EM will be expected to contribute to clinical, research and research training leadership on the campus. It is anticipated that the Chair will provide clinical services in Paediatric Emergency Medicine, Royal Children's Hospital. (Time equivalent of approximately three days per fortnight).
- ▶ Where relevant, the Professor of EM is expected to facilitate links to the Royal Children's Hospital and other affiliated hospitals, research and teaching institutions

- ▶ Provide a continuing high level of personal commitment to and achievement in his or her particular scholarly area and to be actively involved in relevant learned societies and professional organisations. Provide leadership in Emergency Medicine within professional organisations as well as in the community.
- ▶ Active participation in strategic planning (including succession planning), leadership and management of research, clinical service and education related to Emergency Medicine, including its integration into community based or state wide services.
- ▶ Active collaboration and facilitation of multidisciplinary clinical research with other RCH specialities and MCRI research teams
- ▶ Other responsibilities normally expected of a Professor within the University of Melbourne, including, but not restricted to attendance at Melbourne Medical School and Faculty meetings
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

#### 1.4 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Allocate and monitor workload and address associated issues in a timely manner.
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- ▶ A medical qualification, registerable with the Australian Health Practitioner Regulation Agency/ Medical Board of Australia
- ▶ Fellowship of the Royal Australasian College of Physicians, the Australasian College for Emergency Medicine, or equivalent
- ▶ A research higher degree such as a PhD.
- ▶ A distinguished career of international standing in clinical Paediatric Emergency Medicine, and emergency medicine research.
- ▶ Proven capacity and ongoing desire to undertake world class research addressing knowledge gaps in paediatric emergency medicine. A desire to improve clinical practice by implementing knowledge into every day clinical practice in emergency departments.
- ▶ Demonstrated capacity to lead and complete multi centre research projects; and to lead a multi disciplinary team
- ▶ Strong leadership skills and the ability to foster academic achievement in others with demonstrated leadership in research and scholarship.

- ▶ Evidence of strong success in obtaining peer review research funding, including national Competitive Grant Schemes.
- ▶ A capacity to attract and successfully supervise research higher degree students to completion.
- ▶ Outstanding research publication track record in national and international peer reviewed journals.
- ▶ Record of high quality contributions to undergraduate and postgraduate education
- ▶ Excellent communication, negotiation and presentation skills.
- ▶ Demonstrated ability to partner with key external stakeholders and to foster relationships.
- ▶ Demonstrated excellent ability to establish cross-disciplinary research partnerships and collaborations. Experience of establishing productive links with national and international partners.
- ▶ Ability to identify and exploit new opportunities in education, research and the provision of services to the benefits of the University of Melbourne Department of Paediatrics and the Royal Children's Hospital Campus Partners (The Royal Children's Hospital and the Murdoch Children's Research Institute).

## 2.2 DESIRABLE

- ▶ Experience and proven success in strategic planning
- ▶ Extensive experience and excellence in teaching and learning, mentoring and supervising higher degree and post-doctoral research students.
- ▶ Familiarity with the strategic plans of the Faculty of Medicine, Dentistry and Health Sciences and University of Melbourne more broadly, namely 'Research at Melbourne', 'Growing Esteem' and the 'Melbourne Model'.

## 2.3 SPECIAL REQUIREMENTS

- ▶ The incumbent will be required to hold and maintain a current Working with Children Assessment notice valid for paid-work <http://www.workingwithchildren.vic.gov.au/>
- ▶ It is anticipated that the incumbent will hold a concurrent appointment with clinical responsibilities in Emergency Medicine at The Royal Children's Hospital, and honorary appointment with the Murdoch Children's Research Institute. The conditions of this employment and any required pre-employment screening would be defined in a separate contract with The Royal Children's Hospital and the Murdoch Children's Research Institute.

## 3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and

inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

## **4. Occupational Health and Safety (OHS)**

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

## **5. Other Information**

### **5.1 ORGANISATION UNIT**

<http://medicine.unimelb.edu.au/school-structure/paediatrics>

The Department of Paediatrics is the flagship representative of the University partnership with the Royal Children's Hospital, and is co-located with the hospital in Flemington Road, Parkville.

The Department of Paediatrics is a large department within the School of Medicine. The Department has responsibility for the Child & Adolescent Health component of the Doctor of Medicine course of the School. There are approximately 80 academic and professional staff, 270 honorary academic staff, and more than 150 students who are enrolled to pursue research degrees from Honours, Masters and PhD. A further 60 students undertake research in the Scholarly Selective component of the MD course. In 2014, the total research income for the Department was nearly \$6M and members of the Department published more than 550 peer reviewed publications.

The Department delivers a range of teaching across the clinical, biological and health sciences, and within the MD program and is responsible for the teaching of child and adolescent health, paediatric surgery, and other specialties in relationship to children, adolescents and their families, including mental health. Other programs include post-graduate courses in Adolescent Health & Welfare and Genetic Counselling as well as Research Higher Degrees

The Department of Paediatrics plays a pivotal role in the life of the Royal Children's Hospital with its members being actively involved in policy development and senior management. Members of the Department make major contributions to the development of child and youth health policy and also to broader aspects of health policy at a national and state level.

Working with its partners, The Royal Children's Hospital and the Murdoch Children's Research Institute, the University's Department of Paediatrics' vision for the Royal Children's Hospital campus is to be an integrated research, teaching and clinical institute (and environment) with the overall aim of benefiting child and adolescent health.

In addition to the Professor of Paediatric Emergency Medicine, the Department has 20 salaried Professors in a variety of paediatric specialties, as well as 37 honorary professors.

#### 5.1.1 THE RCH CAMPUS PARTNERSHIP

<http://www.mcric.edu.au/campusresearchandeducation/>

The Royal Children's Hospital, the Murdoch Children's Research Institute and the University of Melbourne, together make an interwoven, symbiotic relationship delivering high quality clinical services underpinned by research and education. Collectively the independent entities contribute to a paediatric health sciences precinct or campus which is greater than the sum of the parts. The presence of each benefits the other, ensuring the primary focus of each entity is achieved. The delivery of innovative, high quality paediatric care is unsustainable without the input of research and education. World standard research into paediatric diseases and education of medical students and other health care professionals in paediatric health is not possible without access to a paediatric clinical environment. Hence the interdependence of the three partners.

#### 5.1.2 THE ROYAL CHILDREN'S HOSPITAL

<http://www.rch.org.au/home/>

The Royal Children's Hospital has a major leadership role in child and adolescent health in Victoria with statewide specialist roles. The hospital provides tertiary, secondary and primary child and adolescent health service. It is a tertiary and quaternary paediatric referral centre providing specialist services and multidisciplinary clinics for sick infants, children and adolescents from Victoria, Tasmania, South Australia and southern New South Wales. The Royal Children's Hospital also provides specialised paediatric care for patients from overseas, particularly from south-east Asia, Nauru and Fiji.

The Royal Children's Hospital plays a major role in child public health, health promotion and advocacy for children and young people's health. It provides the full spectrum of medical and surgical paediatric services, as well as a number of specialist tertiary paediatric services and health promotion and prevention programs for infants, children and adolescents. These services are provided on both an inpatient and ambulatory basis.

Teaching, training and research are fundamental elements of the Royal Children's Hospital. The Royal Children's Hospital is part of a child health precinct, and in partnership with the Murdoch Children's Research Institute, the University of Melbourne, LaTrobe University, Deakin University, Monash University and RMIT University, ensures clinical services are integrally linked with teaching, training and research.

These relationships are crucial in providing opportunities for significant participation in the public health agenda for children and young people, for 'translational research' to drive laboratory and clinical findings into health promotion and prevention programs and for driving new paradigms and models of care.

#### *The Department of Paediatric Emergency Medicine (RCH)*

The emergency department at RCH provides tertiary emergency care for all children age 0-17 years of age in Victoria. The RCH is the paediatric major trauma service for Victoria, and the ED is the reception point for these children. The RCH ED sees about 90,000



children per year, has an observation unit that admits about 1200 children per year under the ED care. The emergency department works closely with all inpatient units, the paediatric intensive care unit, the neonatal intensive care unit and the Paediatric, infant perinatal emergency retrieval service. We work in partnership with other hospitals and with GPs in our region. We are a training department for medical students, paediatric trainees, emergency medicine trainees, and joint paediatric emergency medicine trainees. The RCH ED continually strives to improve the care it provides and has a vision of providing great care to all children in Victoria.

### 5.1.3 THE MURDOCH CHILDREN'S RESEARCH INSTITUTE

<http://www.mcric.edu.au/>

The Murdoch Children's Research Institute is the largest child and adolescent medical research institute in Australia, with more than 1,900 staff and 65 large research teams. As the custodians for research on the RCH Campus, and with a focus on developing globally competitive clinical research, the Institute undertakes knowledge transfer to inform paediatric clinical practice, and drives enterprise, initiative and cross-disciplinary interaction on Campus. The research priorities of the Institute include asthma, diabetes, allergies, neurodevelopment, critical care and mental health problems, and conditions such as cancer and genetic disorders that remain unsolved.

Working side-by-side with the health professionals and academics at The Royal Children's Hospital Melbourne and the University of Melbourne's Department of Paediatrics gives researchers a unique 'bench to bedside' opportunity, enabling them to more quickly translate research discoveries into practical treatments for children.

A particular strength of MCRI is the recent development of birth cohort studies, including the Barwon infant health study, as well as the Australian Temperament study and other life course studies that enable cohesive study of the impact of early life events. The MCRI also hosts the Australian-New Zealand Paediatric Emergency Research Network, which provides national and international research leadership in paediatric Emergency Medicine research. In conjunction with clear strengths in clinical research, genomics, epigenetics and proteomics, the collaborative potential of the campus for high quality child health research is unparalleled in Australia.

## 5.2 MELBOURNE MEDICAL SCHOOL

<http://www.medicine.unimelb.edu.au/>

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of eight clinical departments (General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.



The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

### 5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

[www.mdhs.unimelb.edu.au](http://www.mdhs.unimelb.edu.au)

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

### 5.4 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

### 5.5 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

## 5.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>

## The Leadership Roles of Melbourne Professors

Academic  
Careers @  
Melbourne

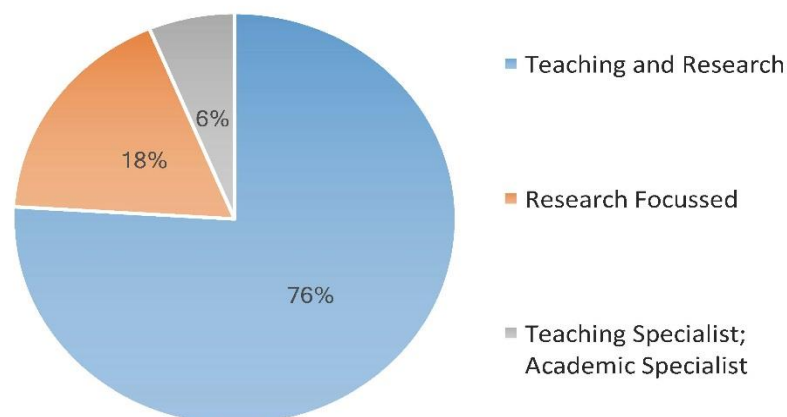


The rank of University of Melbourne professor brings with it expectations of distinguished leadership within and beyond the University. As the roles and activities of Melbourne professors are highly diverse, their leadership contributions are made in a variety of ways. This document frames the leadership expectations for professors and highlights the differing domains in which they may exercise influence for the betterment of the University and society.

Professors who, upon retirement or resignation, have provided distinguished and sustained service to the University through scholarship, intellectual and institutional leadership and have created an enduring legacy may be recognised with an appointment as Professor Emeritus.

The University of Melbourne has a large and diverse professorial community. The University has some 700 salaried professors (of which 30% are women and 70% men), constituting approximately 16% of the overall salaried academic staff. In addition, over 1000 honorary professors collectively make an extraordinary contribution to the University's research, teaching and engagement across faculties and graduate schools, affiliated hospitals and research institutes.

### University of Melbourne salaried professors (2016)



Regardless of the specific nature of their appointments and roles, all Melbourne professors are expected to be ambassadors for the University who advance the capacity and standing of the institution. This can be achieved in a number of ways. For many professors, their leadership contributions are research-focussed; for others, it may be through teaching, learning or engagement; for many, it is a combination of these.

The leadership of professors is of course essential to achieving international excellence for the University. Melbourne professors have global and national prominence as intellectual leaders in their fields. It is expected that professors will work within and beyond established boundaries and discipline norms to produce research and teaching of the highest standard.

## The Leadership Roles of Melbourne Professors



Melbourne professors also make distinguished contributions to shaping and advancing undergraduate and graduate teaching in their department and faculty, as well as the wider University. As inspirational teachers, professors serve as role models and mentors to students and academic staff and lead the achievement of world-class graduate attributes and educational outcomes for Melbourne's students.

The Melbourne professoriate includes professors who are prominent and critically-engaged public intellectuals who make authoritative contributions to government, industry, business and communities that improve society, creating an institutional environment that values and harmonises academic quality alongside societal impact and influence. Melbourne's Enterprise Professors make particular contributions that build the University's engagement with industry, business and government.

Professors of the University of Melbourne may make formal leadership contributions, such as through designated management and governance roles at faculty and University-wide level. Less formally, all professors are expected to be exemplary leaders of both academic and professional staff. They should actively develop others and actively contribute to the life of the University.

Professors are also expected to uphold and symbolise the highest levels of ethical practice and academic and professional integrity and to serve as role models in their relationships with students, professional staff and academics at all levels.

Examples of professorial leadership include:

- Professors may help early career academics and the University's students to forge influential research careers of their own. Actively nurturing and developing the research skills of other researchers, professors lead collaborative research teams, secure research grants that build institutional capacity and create opportunities for younger staff to meet and work alongside senior colleagues.
- Professors may make important contributions to education policy and practice through influential scholarship on teaching, learning, curriculum and assessment. Providers of expert educational advice to government and peak bodies, many professors influence national and international educational thinking and policy. At the University, Professors may build the nexus between teaching and research, establish curricula and teaching that is engaged with industry, business and communities, create work-integrated learning opportunities and introduce educational innovation.
- Beyond the University, many professors lead national and international academic, professional and community organisations and make intellectual contributions of significant value to public discourse, culture and institutions. The University strives to be one of the finest in the world in its engagement with society and commitment to public value, and professors may lead and serve on expert committees, participate in national and international reviews and lead community engagement and development programs.