



THE UNIVERSITY OF  
MELBOURNE



The Royal  
Melbourne  
Hospital



Appointment of  
**Head of Neurology /  
Associate Professor or  
Professor of Neurology**

The Royal Melbourne Hospital and  
Department of Medicine, Melbourne Medical School,  
Faculty of Medicine, Dentistry and Health Sciences

# The Royal Melbourne Hospital



## About Us

As one of Victoria's largest public health services, The Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are as any scientific breakthrough we make.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

## Our Vision

Advancing health for everyone, every day.

## The Melbourne Way

At The RMH we're inspired by our vision of advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it *The Melbourne Way*. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

## Our Priorities

The RMH Strategic Plan: Towards 2025 Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together.

This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

## People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

## Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

## Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.



# Melbourne Medical School

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

MMS comprises 13 clinical departments: Baker Department of Cardiometabolic Health, Clinical Pathology, Critical Care, General Practice, Medical Education, Infectious Diseases, Medicine, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Radiology, Rural Health and Surgery. The School has more than 1000 academic and professional staff, based either at The University of Melbourne's Parkville campus or embedded within clinical health services throughout metropolitan Melbourne and rural Victoria. MMS staff are privileged to work alongside more than 2600 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 with many of the 30 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as national and international relationships.

MMS delivers a suite of graduate programs, including the Doctor of Medicine (MD), the first professional entry masters-level medical program in Australia. As the School's flagship program, the MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

We are committed to improving the wellbeing of the community through the discovery and application of new knowledge. The School's research effort is highly collaborative and spans basic to translational research. MMS has over 600 higher degree by research candidates.

We lead public debate and advocacy around key health issues and policy, based on our values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins and the executive team, MMS is experiencing a period of significant growth. New developments such as the redesign of the MD and a reinvigorated focus on research translation, through leveraging the expertise of the School's committed and diverse staff.

For more information, please visit [medicine.unimelb.edu.au](https://medicine.unimelb.edu.au)



A diverse and highly relevant portfolio of training programs, including our redesigned Doctor of Medicine program and Rural Pathway.



Deep and engaged partnerships with health service providers across the communities we serve.



High impact and clinically relevant research environment, resulting in a 45% increase in funding since 2017.



Accountable commitment to a highly engaged workforce, transitioning more staff than ever to continuing contracts, providing funding and pathways dedicated to women, and engaging with the full breadth of diversity and inclusion across our staff and students.

# Position Summary and Selection Criteria

## Associate Professor / Professor of Neurology

<b>TIME FRACTION</b>	0.5 FTE
<b>CLASSIFICATION</b>	Level D/E
<b>REPORTS TO</b>	Head of Department, Medicine
<b>BASIS OF EMPLOYMENT</b>	Fixed term (for 5 years)

## Head of Neurology

<b>TIME FRACTION</b>	0.5 FTE
<b>CLASSIFICATION</b>	HN59
<b>REPORTS TO</b>	Medical Director, Medical Services
<b>BASIS OF EMPLOYMENT</b>	Fixed term (for 5 years)

## Overview

The joint position of Head of Neurology/Professor of Neurology is an important appointment for both the University and the Hospital. The position is expected to provide academic leadership in the discipline of neurology and to make innovative and distinctive contributions in the areas of academic leadership, clinical practice, research, research training, teaching and learning and engagement.

The positions are also responsible to the Royal Melbourne Hospital to provide leadership to the Neurology Unit, and play a key role in ensuring leading edge, evidence-based practice within the unit is achieved. The Head of Unit plays an active role within their field, contributing to professional colleges or societies, presentations and attendance at conferences and scientific meetings and generally maintaining leadership within the profession.

The appointments between the two organisations are linked and both must be held simultaneously. This position creates a unique opportunity to connect, collaborate and translate research and teaching into clinical practice.

## Selection Criteria

### Registrations and Formal Qualifications

- Appointees must be legally qualified practitioners, registered or registrable with AHPRA without conditions, undertakings or reprimands
- Fellowship of the Royal Australasian College of Physicians (RACP) with Specialist recognition in Neurology
- Meets Melbourne Health requirements for credentialing and scope of practice in Neurology
- PhD or equivalent professional qualification in a relevant discipline

### Essential Criteria

- Ethical leader who values diversity and works effectively with individual differences
- Demonstrated clinical and academic leadership experience that builds collaborative and professional workplaces
- Ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement
- Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government
- Well-developed communication, negotiation and presentation skills
- Extensive experience and excellence in teaching and learning in a multi-disciplinary environment, including capacity to attract and successfully supervise research higher degree students to completion
- Recognition as an eminent authority in neurology with distinction at the national and international level
- A research career in neurology, including an excellent publication record in high impact peer reviewed journals
- Demonstrated sustained success in obtaining research grants and external research income (with emphasis on competitive, international and peer-reviewed)



# Our city

## Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 5 million people and a metropolitan area of 9990.5 km<sup>2</sup>. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km<sup>2</sup> and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

## Parkville Campus

The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia's premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizeable portion of the Faculty of Medicine, Dentistry and Health Sciences is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent's Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley with health services affiliations to almost 40 smaller towns in rural Victoria.

# Our Values



Caring for people is at the heart of what we do. Our Faculty values guide our ways of working and we are committed to a diverse and inclusive culture that enables our staff and students to reach their full potential. This includes our commitment to progressing gender equity which is aligned with the University's Athena SWAN Bronze Award from SAGE (Science in Australian Gender Equity), and championing the Pride in Action Network, the University's inaugural LGBTQIA+ ally network.

We work to improve the health and wellbeing of the communities we serve. We invest in developing the careers and wellbeing of our students and staff, fostering a culture that supports us all to do our best work. We are guided by our values in our pursuit of excellence.

## Respect

- We respect the diversity of histories, lived experiences and futures of our students, staff and communities we serve
- We see diversity, inclusion and personal growth as a strength
- We create a safe place to work that fosters belonging and aspiration

## Accountability

- We are accountable for our actions, outcomes and conduct
- Our processes are efficient and transparent
- We hold ourselves accountable to those we serve
- We uphold our sense of place and our responsibility for the environment

## Compassion

- We provide an environment that is caring and upholds the health and wellbeing of our students and staff
- We have the courage to act on our convictions
- We communicate and clarify our expectations of each other

## Collaboration & Teamwork

- We collaborate with each other and our partners to lead the advancement of health and wellbeing
- We connect locally and globally to advance and enrich the communities we serve
- We share our knowledge and expertise to achieve our goals
- We drive innovation and are open to new perspectives, ideas and ways of working

## Integrity

- We apply the highest standards of ethics and quality in all that we do
- Honesty and trust underpin our relationships
- We believe in freedom of intellectual enquiry and the value of diverse cultural knowledges
- We are humble learners and proud leaders

Artist statement: This artwork depicts the united values MDHS are guided by. The shields are a representation of how we are protected by these values but also loyal to them. Surrounding the shields are the communities that are connected to MDHS, such as the Hospitals and research centers. The line work pattern in the shields represent how each value is linked as each one doesn't work without the other – Kat Clarke

Wurundjeri translation – Auntie Gail Smith,  
Wurundjeri Elder from Wurundjeri Council



## Our Culture

Our Faculty is ranked among the top in the world for its impact, innovation, education, prosperity and growth. We equally recognise and celebrate our rich diversity across our staff and student populations. The University is recognized as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of the Athena SWAN in Australia. We were also recently awarded a bronze award on the Australian Workplace Equity Index (AWEI) with significant contributions to achieve this coming from our Pride in Action networks initiatives.

We offer the opportunity to be part of a growing list of networks and initiatives across the Faculty such as [the Supporting Women in MDHS \(SWiM\) program](#), including mentoring, [Women Clinicians in Academic Leadership](#), [Pride in Action network](#), Indigenous Development network, Early Career Researcher network, Professional Leaders network and our Faculty Administration network.

We are creating new traditions and continually expanding our offer to our people to ensure we provide a welcoming and inclusive environment for you to thrive and exceed your own expectations. As a member of our University community, you will have access to:

- Increased [flexible work](#) possibilities including flexible hours and work from home options
- Paid parental leave and retention benefits
- Salary packaging of childcare

- Subsidised onsite sporting facilities
- A tailored transition plan to take on this new role
- Professional development opportunities including a University wide Academic Women in Leadership program
- Relocation support (where applicable)
- Strategic grants for outstanding Women
- Our campuses with 11 libraries, 12 museums and galleries and 37 cultural collections

We are integrating our values and behaviours into the way we work with a strong focus on leadership accountability. Our people's safety and wellbeing are a top priority. We want you to feel safe in talking about mental health and trust that bullying, harassment, sexual misconduct and discrimination will not be tolerated.

Performance relative to opportunity is another important component of promoting an inclusive environment. This is also reflected in our recently announced momentum fellowships that are designed to support researchers who have managed extraordinary personal circumstances including disability.

Benefits can also be tailored to best suit your needs and circumstances. Speak with us about how we can support you to become a valued member of our dynamic world-class organisation.



# Our Strategic Plan

## Advancing Melbourne 2020 – 2030

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.

More information about Advancing Melbourne can be found at [about.unimelb.edu.au/strategy/advancing-melbourne](http://about.unimelb.edu.au/strategy/advancing-melbourne).



## Need further information?

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

**The Royal Melbourne Hospital**  
[www.thermh.org.au](http://www.thermh.org.au)

Advancing health for everyone, every day.  
<https://youtu.be/lhZuw-tg798>

**About the University of Melbourne**  
[about.unimelb.edu.au](http://about.unimelb.edu.au)

**2020 Annual Report**  
[about.unimelb.edu.au/strategy/annual-reports](http://about.unimelb.edu.au/strategy/annual-reports)

**Faculty of Medicine, Dentistry and Health Sciences**  
[mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

**Melbourne Medical School**  
[medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

For queries, please email; The Talent Acquisition team  
[MDHSTalent-Acquisition@unimelb.edu.au](mailto:MDHSTalent-Acquisition@unimelb.edu.au)

Please do not send your application to this email address.

### To Apply

For other career opportunities at the Melbourne Medical School, and to apply, please visit: [medicine.unimelb.edu.au/about/join-the-melbourne-medical-school](http://medicine.unimelb.edu.au/about/join-the-melbourne-medical-school)

Alternatively you can apply via the job site you visited.

Applications close: TBA



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