



CANDIDATE BRIEF

Director, Menzies Institute for Medical Research

MAY 2022

UNIVERSITY of TASMANIA

MENZIES 

Institute for Medical Research

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About the University of Tasmania

The University of Tasmania is renowned for its student-centred approaches, its teaching excellence, and its outstanding research record in fields critical to the future wellbeing and prosperity of Tasmania, Australia and indeed, the planet.

We are unique, and we aim to make a difference with our emphasis on place-based, distinctive academic endeavour in teaching and research.

A focus on excellence

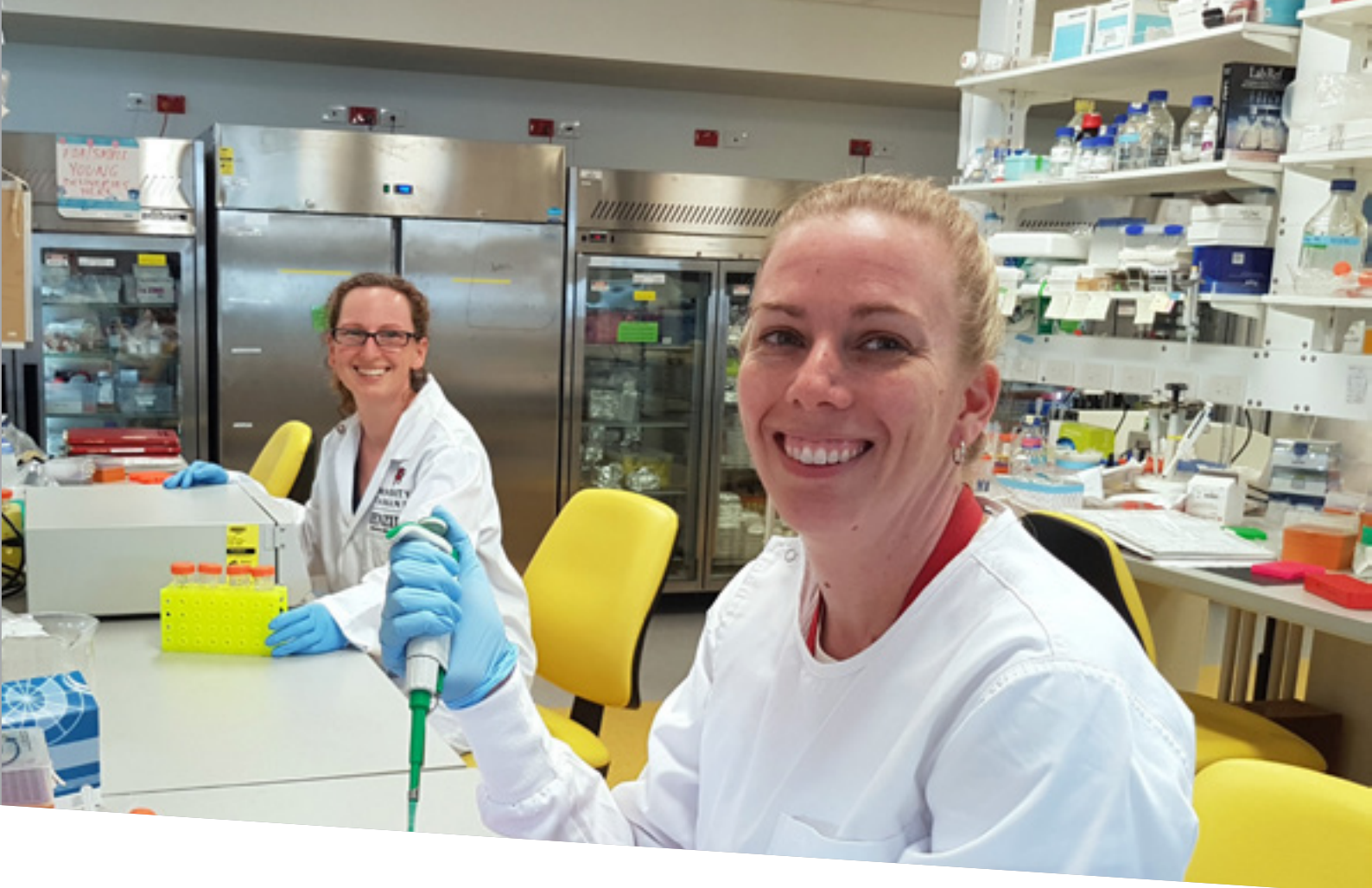
Established in 1890, the University of Tasmania is the fourth oldest university in Australia and the only university in the state. The University has a reputation for excellence in learning, teaching and research and undertakes world leading work in a range of fields including important areas of medical research such as dementia and multiple sclerosis, Antarctic and oceanographic research, and agriculture.

The University of Tasmania is highly regarded internationally for teaching and academic excellence. Our lecturers and tutors can engage with students individually and offer the personalised advice and guidance not available at larger institutions. As a university, we are dedicated to providing every student with a hands-on education and an unforgettable adventure. From our vibrant cities to the stillness of our World Heritage-listed wilderness, our island is a place of contrasts – and we embrace its character in everything we do.

We are ranked in the top 350 universities in the world, but we are not resting on our laurels. We are working hard to achieve our ambitious mission to make a difference for lutruwita/Tasmania, and from Tasmania to the world. The University recognises that achieving this vision is dependent on the people we employ as well as creating a university that is values-based, relational, diverse, and development-focused. We are one of the largest employers in the State. People are at the heart of everything we do, and we strive to create a nurturing, inclusive and collaborative working environment.

The University of Tasmania has 17,200 EFTSL students of whom 2,700 are international students.





World-class research

The University of Tasmania's island location offers exciting research opportunities rarely found elsewhere. Here, researchers can take advantage of a contained, socio-ecological system in which to observe and understand some of the most significant challenges facing Australia and the world.

Our research is global in scope, with distinct Tasmanian specialisations. Our location also offers us privileged partnerships with State government as well as agencies such as CSIRO and the Australian Antarctic Division, providing a rich intellectual environment and access to specialist facilities.

Tasmania is currently undergoing a period of educational, cultural and social renewal resulting in economic growth, alongside increased cultural diversity. However not all Tasmanians and regions are benefiting from

this renewal, with the potential for increased social and economic polarisation. The University seeks to influence the capacity of people in Tasmania to address challenges that are personally felt and that are global in nature. We work in, with, and for our communities – not separately from them – to design sustainable solutions to complex and persistent problems. In doing this, our partnerships with government and non-government organisations, charity groups, and community groups are based on mutual respect.

Our Strategic Plan 2019-2024 strongly reflects the University community's voice that our University must be both place based and globally connected as well as regionally networked and designed to deliver quality access to higher education for the whole State.

Message from the Vice-Chancellor

Welcome to the University of Tasmania. I welcome your interest in the role of Director, Menzies Institute for Medical Research, a key leadership position within the College of Health and Medicine at the University of Tasmania. We are not just a University of Tasmania; we are a University for Tasmania. Through this engagement with our island state and its people, we have distinctive insights to share with the world. The College of Health and Medicine, and Menzies Institute for Medical Research, is a fine example of this. It has been a long-established part of the University. Our graduates have made a significant impact to the Tasmanian footprint and in that time the College has become highly regarded locally, nationally, and internationally.

Menzies is an important contributor to the health of Tasmanian community and is one of Australia's leading health and medical research institutes. It is recognised worldwide for its research impact and excellence, and undertakes internationally significant medical research.

We are seeking a Director who will embrace the vision outlined in our University Strategic Plan 2019-2024, with its focus on being an institution

that is place based, globally connected, and regionally networked to deliver quality higher education for the whole state. This is key to continuing the College's ongoing contributions as well as addressing the many important areas in which Tasmania continues to lag, including education, health, and economic measures alongside equitable access to justice across our regions and communities. I trust the information in this document helps you understand how you, as the potential new Director, Menzies Institute for Medical Research could make a deeply impactful contribution to Tasmania. Again, I welcome your interest and encourage you to consider this opportunity.

Professor Rufus Black, Vice-Chancellor



Message from the Provost

I invite you to consider the position of Director, Menzies Institute for Medical Research within the College of Health and Medicine at the University of Tasmania. The College is both long-established and historically distinguished, and responsive to contemporary trends in education and scholarship. From 2020 and beyond, the University's deep commitments to innovation, collaboration and distinctiveness in research and student-centred teaching are reflected strongly in the directions being taken by this College. The Menzies Institute for Medical Research forms an integral part of the College and this role will ensure the Institute's activities are aligned with the strategic priorities of the College and the University.

Within and across all the University's Colleges, collaboration, collegiality, and a commitment to realising our strategic goals of distinctiveness demand truly effective leadership. We are

seeking an adaptive, energetic, and visionary leader for the Menzies Institute for Medical Research who will play a key part in the College of Health and Medicine's Leadership team and help drive the Institute's research agenda, which ultimately supports the achievement of the College's and University's goals. I look forward to meeting the successful shortlisted applicants and welcome your interest.

Professor Jane Long, Provost



The opportunity

The University of Tasmania is building a vision of a place-based University with a mission to enhance the intellectual, economic, social and culture future of Tasmania and, from Tasmania, contribute to the world in areas of distinctive advantage.

The Menzies Institute for Medical Research forms part of the College of Health and Medicine (CoHM) and takes a bench-to-bedside and disease prevention approach that is aimed at improving patient care and health outcomes by translating knowledge into clinical and policy actions, and through the commercial application of discoveries.

The University of Tasmania established Menzies in 1988 with support from the Menzies Foundation and the Tasmanian Government. The primary purpose of the Institute was to address the health issues facing the Tasmanian community. The Institute was initially known as the Menzies Centre for Population Health Research, then later the Menzies Research Institute Tasmania, before becoming the Menzies Institute for Medical Research in November 2014.

The Institute has a significant track record of research breakthroughs and discoveries conducting research that relies on the unique, stable base that characterises Tasmania's population. We also undertake nationwide studies and collaborate with interstate and international researchers. Our context is an island community that has limited funding for health care and specific challenges relating to disadvantage.

The next Director will play a pivotal role in leading and managing activities in the Institute and realising its mission through alignment with the College of Health and Medicine's strategic framework. The role reports to the Executive Dean of the College and plays a key

leadership role within the College Leadership Team. The Director is responsible and accountable for the overall strategic direction of the Institute, ensuring alignment with the College framework, and managing the performance and effectiveness in relation to research, contributions to learning, teaching and research supervision, and the relevant operations and engagement with employees.

The Director works closely with the Advisory Board on the implementation and evaluation of the Institute's strategy and operational plans. The role will lead and develop sustainable and transformative partnerships and collaborations locally, nationally and internationally with governments, medical research institutes, health and medical employers, community interest groups and other external entities.

The appointment is based in Hobart and is full-time for an initial 5-year fixed term contract, with an attractive remuneration package including generous relocation assistance.

We are a workplace committed to diversity and inclusivity, and to exemplary people-centred leadership and behaviour. We attach high priority to our Statement of Values, and are dedicated to attracting, retaining, and developing our people. We celebrate the range of diverse assets that gender identity, ethnicity, sexual orientation, disability, age, and life course bring. We encourage applications from all sectors of the community, and in particular women in leadership roles.



Key Accountabilities and Outcomes

Research: alignment and impact

- Maintain an overview of trends in health and medical research in Australia and overseas, including developments in Commonwealth and State Government policy, and private sector trends.
- Provide effective strategic leadership of research and research training, with a focus on impact, excellence and alignment.
- Ensure the Institute's research aligns with the College's research plan and strategic framework.

Leadership, strategy and performance

- Demonstrate strategic capability, energy, purpose, and collegiality to contribute to distinctiveness and impact aligned to the College and University's strategy.
- Provide exemplary leadership and management of the Institute's academic and professional staff, strategic workforce planning, and ensuring a collegial working environment which enables high performance.

- Contribute to the College Leadership Team to further build strategic focus, capacity for innovation, and commitment to a strongly collaborative, place-based approach.
- Actively manage and monitor the strategic performance targets for the Institute and deliver high quality performance outcomes.
- Engage productively and effectively with relevant professions, businesses, employers, community groups and government.
- Lead the Institute's effective engagement with changing policy, regulatory obligations, quality, and standards regimes for higher education and medical research.
- Practice and demonstrate safety leadership to ensure the wellbeing of staff, students and other stakeholders and continue to embed a culture of 'Safety First and Always'.

The individual

The Director will work to create a distinctive and vibrant platform for the continuing transformation of the Institute, shaping the strategy and execution of research, learning and teaching. They will lead the development and realisation of a strategic vision which is strongly aligned to the College and University's goals, within a culture that is positive and collaborative, which pursues academic excellence, and which enables high levels of productivity.

Key selection criteria

- Demonstrated results as an outstanding strategic leader, including success in translating a strategic vision to realise outstanding outcomes.
- A PhD and outstanding research track record at Level E.
- Demonstrated senior academic leadership experience.
- A deep understanding of issues surrounding medical research at local, national and international levels and capability to take a leading role in policy development and debates.
- Exceptional management capability, including a record of success in developing operational plans, setting budgets, and managing finances and managing and developing staff and workforce planning in an academic environment.
- An accomplished record in building and leading teams to meet key performance indicators in research, learning and teaching, and/or practice and business sustainability in related domains.
- An effective communicator with demonstrated capacity to build and maintain productive relationships within the University and locally, nationally, and internationally with representatives from the professions, government and/or wider community.
- A comprehensive understanding of the Australian university sector, its role in research, learning and teaching, and community engagement.

Other position requirements

- Regular intrastate and occasional interstate / international travel as appropriate.



Workplace Health and Safety

- All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions, and using the equipment provided in accordance with safe operating procedures. Where appropriate, staff will initiate and participate in worksite inspections, accident reporting and investigations and develop safe work procedures.
- All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and, provide the appropriate information, instruction, training and supervision.
- Staff will inform their supervisor of any unsafe working practices or hazardous working conditions.

Statement of Values

We subscribe to the fundamental values of honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect, and fairness and justice.

We bring these values to life by our individual and collective commitment to:



Creating and serving shared purpose



Working from the strength diversity brings



Nurturing a vital and sustainable community



Collaborating in ways that help us be the best we can be



Focusing on opportunity



A great lifestyle

Tasmania offers a living experience unlike any other. Here, you can go from the world's wildest art festivals to world heritage wilderness – all within a day.

Our campuses put you in the heart of our bustling cities and amongst a creative, diverse, and welcoming community.

Tasmania is 40 degrees south of the equator. Its dramatic coastlines, rugged mountains, spectacular wilderness, sparkling highland lakes and beautiful beaches make Tasmania one of the best places in the world to live and work.

Hobart, the capital city, is a vibrant city known for its interesting architecture, wonderful lifestyle, easy commuting times and excellent schools. There is a wide range of cafes, restaurants, pubs, theatres, cinemas, shopping centres and open-air markets. Many houses in Hobart are lucky to have spectacular views across the Derwent River or views of kunanyi/ Mount Wellington.

Tasmania is currently undergoing a renaissance, with burgeoning tourism, cultural and culinary

pursuits making the island one of the most popular places to visit in the country. Tasmania proudly boasts a lively cultural scene, with year-round festivals drawing visitors from around the world.

Tasmanians breathe the world's cleanest air, drink pure water and grow mouth-watering produce from rich, fertile soils. Its people are resourceful, applying their creativity and design skills to artistic endeavours, scientific research, and production. Tasmania has more poets, musicians, writers, and artists per head of population than any other state in Australia. Tasmania is a popular destination for Australian and international visitors, with Hobart named one of the top 10 cities in the world by Lonely Planet in 2013.



How to apply

Thank you for your interest in this role.

Applications close at midnight on **Sunday 26 June 2022**.

Your application will need to include:

1. Cover letter (1-2 pages) outlining your motivation and how your experience and knowledge would enable you to be successful in the role – you are not required to address success criteria in full.
2. A full curriculum vitae providing personal details, qualifications, and work history.
3. The names and contact details of three potential referees and a brief statement on the capacity in which they have known you. (Please note referees will not be contacted without your prior consent).
4. Notice Period.

Support for your application

For a confidential discussion please contact Leani Viljoen (Associate Director People and Wellbeing, College of Health and Medicine) on 03 6226 1312 or email leani.viljoen@utas.edu.au.



Learn more

Visit our website to read more, watch videos, and discover your exciting future.



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