POSITION DESCRIPTION

THE UNIVERSITY OF MELBOURNE

Department of Physiology
Faculty of Medicine, Dentistry and Health Sciences

Principal Research Fellow

POSITION NO	0043664
CLASSIFICATION	Principal Research Fellow, Level D
WORKFOCUS CATEGORY	Research Focused
SALARY	$145,685 - $160,500 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full Time (1.0 FTE)
BASIS OF EMPLOYMENT	Full-time, continuing position
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Prof Andrew Allen Tel +61 3 83445838 Email gsl@unimelb.edu.au *Please do not send your application to this contact*

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Department of Physiology is seeking to appoint a Principal Research Fellow to provide academic research leadership in skeletal muscle biology and to contribute to the implementation of the Department's operational plan with regard to research excellence, strategy and engagement, student supervision and mentoring.

The appointee should be recognized as an expert in skeletal muscle biology with an exceptional track record in successful competitive research grant funding from national (e.g. National Health and Medical Research Council) and international agencies, and successful national and international collaborations, including with industry. The appointee is expected to contribute to the research program of the Department and have a leadership role within the newly established Centre for Muscle Research. The appointee will have will have an exceptional track record of relevant research published in high-quality scientific journals and have successfully supervised graduate students and post-doctoral research fellows.

The appointee will be expected to work effectively as part of a team and to establish productive links within the Department, School, Faculty, and with national and international organizations and discipline-related agencies.

The successful applicant's research laboratories will be located within state-of the-art facilities in the Medical Faculty Building, within a supportive and collaborative research environment.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- Independently drive original and outstanding research contributions in skeletal muscle biology.
- Lead an innovative, high-impact research program which yields measurable outcomes including:
    - High-impact, peer-reviewed scientific publications
    - Substantial research funding support from National and International competitive research funding agencies
    - Funding support from Philanthropic and/or Industry partners
    - Industry collaborations.
- Supervise Higher Degree Research, and Undergraduate honours students.
- Develop strong collaborative interactions with Departments and Centres of the University and external Institutes.
- Develop cross-disciplinary research programs with national and international partnerships within, and beyond, the University.
- Disseminate research outcomes at national and international scientific meetings and to other interested stakeholders, such as patient or industry groups.

1.2 SERVICE AND LEADERSHIP

- As a senior member of the Department, provide leadership and foster excellence in research, teaching and community engagement for improved capability within the department.

- Promote the profile of the Centre for Muscle Research, Department of Physiology, and School of Biomedical Sciences in research translation, by engaging in collaborations with researchers across the faculties of the University and its affiliated medical and biological research institutes.
- Actively participate in community engagement and professional activities related to the advancement of the discipline.
- Actively participate in Department and Faculty committees making a significant contribution across the Faculty.
- Engage in learning and career development.
- Effectively demonstrate and promote University values, including diversity and inclusion, and employ high standards of ethics and integrity.

1.3 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 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 members participate in the University's induction program and provide a localised work area orientation.

2. Selection Criteria

2.1 ESSENTIAL

- A Ph.D. or equivalent professional qualification in a relevant discipline.
- An exceptional track-record of excellence in skeletal muscle biology, including an exemplary record of research publication in high-impact scientific journals.
- National and international recognition of research excellence, supported by evidence such as a consistent record of securing prestigious national and international research fellowships, prizes and awards.
- Expertise in recombinant viral vector technologies and modulating gene expression in models of disease.
- Expertise in cell- and animal-based models of muscle diseases and related conditions, including cancer, ageing, and the muscular dystrophies.
- Consistent success in securing significant national and international competitive grant funding, including the NHMRC (or similar) and securing funding from philanthropic and industry sources.
- Established links and collaborations within the international scientific research community.
- Evidence of multiple high-impact research outcomes through publications in scientific journals.

- Proven record of successful mentoring and supervising undergraduate, honours and postgraduate research students and encouraging their intellectual development and career aspirations.
- Excellent interpersonal and communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external).
- Demonstrated academic leadership in fostering the academic activities of others and making a significant contribution to the advancement of the discipline.
- Ethical leadership skills, valuing diversity and working effectively with individual differences.

2.2 DESIRABLE

- A record of delivering lectures to undergraduate students in physiology and related disciplines.
- The capacity to contribute to the development of research-led teaching initiatives within physiology and related disciplines.

2.3 SPECIAL REQUIREMENTS

- Nil

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/people/community/responsibilities-of-personnel

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

www.biomedicalsciences.unimelb.edu.au

The School of Biomedical Sciences is part of the Faculty of Medicine Dentistry and Health Sciences. It was established on 1 January 2015 and comprises the Departments of Anatomy and Neuroscience, Biochemistry and Molecular Biology, Microbiology and Immunology, Pathology, Pharmacology and Therapeutics, and Physiology.

Situated on the University's Parkville Campus in a rich medical practice and research precinct the School has much to offer research and teaching staff alike.

5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

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.

5.3 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**.

5.4 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.

5.5 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**