

Position Description

Associate Professor / Professor (Head of Medical Oncology)

Position Number: **XXXXXX**
Position Title: Associate Professor / Professor
(Head of Medical Oncology)
Date Written: August 2018

Faculty / Division: UNSW Medicine
School / Unit: Prince of Wales Clinical School
Position Level: Level D / E

ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition we are attracting the very best academic and professional staff to play leadership roles in our organisation.

Values in Action: Our UNSW Behaviours

UNSW recognises the role of employees in driving a high-performance culture. The behavioural expectations for UNSW are below.



Values in Action
Our UNSW Behaviours



Builds
Collaboration



Embraces
Diversity



Displays
Respect



Demonstrates
Excellence



Drives
Innovation

OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

UNSW Medicine is a national leader in learning, teaching and research, with close affiliations to several Australia's finest hospitals, research institutes and health care organisations. With a strong presence at UNSW Kensington campus, the faculty have staff and students in teaching hospitals in Sydney as well as regional and rural areas of NSW including Albury/Wodonga, Wagga Wagga, Coffs Harbour and Port Macquarie. The Undergraduate Program in Medicine is a central focus and the faculty also has undergraduate programs in Exercise Physiology and Medical Science. There is a diverse array of postgraduate coursework programs, such as Master's in Public Health.

Prince of Wales Hospital (POWH) is a 420 bed adult tertiary referral hospital. In 2016-17 the hospital managed over 46,000 inpatient occasions of service (excluding dialysis), 350,000 outpatient occasions of service and almost 60,000 emergency encounters. It provides a comprehensive range of adult services, with recognised statewide services in hyperbaric medicine, spinal injury and interventional neuroradiology. It is collocated on the Randwick Hospitals campus with Sydney Children's Hospital, Royal Hospital for Women, the Eastern Suburbs Mental Health Service, Prince of Wales Private Hospital and a number of research institutes. This collective of health services represents one of the largest health precincts in Australia and forms part of the Randwick Academic Health Precinct with UNSW.

The Precinct aims to improve the health and wellbeing of the communities we serve through the development of a unique, seamlessly integrated world class precinct extending from Anzac Parade to the heart of Randwick, that harnesses the full potential of our multidisciplinary hospitals and university campus, to drive the rapid translation of outstanding clinically led research, innovation and education into excellence in clinical care.

The Associate Professor / Professor (Head of Medical Oncology) will be required to provide leadership and contribute, with vision and innovation, to research, teaching and clinical services in Medical Oncology; and deliver the University and Hospital's shared objectives of world class clinical service, research and scholarship in cancer. This is a Clinical Academic appointment but in the spirit of closer collaboration between UNSW Medicine and the South-Eastern Sydney Local Health District.

It is intended that this position be set up with explicit, dual reporting lines to UNSW Medicine and the Prince of Wales Hospital. The role of Associate Professor / Professor (Head of Medical Oncology) jointly reports to Clinical Associate Dean, Prince of Wales Clinical School, UNSW Medicine and Director of Cancer and Haematology Services, POWH.

RESPONSIBILITIES

Specific responsibilities for this role include:

Level D

- Provide leadership in Medical Oncology, focusing on development and integration of research, education and clinical service delivery essential for maintenance of the highest standards of a principal teaching hospital
- Support the Director of Cancer and Haematology Services in enhancing the national and international reputation of Medical Oncology through innovation, research and clinical excellence.
- Actively contribute to Precinct-wide multidisciplinary cancer research directions aimed at complementing existing research strengths, and building capacity and capability to increase the impact, breadth and depth of research
- Partner with and support the UNSW Medicine Cancer Theme Leader and Faculty Clinical Academic group to meet the Faculty research objectives relating to Cancer services
- Produce high quality academic outputs including competitive grant successes, peer-reviewed publications, and student research project supervision.

- Develop and implement clinical, operational, governance and risk management initiatives for the Department of Medical Oncology, in alignment with the strategic directions and priorities of SESLHD and the Cancer and Haematology Services of POWH
- Work with the Clinical Associate Dean to contribute to management and development of Cancer and Haematology Services through the use of performance management tools and effective communication related to academic and clinical strategy and leadership
- Partner with and support the UNSW Medicine Cancer Theme Leader and Faculty Clinical Academic group to meet the Faculty research objectives relating to Cancer services
- Participate in planning and implementation of key programmes and initiatives of the Cancer and Haematology Services, reflecting improvement strategies to meet organisational performance indicators and goals
- Contribute to Medical Oncology workforce planning for the strategic deployment of human resources to achieve workforce priorities consistent with the development, growth and promotion of an academic clinical service
- Effectively manage departmental workforce to ensure provision of clinical services within allocated FTE and financial budgets
- Ensure compliance of Medical Oncology medical staff with mandatory training and performance development
- Supervise and support training of medical undergraduates, junior medical staff and registrars and fellows in Medical Oncology
- Actively participate through attendance and contribution in monthly meetings with the Cancer and Haematology Services Executive
- Represent Department of Medical Oncology on peak committees at local and district levels, where appropriate
- Engage in activities applicable to senior clinical leaders to meet requirements for National Standards accreditation.
- Model the highest standards of ethical behaviour that promotes a culture and support practices that reflect the organisational values at all times
- Maintain responsibility for personal and professional development by participating in evidence-based practice activities; training and education; and performance reviews and appraisals to continuously improve leadership and management of the service
- Cooperate with all health and safety policies and procedures of the University and the SESLHD and take all reasonable care to ensure that their actions or omissions do not impact on the health and safety of others

Level E

In addition to the above:

- Work closely with the Dean to ensure that teaching, research and clinical care are integrated as a continuum essential for the maintenance of the highest standards of a principal teaching Hospital
- Assist with high level administration functions and attend departmental meetings in Hospital and UNSW

SELECTION CRITERIA

Level D

- Possession of medical registration with the Australian Health Practitioners Registration Authority (AHPRA), possession of FRACP or equivalent qualification, and possession of specialist recognition in Medical Oncology
- A PhD or equivalent qualification in a relevant discipline area and an outstanding research record, including significant external research funding and publications in top tier peer-reviewed journals
- Demonstrated capacity to lead and manage complex organisational change in clinical, research and education settings, including high-level skills in leadership, analysis, liaison, negotiation, and conflict resolution
- Demonstrated expertise in the management, planning and development of clinical services including demonstrated ability to develop, direct and lead a multi-disciplinary team in the achievement of organisational objectives
- Clinical subspecialty knowledge and expertise which complements and extends current clinical services available in Medical Oncology
- Demonstrated capacity to deliver quality improvement activities, and ability to ensure the provision of high quality clinical services
- Successful interaction with relevant professional organisations and/or evidence of involvement in broader health system management
- Demonstrated ability to develop, direct and lead a multi-disciplinary team in the achievement of organisational objectives
- Ability and capacity to implement the required UNSW health and safety policies and procedures

Level E

In addition to the above:

- A record of outstanding achievement and leadership in a managerial role in a University or professional setting

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.