



POSITION DESCRIPTION

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

Bob Dickens Research Fellowship in Paediatric Orthopaedics (2 Positions Available)

POSITION NO	0051446
CLASSIFICATION	Research Fellow (Level B) or Senior Research Fellow (Level C)
SALARY	Level B: \$110,236 - \$130,900 per annum (pro rata for part-time) Level C: \$135,032 – \$155,698 per annum (pro rata for part-time) Plus applicable clinical loading
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part time (up to 0.2 FTE).
BASIS OF EMPLOYMENT	Fixed-term position available for one year
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to www.jobs.unimelb.edu.au and use the Job Search screen to find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	A/Professor Erich Rutz Tel +61 3 9345 7645 Email erich.rutz@unimelb.edu.au <i>Please do not send your application to this contact</i>

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

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

As a result of a generous bequest from the Pamela Galli Foundation to the University of Melbourne, the Department of Paediatrics can offer the **“Bob Dickens Research Fellowship in Paediatric Orthopaedics”**.

These prestigious Fellowship(s) are to enable Paediatric Orthopaedic Surgeons to further their academic careers by engaging in academic research. Based at the Melbourne Children's Campus, the Fellowship(s) will support early- to mid-career surgeons who have completed Orthopaedic Training and Fellowship in Paediatric Orthopaedics and hold a current clinical appointment in Paediatric Orthopaedics at the Royal Children's Hospital. The Fellow will research clinical or non-clinical areas and build a program around Paediatric Orthopaedics / Musculoskeletal Health.

This role aims to make significant original contributions to the research of high quality and impact, expanding knowledge in relevant fields at the national level and contributing to the Faculty's and University's ambitious research and research training agenda. You will play a significant role in building engagement beyond the academy, including through activities relevant to your profession, discipline, industry and / or community.

As a research-focused academic, you will have established excellent performance in Research & Research Training and Leadership & Service domains. You will embody the Faculty's values, providing effective leadership in research, including through research training and supervision, and making significant contributions to the administrative activities of an organizational unit or interdisciplinary area.

The Research Fellowships are designed to encourage early career researchers to design and implement a high-quality research project and to be competitive in applications for external funding. KPIs will include the design and commencement of a research project, applications for external funding, presentations and publications, for example, protocol publication.

The Fellow will be directly associated with the Department of Paediatrics and report to the Head of Department.

1. Key Responsibilities

1.1 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in research independently and as a member of a research team, establishing a high-quality research project in Paediatric Orthopaedics / Musculoskeletal Health / Neuromuscular Disorders (Cerebral Palsy).
- ▶ Generate research data for publication as lead or co-author in high-quality academic journals.
- ▶ Prepare research proposals for submission to external funding bodies to obtain external research income.
- ▶ Provide supervision or co-supervision for research students at the Honours and/or post-graduate level.
- ▶ Participate in community and professional activities related to the discipline area, including attendance and presentations at local, national and international conferences and seminars.

1.2 TEACHING AND LEARNING

- ▶ Contribute disciplinary evidence-based research to innovative curriculum and subject design at a School or Department level
- ▶ Participate in the teaching activities of the Department of Paediatrics

1.3 LEADERSHIP AND SERVICE

- ▶ Provide a continuing high level of personal commitment to and achievement in their particular scholarly area.
- ▶ Actively participate in the communication and dissemination of research.
- ▶ Engage in productive knowledge transfer activities in the discipline, linking research findings to policy and practice.
- ▶ Actively participate in critical aspects of engagement within and beyond the University.
- ▶ Role model Faculty values and collaboration and teamwork, compassion, respect, integrity and accountability.
- ▶ Be involved in administrative matters within the Department and actively participate in Department or School meetings and committees.
- ▶ Actively meet Occupational Health and Safety (OH&S) responsibilities as outlined in Section 5.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A medical degree.
- ▶ Evidence of significant contribution to independent and team-based research.
- ▶ Significant research profile at national level, in an identified priority area for the Faculty, as evidenced by:
 - Strong, independent and original publication record including in high-impact peer-reviewed journals.
 - Note; candidates may provide details of career breaks for our consideration in assessing performance relative to opportunity.

- ▶ Strong interpersonal and communication skills, with an ability to work collaboratively, and develop relationships with key stakeholders (internal and external).
- ▶ Strong emerging leadership skills and the ability to foster academic achievement in others, with demonstrated influence in research and scholarship.
- ▶ Ethical scholar who values diversity and inclusion, demonstrates compassion and accountability.
- ▶ Ability to drive innovation and be open to new perspectives, ideas and ways of working.
- ▶ This position is open for Level B applicants with a strong interest in an academic career in the field of Paediatric Orthopaedics.
- ▶ Completion of a Fellowship in Paediatric Orthopaedic Surgery. (Level C)
- ▶ Current clinical appointment in Paediatric Orthopaedic Surgery at the Royal Children's Hospital. (Level C)

2.2 DESIRABLE

- ▶ Fellowship of the Royal Australasian College of Surgeons (FRACS) or equivalent
- ▶ Either established collaborations, or opportunities to develop collaborations, with University of Melbourne researchers
- ▶ Capacity to bring new approaches to research

2.3 OTHER JOB-RELATED REQUIREMENTS

- ▶ As this position is located at The Royal Children's Hospital, the incumbent will be required to hold and maintain a current Working with Children Assessment Notice valid for paid-work (refer to <http://justice.vic.gov.au/workingwithchildren>) and a current police check.
- ▶ The Department of Paediatrics and the RCH Division of Surgery work together to promote academic surgery and have a number of joint appointees. It is anticipated that the incumbent will hold concurrent clinical appointment with the Royal Children's Hospital. Such appointment will be subject to a separate contract of employment, and conditions defined separately.

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 Advancing Melbourne strategy that addresses 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 Advancing Melbourne.

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 THE DEPARTMENT OF PAEDIATRICS

<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, including 25 professorial positions, 430 honorary academic staff, and more than 150 students who are enrolled to pursue research degrees from Honours, Masters and PhD. Approximately 220 students rotate throughout the year undertaking the CAH clinical studies, and a further 60 students undertake research in the MD Research Project component of the MD course. In 2019, the total research income for the Department was over \$5.5M and members of the Department published more than 1190 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, Genetic Counselling and Genomics & Health 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.

5.2 MELBOURNE CHILDREN'S CAMPUS

<https://www.melbournechildrens.com/about/>

Melbourne Children's is a fully integrated academic paediatric teaching hospital and research institute which is unique in Australia and acclaimed internationally. Bringing together four outstanding organisations, The Royal Children's Hospital (RCH), the Murdoch Children's Research Institute (MCRI), The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation (RCHF), the Melbourne Children's is a single, purpose-built and multi-award winning campus in the city of Melbourne.

The purpose of the Melbourne Children's is to collaborate, as world leaders, in advancing child and adolescent health through prevention, early intervention and health promotion, together with the highest quality clinical care, outstanding research and comprehensive education and training. Together the partnership forms 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 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 Royal Children's Hospital Foundation provides invaluable philanthropic support to Melbourne Children's, enabling the campus to pursue innovative, world-leading clinical, research and teaching opportunities to deliver high quality paediatric care and successful prevention strategies.

5.3 THE ROYAL CHILDREN'S HOSPITAL

The Royal Children's Hospital is a state-wide teaching, training and research paediatric hospital. The hospital provides tertiary, secondary and primary child and adolescent health services, including mental health services.

The Royal Children's Hospital has a major leadership role in child and adolescent health in Victoria with state-wide specialist roles. 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.

5.4 MELBOURNE MEDICAL SCHOOL

www.medicine.unimelb.edu.au

Established in 1862, Melbourne Medical School (MMS) in the Faculty of Medicine, Dentistry and Health Sciences at The University of Melbourne is the oldest medical school in Australia. It is internationally renowned for global leadership in teaching and training, health research, policy and practice. The School is ranked 14th in the world (Times Higher Education World University Rankings 2020 for clinical, pre-clinical and health), has strong academic partnerships and ground-breaking collaborative research programs with leading public and private hospitals, as well as leading medical research institutes and centres in Australia and internationally.

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.

With nine clinical departments (Clinical Pathology, General Practice, Medical Education, Medicine

and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) the MMS has more than 900 academic and professional staff members at our Parkville campus or embedded within health services throughout metropolitan Melbourne and rural Victoria. MMS staff are privileged to work alongside more than 2400 honorary appointees from the health sector who tirelessly contribute their time, knowledge and clinical expertise to the education of our students. The School has partnerships and research collaborations across the 30 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as national and international partnerships.

MMS delivers a suite of health-related graduate programs including the Doctor of Medicine (MD), the School's flagship program. It was the first Masters level entry-to-practice medicine qualification developed in Australia, setting a new benchmark in medical education.

MMS is committed to improving community wellbeing through the discovery and application of new knowledge. With annual research income of \$95 million, the School's research effort is highly collaborative, spanning basic and translational research. MMS has over 500 higher degree by research candidates.

School staff members also lead and participate in public debate and advocacy around key health issues and policy based on the MMS values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor Nicola Lautenschlager, MMS is undertaking exciting new developments, including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory (in partnership with affiliated hospitals, medical research institutes and foundations), and a reinvigorated focus on clinically relevant research. These initiatives are being enhanced by a number of recruitment opportunities (through retirements, resignations and recent funding acquisitions) for a range of leadership positions across the School. These positions present a wonderful opportunity for appointees to help drive the strategy, growth and continued excellence of Australia's leading medical school.

5.5 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.

5.6 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> .

5.7 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- ▶ We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- ▶ We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- ▶ We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- ▶ We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.8 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 <https://about.unimelb.edu.au/strategy/governance>