

Monash Warwick Professor of Healthcare Improvement and Implementation Science

Department	Monash Centre for Health Research and Implementation, School of Public Health and Preventive Medicine, Monash University Partner department: Warwick Business School, The University of Warwick
Faculty	Faculty of Medicine, Nursing and Health Sciences, Monash University Partner faculty: Faculty of Social Sciences, The University of Warwick
Classification	Level E (Monash University)
Work location	Monash Clayton campus
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Monash Warwick Alliance

Monash University in Australia.

The University of Warwick in the United Kingdom.

Two world-class institutions redefining higher education through the Monash Warwick Alliance.

Together, we take a unique approach to university collaboration that draws on an impressive range of expertise and depth of thinking. Both Monash and Warwick are renowned for research excellence, and both have world-class facilities and infrastructures. Our Alliance combines these resources, integrates researchers into an international team and tackles the global challenges of the 21st century.

By working together we help equip our graduates for a global career, and undertake research that addresses the seemingly insurmountable problems that face the world.

An Alliance between two institutions on opposite sides of the world enables us to provide our students with greater breadth and insight – whether that's for a joint PhD or Master's degree program, or through 'virtual mobility' in the form of interdisciplinary modules and online learning.

You can find out more about the Monash Warwick Alliance online at www.monashwarwick.org.

Organisational context

Monash University

Monash 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

Monash Partners is an innovative Australian health, research and educational collaboration that is an initiative of eight independent, world class providers of health services, health research and health education in Melbourne, Australia. Monash University is the leading academic institution and Monash Health, Alfred Health, research institutes and private care providers are the partners. Monash Partners has been accredited by the State and Federal Governments and is one of the four leading accredited AHSC's in Australia.

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 also home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas: *in vitro* fertilization, obesity research, drug design, cardiovascular physiology, functional genomics, infectious diseases, inflammation, psychology, neurosciences and mental health. Courses offered by the faculty include medicine, nursing, radiography and medical imaging, nutrition and dietetics, paramedic studies, biomedical sciences, physiotherapy, occupational therapy, behavioral neurosciences and social work. A range of research and coursework postgraduate programs is also offered. The faculty takes pride in delivering outstanding education in all courses, in opening students to the possibilities offered by newly discovered knowledge, and in providing a nurturing and caring environment.

Further details may be found at: <http://www.med.monash.edu.au/about.html>

Monash School of Public Health & Preventive Medicine (SPHPM) is a teaching and research unit of the Faculty of Medicine, Nursing and Health Sciences and is centred at the Alfred Hospital Campus. It plays a prominent role in public health medicine and works closely with the major Monash affiliated hospitals, research institutes and public health units within Victoria. It plays a prominent role in public health medicine in Australia and has a strong record for training individuals with the capacity and skills to assume leadership roles in Australia in this field. We work closely with the major Monash affiliated hospitals, research institutes and public health units within Victoria. Our skills provide a key resource underpinning translational research within our Faculty.

To learn more about SPHPM, please visit: <http://www.med.monash.edu.au/sphpm/>

The **Monash Centre for Health Research and Implementation (MCHRI)**, **Monash University** is a department of the SPHPM. Healthcare Improvement and Implementation Science is located within (MCHRI), within which the CLAHRC-WM initiative at The University of Warwick is paralleled by the recently instituted Monash Partners Academic Health Science Centre (AHSC). Both the AHSC and MCHRI are intended to enable strategic opportunity for development of initiatives at Australia's largest health care service that can then be implemented and scaled up across Monash Partners, nationally and internationally.

To learn more about MCHRI, please visit: <http://www.med.monash.edu.au/sphpm/divisions/mchri/>

The University of Warwick

Warwick is arguably the most successful of UK universities founded within the past half-century, and has earned an outstanding reputation both for research and teaching. Warwick is comfortably ranked within the top ten of all UK university league tables. The latest national UK newspaper tables all ranked Warwick in the top ten (The Times, Sunday Times, The Independent) and 3rd place (The Guardian) overall.

Warwick employs over 5,000 members of staff, of whom 1,750 are academic and research staff spread across 28 academic departments and 30 specialised research centres and institutes. The university has a total student population of 19,000 (full-time equivalent) of whom approximately 12,500 are undergraduates and 6,500 are postgraduates. The University is an international and cosmopolitan body which is committed to tackling major global problems through research and teaching. Many of Warwick's staff originate or were educated overseas and almost a third of the total student population comes from over 120 countries outside of the UK.

Warwick Business School (WBS) is one of the foremost research-led departments of its kind in the UK. It was the first of an elite global group to be endorsed by all 3 international business school accreditation bodies: AMBA, EQUIS and AACSB. In the UK's 2014 Research Assessment Framework Exercise it submitted research output from over 80 per cent of its staff, a proportion of research orientated faculty amongst the highest in UK business schools. The majority of research outputs in WBS were judged international class placing WBS 5th amongst UK business schools. Regarding research conducted in healthcare organisation and management at WBS, please see the website for 'Organising Healthcare Research Network (OHRN): <http://www.wbs.ac.uk/research/research/specialisms/research-centres/organising-healthcare-research-network/>', which outlines the healthcare oriented research of over 20 WBS faculty, and a further 25 plus doctoral and postdoctoral researchers.

Healthcare Improvement and Implementation Science is a growing and vitally important field of applied healthcare delivery research. It has developed in response to the recognised need that systems established for the delivery of front-line clinical care need to be continually strengthened and adapted to clinical needs. This has arisen in the light of the remarkable success of clinical medicine, nursing, midwifery, and allied health that has in turn spawned issues such as safety, ethics, cost and policy pressures to achieve greater system efficiency and effectiveness globally, combined with rising public expectation of high quality, safe and patient-centred service delivery. Warwick and Monash Universities have made major investments in establishing healthcare improvement and implementation science applied health delivery research with the end goal of achieving identifiable and significant impacts on international policy, practice, education, research and, ultimately, health outcomes. This alliance is looking to attract world class researchers in the field of healthcare improvement, who have expertise in cross-disciplinary approaches, methodological innovation, international collaboration and partnering, end-user engagement and in crafting funding applications that integrate different disciplinary perspectives in a purposeful and convincing way. They will be expected to work with colleagues in health and business disciplines at Warwick and Monash Universities.

Position purpose

The role of the Monash Warwick Professor of Healthcare Improvement and Implementation Science is to:

- establish a long term, self-sustaining collaborative research program in healthcare improvement, implementation science/ health services research
- become a globally recognised leader in healthcare improvement, implementation science/ health services research
- establish and assist in delivery of a range of collaborative training programs building towards professional development, Masters and PhD level in the area of healthcare improvement, implementation science or health services research
- attract/retain high calibre research leaders to Monash and Warwick
- build local capacity within Monash Partners health services through research collaboration and training
- build the research and education programs as well as the reputation, capacity and output of MCHRI and Monash University in collaboration with Warwick and other Monash partners
- reach academic metrics commensurate with a professorial position
- deliver measurable health impact

Reporting Line: The appointee will be accountable in the first instance to Professor Helena Teede, Executive Director of Monash Partners Academic Health Sciences Centre, Head MCHRI, Faculty of Medicine, Nursing and Health Sciences, Monash University.

Supervisory responsibilities: The position will be involved in professional development and supervision of academic staff in the area.

Financial delegation and/or budget responsibilities: Nil.

The successful candidate will be appointed on a contract with Monash University (1.0 FTE) for a period of five years.

Key responsibilities

Research and education

1. Contribute to the leadership and long-term development of healthcare improvement and implementation science/ health services research and education at Monash and Warwick
2. Establish and maintain a strong program of research capable of attracting substantial external funding and research staff; publish research outcomes in the highest impact journals and foster postgraduate research training through the supervision of postgraduate students
3. Provide scientific leadership in a field relevant to healthcare improvement and implementation science/ health services research and foster collaborative research at the highest international levels by working with others on large-scale projects
4. Encourage and facilitate cross-disciplinary research
5. Design, attract funding for and deliver research
6. Develop strategies and demonstrate measurable translation into practice
7. Participate in curriculum planning and development processes, academic committees, and relevant examination processes
8. Deliver and maintain a high quality teaching program

Leadership, management and administration

9. Contribute to academic and administrative leadership within the schools, departments and faculties at Monash and Warwick and participate in the development of policy in the faculties and universities
10. Manage staffing and budgetary matters in the relevant discipline, where appropriate
11. Perform administrative and coordination duties that are necessary for the effective operation of the relevant Monash and Warwick departmental programs

External relationships

12. Strengthen links with relevant faculties and schools within both Monash and Warwick
13. Develop collaborative links and interact with industry, government agencies, professional bodies and the general community
14. Provide advice to government, industry and other relevant community organisations on the discipline and its applications

Key selection criteria

Education/Qualifications

1. The incumbent should possess:
 - A Medical degree or Research doctorate in a discipline relevant to healthcare improvement and implementation science or health services research

Knowledge and Skills

2. An outstanding international reputation in research, education and translation in healthcare improvement and implementation science or health services research
3. Significant publications in high impact journals, with a consistent record of high-level research engagement and productivity and a demonstrated ongoing commitment to programs of research
4. Demonstrated ability to generate research income, including from both traditional and more innovative sources of research funding
5. Experience in coordinating multi-stakeholder programs and a record of successful collaborations either within or across disciplines and between organisations
6. Proven record of leadership of a team with demonstrated ability to inspire creativity and a cohesive work environment

7. Evidence of innovative and effective teaching, including curriculum design, delivery of lectures and assessment
8. Record of successful supervision of postgraduate research students and the ability to make significant contributions to relevant postgraduate training
9. Highly developed skills of leadership, networking and management
10. Willingness and capacity to make a substantial contribution to MCHRI, SPHPM including administration and planning
11. High-level communication skills and ability to liaise well with other academics, health care professionals and policy makers
12. Evidence of engagement with industry, business, government agencies, and professional bodies
13. A vision for the future needs and development of healthcare improvement and implementation science or health services research from research and educational perspectives
14. Evidence of a commitment to the promotion of healthcare improvement and implementation science or health services research as a discipline to potential students and the wider community

Other job related information

- Travel (e.g. to other campuses of the University) may be required
- Out of hours work (including evenings, weekends and public holidays) may be required
- There may be peak periods of work during which the taking of leave may be restricted

The appointee must be aware of and adhere to legislation in both countries and University policy in both universities as amended from time to time and relevant to the duties undertaken, including:

- Charter, Statutes, Ordinances and Regulations of the respective Universities
- Confidentiality
- Financial Regulations
- Research Conduct
- Intellectual Property
- Any other joint Alliance procedures and policies as amended or updated from time to time.

Legal compliance

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; 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 made to Professor Helena Teede, Director MCHRI, Monash Partners Academic Health Sciences Centre, Faculty of Medicine, Nursing and Health Sciences, Monash University, telephone: +61 3 9594 7545, email: helena.teede@monash.edu OR

Professor Graeme Currie, Pro-Dean Research, Warwick Business School, The University of Warwick telephone: +44 (0)7876 218011 email: Graeme.currie@wbs.ac.uk

Candidates, by making application for this role, consent that the universities may transfer from one to the other personal data provided for the purposes of recruitment and selection to the post and any subsequent employment related processes as appropriate. Both universities undertake to safeguard the confidentiality of that data, and to take all reasonable steps towards that undertaking.

The University of Warwick and Monash University are committed to equal opportunities and the promotion of equality and diversity in employment.