



## POSITION DESCRIPTION

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

### JAMES STEWART CHAIR OF SURGERY (THE ROYAL MELBOURNE HOSPITAL)

#### POSITION NO

**CLASSIFICATION** Level E, Professor (Teaching and Research)

**SALARY** An attractive salary package will be negotiated with the successful candidate.  
A research support package will be negotiated with the successful candidate

**SUPERANNUATION** Employer contribution of 17%

**WORKING HOURS** Full time

**BASIS OF EMPLOYMENT** 5 years, with opportunity for extension

**OTHER BENEFITS** <http://about.unimelb.edu.au/careers/working/benefits>

**HOW TO APPLY** Online applications are preferred. Go to <http://about.unimelb.edu.au/careers>, select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.

**CONTACT FOR ENQUIRIES ONLY** Professor John Prins  
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*Please do not send your application to this contact*

**For information about working for the University of Melbourne, visit our website:  
[about.unimelb.edu.au/careers](https://about.unimelb.edu.au/careers)**

## ***Position Summary***

The James Stewart Chair of Surgery at The Royal Melbourne Hospital (RMH) was established in 1955 and is a key leadership position at the University of Melbourne, reporting to the Head of the Department of Surgery.

The James Stewart Chair of Surgery will be an outstanding surgeon, and an eminent authority in the field of surgery or its subspecialties, encompassing its clinical practice, teaching and research in its clinical aspects and in the scientific disciplines that form its basis. The appointee will be expected to make innovative and distinctive contributions to leadership in education, research and clinical surgery in the University of Melbourne's Department of Surgery and more broadly across the surgical specialties at RMH. The James Stewart Chair of Surgery will play an important role as a member of the senior leadership team of the Department of Surgery and may be required to deputise for the Head of Department from time to time.

The James Stewart Chair of Surgery will build successful partnerships across the University and RMH including the Victorian Comprehensive Cancer Centre Alliance (involving Peter MacCallum Cancer Centre, RMH, The University of Melbourne, The Walter and Eliza Hall Institute of Medical Research, The Royal Women's Hospital, The Royal Children's Hospital, Western Health, St Vincent's Hospital Melbourne, Austin Health, and Murdoch Children's Research Institute) to enhance and foster excellence in surgery.

The Chair has an important leadership role in academic surgery at RMH and will work closely with the Chief Executive of RMH to promote excellence in clinical care and enhance the strong research links between the Melbourne Medical School and RMH. The Chair will also contribute to the Department's reputation for learning and teaching excellence.

Professors at the University of Melbourne also provide transformational leadership and dedicated service for the University and the broader community beyond their leadership within their academic fields and disciplines.

The appointee will also have the opportunity for clinical and other hospital related responsibilities which will be negotiated with the successful applicant and appropriately remunerated.

The position is located within RMH which incorporates the Doherty Institute and the Melbourne Brain Centre, providing high quality laboratory space, the RMH Clinical Trial Centre, Health Sciences library and a collaborative research environment. RMH is a member of the Victorian Comprehensive Cancer Centre (VCCC) Alliance, Melbourne Academic Centre for Health (MACH), Melbourne Genomics Health Alliance (MGHA) and the Melbourne Biomedical Precinct (MBP).

### ***1. Key Responsibilities***

The position description should be read alongside [Academic Career and Benchmarks and Indicators](#)

#### **1.1 LEADERSHIP AND SERVICE**

- ▶ As a senior member of staff, provide leadership and foster excellence in research, teaching and community engagement for improved capability across the Department, School, Faculty, University and RMH.
- ▶ Work closely with the Medical Director and other leaders of the Surgical Divisions to ensure high quality and evidence based surgical practice is implemented across RMH

- ▶ Lead collaborative initiatives with University partners, community, industry and government of significant public value (for example, research translation/clinical programs/educational programs)
- ▶ Provide leadership and active participation on a range of School, Faculty, University and Hospital committees and boards
- ▶ As a senior leader in surgery in the precinct, lead an area of surgical practice
- ▶ Positive engagement in learning and career development of self and others
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

## **1.2 RESEARCH AND RESEARCH TRAINING**

- ▶ Set the direction, and lead original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society
- ▶ Create a culture of academic surgery across RMH
- ▶ Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University
- ▶ Secure research grants and external research income that build institutional capacity and create opportunities for early career academic development
- ▶ Publish research outcomes in high-impact, peer reviewed journals
- ▶ Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks
- ▶ Provide specific leadership and mentorship to clinician-scientists

## **1.3 TEACHING AND LEARNING**

- ▶ Provide leadership in improving the quality of education and training in the medical disciplines
- ▶ Lead delivery of innovative educational programs
- ▶ Participate in the evaluation and renewal of curriculum design and delivery, including active contributions to the new Doctor of Medicine program to be launched in 2022.

## **1.4 ENGAGEMENT**

- ▶ Promote close working relationships between clinical, diagnostic and research staff across the Department of Surgery at RMH and the Victorian Comprehensive Cancer Centre (VCCC) Alliance. Identify local research strengths to develop research programs which utilise local expertise to help foster collaborations with other specialties, academic disciplines and partners
- ▶ Champion ethical debate, research, education and community engagement in surgery and related disciplines. Participate in public discussion and debate about important national issues relating to the discipline.
- ▶ Provide expert advice to government and peak bodies (local, state, national, international)

## **1.5 STAFF SUPERVISION**

- ▶ Undertake probationary and performance management processes, ensuring regular conversations are held with staff and provide positive and constructive feedback to enhance staff and team performance
- ▶ Assist the supervision of clinical staff and training within the FRACS registrar programme where requested/required
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities
- ▶ Understand responsibilities associated with approving staff leave and ensure leave is approved in line with operational requirements
- ▶ Allocate and monitor workload and address associated issues in a timely manner
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation

## ***2. Selection Criteria***

### **2.1 ESSENTIAL**

- ▶ A medical qualification, registrable with the Medical Board of Australia
- ▶ Fellowship of the Royal Australasian College of Surgeons or equivalent qualification
- ▶ PhD or equivalent research higher degree
- ▶ Recognition as an outstanding surgeon and an eminent authority in surgery or subspecialty with distinction at the national and international level
- ▶ Highly developed leadership skills
- ▶ Ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement in the area of surgery
- ▶ A distinguished research career in a branch of surgery, 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)
- ▶ Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government
- ▶ Extensive experience and excellence in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion
- ▶ Ethical leader who values diversity and works effectively with individual differences
- ▶ Generosity of spirit, and demonstrated mentorship interest and capability
- ▶ A sound understanding of academic tertiary/quaternary health care delivery

### **2.2 DESIRABLE**

- ▶ Management qualification

## ***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 University's People Strategy 2015-2020 and policies that address 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 Growing Esteem.

## ***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/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

## ***5. Other Information***

### **5.1 UNIVERSITY OF MELBOURNE - DEPARTMENT OF SURGERY**

<https://medicine.unimelb.edu.au/school-structure/surgery>

The Department of Surgery is based across the seven precincts of the Melbourne Medical School, all at key hospital sites, as well as conducting academic activities in surgery at other hospitals. Members of the Department of Surgery number almost 100 paid academic and professional staff, and we have a substantive and active honorary appointment cohort of clinician scientists in excess of 400, who are involved in research and in both undergraduate and postgraduate teaching in surgery across the Melbourne Medical School. These activities are undertaken both within the Department, and more broadly on the hospital campuses.

The Department of Surgery is committed to becoming world renowned in: Quality in patient care outcomes; Leadership in the provision of surgical education for medical students, and current and future surgeons; Innovation and excellence in the conduct of basic sciences, clinical and translational research; Linkages and partnerships with internal (inter-precinct, School and Faculty) and external stakeholders (Institutions, industry and government).

The objectives of the Department of Surgery are: To perform high quality research from the interface of basic science and clinical medicine across the surgical disciplines; To teach undergraduate and postgraduate students; To provide research leadership in national medical and scientific bodies; and To engage the community with compassion.

The Department's annual gross operating budget exceeds \$10 million, with an overall budget of close to \$20 million including both research and trust income.

The Department has students enrolled in Bachelor of Science (Hons), Master of Science, Doctor of Medicine, Doctor of Philosophy and students undertaking the research component-of the new medical curriculum. The Department of Surgery offers a suite of graduate programs in Surgical Education and Surgical Science up to Masters level, and also regularly hosts students for research training on exchange from other Australian and international universities.

## 5.2 MELBOURNE MEDICAL SCHOOL

<http://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 thirteen 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 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 John Prins, 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.

Commencing in 2022, the MD redesign will allow students to build their own unique medical degree. Practical time in clinics and research options will start in the first year. The core units will be available online, allowing flexibility. And discovery subjects will offer a chance to explore a wide range of topics or deep dive into a future specialty including the choice to learn extra skills and even take part in a joint degree.

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.

### 5.3 THE ROYAL MELBOURNE HOSPITAL

<http://www.thermh.org.au/>

The Royal Melbourne Hospital, Victoria's first public hospital established in 1848, is a leading public health service in Victoria with a long history of providing the best possible care for patients and consumers. The health service is committed to applying evidence based research to drive improvements in clinical outcomes and healthcare experience. With a focus on teaching and education, the health service encourages lifelong learning to enable its people to realise their potential.

Serving a population of over 1 million, RMH provides a comprehensive range of acute, sub-acute and community public health services to our local community within Melbourne's west and north, and as well as regional and rural Victorians. RMH is a designated state-wide provider for services including trauma, and lead centres of excellence for tertiary services such as cancer surgery, haematology, nephrology, cardiology, infectious diseases, neurosciences and mental health.

How we best contribute to the health needs of our community is reflected in our purpose, our community promise and our values.

Our purpose: Advancing health for everyone everyday

Our community promise: Always there when it matters most

Our values: People first. Lead with kindness. Excellence together.

RMH includes the City and Royal Park campuses, 32 mental health sites across the north and western suburbs of Melbourne, and the world-renowned Peter Doherty Institute for Infection and Immunity, a partnership between the University of Melbourne and RMH combining research into infectious disease and immunity with teaching excellence, reference laboratory diagnostic services, epidemiology and clinical services.



## 5.4 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

[www.mdhs.unimelb.edu.au](http://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.

## 5.1 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>

## 5.2 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.

### **5.3 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>