



THE UNIVERSITY OF
MELBOURNE



Appointment of **Dean**

Faculty of Medicine,
Dentistry and Health Sciences



The University of Melbourne

As the leading university in Australia, The University of Melbourne enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities.¹

Melbourne competes on an international stage with the best institutions globally, and has an international outlook and reach to match.

With a rich history stretching over 160 years, the University of Melbourne also occupies a special place in the city. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 60,000 students from over 130 countries. The University comprises ten faculties providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

Melbourne's alumni network is significant and truly international, with representation from 160 countries. This international community includes former Prime Ministers, Nobel Laureates, and professional graduates from all walks of life, and is testament to the world-class education the University of Melbourne delivers.

The University employs approximately 9,000 staff including many renowned researchers and industry leaders who are internationally recognised. Some of our scholars and high achieving staff include Nobel Prize Laureate Professor Peter Doherty AC FRS, who co-discovered how the immune system recognises virus infected cells; Professor Andrew Holmes AC FRS, immediate past President of the Australian Academy of Science, who received the 2012 Royal Medal for his groundbreaking research in polymer chemistry; and Ian Potter Chair of Zoology, Professor Marilyn Renfree AO FRS, who received the 2015 Eureka Prize for Outstanding Mentor of Young Researchers, and the 2019 Carl G. Hartmann Award from the Society for the Study of Reproduction for her pioneering research into mammalian reproduction.

The University of Melbourne is equivalent to a top 60 company on the Australian Securities Exchange (ASX), with revenue in excess of \$2.8bn, net assets exceeding \$6.6bn and has been consistently rated with a AA+ credit rating by Standard and Poors.

¹ Melbourne ranks 31 in The Times Higher Education World University Rankings, 35 in the Shanghai Jiao Tong Academic Ranking of World Universities and 41 in the QS ranking



The University of Melbourne's Strategic Plan 2020–2030

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.



Faculty of Medicine, Dentistry and Health Sciences

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia's pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 2,500 members of staff, attracts more than 8,300 students each year and comprises six schools; 33 departments, centres and institutes; and 128 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia's overall leader in clinical, pre-clinical and health sciences and was ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In the field of clinical medicine and pharmacology, the Jiao Tong ranks the University of Melbourne as the first in Australia and 13th in the world as at 2020. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

The Faculty offers a suite of professional entry Masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Science (DDS) and the Doctor of Physiotherapy (DPhysio). There are also a number of other successful graduate programs such as the Master of Biomedical Science, Master of Public Health, Master of Primary Health Care, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry and many more in nursing, social work, health sciences and psychology. These programs which are unparalleled in the Australian higher education system provide new approaches to educating health care professionals and are specifically designed to better align student attributes to the sector's needs.



Co-authorship with researchers from more than 500 countries in the last five years.
Top five countries are United States, England, Canada, Germany and the Netherlands.



Annual research income of more than AUD\$387 million:
58% of the University of Melbourne total.



More than 5,000 peer reviewed research articles every year.
53% of research articles include an international co-author.



Approximately 1,600 graduate research students conduct research supervised by ~1,500 staff and honoraries across the Faculty's six schools and in affiliated health services and research institutes.



University Departments are embedded in the Austin, Northern, Western, Royal Melbourne, Royal Children's, Women's, Dental, St Vincent's, Sunshine, Victorian Comprehensive Cancer Centre and the Royal Victorian Eye and Ear Hospitals, and rural partners such as Goulburn Valley Health.



The Faculty employs over 1,400 academic research staff.
Hospital departments employ 34% of MDHS academic staff.
The Faculty has over 4,900 honorary staff, more than 2,700 of whom are hospital-based and more than 600 work in partner institutes.

School of Biomedical Sciences

The School of Biomedical Sciences is one of the most prominent and diverse Schools in the Faculty of Medicine, Dentistry & Health Sciences and is comprised of three Departments - Anatomy and Physiology, Biochemistry and Pharmacology, and Microbiology and Immunology.

The School is situated on the University's Parkville Campus and is part of the largest biomedical precinct in the southern hemisphere, providing access to world class research facilities for staff and students.

The School fosters a values-based culture of innovation and creativity to achieve research and teaching excellence.

Melbourne Dental School

Melbourne Dental School is the oldest dental school in Australia with a mission to be a world-class, research-based dental school offering education to the highest quality.

The School's flagship program is the graduate entry Doctor of Dental Surgery, but as a leading dental school, offer world-class education programs across multiple dental specialties. The School is at the forefront of leading digital teaching technologies. Students receive pre-clinical training in three-dimensional Haptic Virtual Reality Simulation Laboratories. Melbourne Dental School has a research-intensive focus, led by the Centre for Oral Health Research. The School has globally recognised strengths in oral microbiome, population health and oral medicine.

Melbourne School of Health Sciences

Since its inception in July 2009, the Melbourne School of Health Sciences (MSHS) has created an inter-professional learning community at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and knowledge exchange.

Our highly skilled team and outstanding students contribute to local, national and global efforts to improve health and wellbeing. We educate graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy, Audiology and Speech Pathology, and Optometry and Vision Sciences through accredited programs tailored to workforce needs nationally and internationally.

Melbourne Medical School

Established in 1862, Melbourne Medical School (MMS) 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 has strong academic partnerships and ground-breaking collaborative research programs with leading hospitals in both the public and private sectors, as well as with leading medical research institutes and centres, nationally and internationally.

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

Melbourne School of Population and Global Health

The Melbourne School of Population and Global Health was established in 2001 as the first school of its kind in Australia with a vision to make a difference in the population and public health sphere - building on the substantial assets of our University to advance public health in communities nationally and internationally - with a strong focus on Indigenous peoples.

Since its inception, the School has grown rapidly in size, scope and reputation and has consistently attracted leading academics and researchers who bring considerable skills, insights and expertise. The flagship Master of Public Health degree, with over 500 enrolments, forms the core of a strong teaching program alongside undergraduate teaching and a suite of specialist postgraduate coursework degrees across Ageing, Biostatistics, Epidemiology, Health Informatics and Sexual Health.

Melbourne School of Psychological Sciences

The Melbourne School of Psychological Sciences is consistently ranked one of the top Schools of Psychology in Australia. The School is undergoing vigorous growth and attracts some of the best students nationally and internationally to its broad range of APS accredited undergraduate, graduate, professional, and research programs.

The School's teaching is underpinned by excellence in research across a range of fields, including cognitive and behavioural neuroscience, cognitive and mathematical psychology, social and personality psychology, and clinical science.

Position Summary and Selection Criteria

CLASSIFICATION	Senior Executive
SALARY	Attractive remuneration package by negotiation. Salary packaging options available
BASIS OF EMPLOYMENT	The Deanship is available for a period of five years in the first instance with the possibility of renewal for a further term of up to five years. The successful applicant will simultaneously be offered an appropriate continuing appointment in his or her discipline and will retain that position at the conclusion of the Deanship.
WORKING HOURS	Full time 1.0 FTE

Position Summary

The University of Melbourne is seeking a candidate of exceptional calibre to lead the Faculty of Medicine, Dentistry and Health Sciences as its new Dean. The successful applicant will be a distinguished scholar with a proven record as a successful academic leader and manager. He or she will be committed to excellence in research and teaching and be passionate about engagement at the local, national and global level.

The new Dean will have the presence, intellectual power and energy necessary to inspire a world class group of outstanding scholars as well as the Faculty's world-leading partners in clinical and basic research and practice. Able to lead and influence both internally and externally, they will lead and build strong and respectful relationships, embracing our affiliated institutions as valued partners in building teaching and research programs that draw upon the synergies of the wider community. In turn, the strength and combination of these collaborations will continue to drive local and global impact and standing. Their ability to navigate the complexity of these vital collaborative networks and the broader University landscape will require a leader of significant standing and profile, who is able to not only lead a large faculty, but work across the sector.

The role calls for a leader of the highest quality who must provide vision, strategic direction and strong leadership for the Faculty and the University as a whole. They will have evident academic standing and integrity, and strong management skills gained at a senior level in a complex organisation. Critically, the new Dean will have the commitment and ability to motivate, persuade and nurture those around them and build relationships within the Faculty, the University and with partners in Australia and around the world.

This is an exciting and challenging opportunity to further shape a leadership role in one of the world's leading universities and medical, health sciences and biomedical faculties. The appointment will be for an initial period of five years, renewable.

1. Key Responsibilities

- Provide vision and leadership in the strategic development of the Faculty and in the implementation of its initiatives
- Contribute to the leadership of the University through membership of the University Executive, through promoting the interests of the Faculty within the University, and through contributing to the on-going success of the University
- Lead a vibrant Faculty governance structure to support the strategic and academic planning functions of the Faculty
- Ensure the Faculty's financial security through effective and efficient management of its resources
- Lead and foster excellence and innovation in teaching and learning, and in research and research training within the Faculty while demonstrating an understanding and enthusiasm for the different of disciplines within the Faculty and demonstrating the ability to encourage collaboration across disciplines
- Maintain and foster a collegial atmosphere and encouraging effective and dynamic working relationships among Faculty staff and partner institutions such as MRIs, affiliated hospitals and the health sector
- Represent and promote the Faculty and the University locally, nationally and internationally and play a critical role in advocating for medicine, dentistry and health sciences
- Maintain and extend the Faculty's active network of international and external relationships, including those with partners, alumni, government, universities, industry and the community
- Identify and pursue new strategic opportunities for the Faculty nationally and internationally, including research linkages and joint programs
- Seek and secure additional funding to support the Faculty's development particularly through philanthropic support
- Implement quality assurance processes in relation to both teaching and research
- Ensure that University policies and procedures and legislative requirements are implemented across the Faculty, including those relating to Environmental Health and Safety, Occupational Health and Safety, anti-discrimination and equal opportunity



2. Selection Criteria

2.1 ESSENTIAL

SCHOLARLY ACHIEVEMENT

- An appointment at professorial level or equivalent in a world-class university or research organisation
- An internationally recognised record of research and teaching achievements in a relevant field in the medicine, dentistry and health sciences
- International distinction and professional standing to lead opinion on health and public policy practice

LEADERSHIP

- Demonstrated ability to inspire and lead a complex research and teaching faculty
- Provide outstanding visionary leadership to realise the distinct potential of the Faculty for ground breaking research given its broad scope, existing excellence, unique partnerships, and strategies for growth and global positioning
- Develop and implement strategy, drive change, and inspire commitment to achieving results
- Experience with financial planning and management in a university context
- Attract, engage, develop and align academic and non-academic teams in a way that is responsive and receptive to new ideas
- Manage people within an academic environment with a focus on improved performance, fostering a collegial culture and a commitment to the well-being of staff
- A commitment to fostering diversity and inclusion in the workplace, building a culture of professional education that serves all parts of the community

TEACHING & RESEARCH LEADERSHIP

- A strong commitment to the importance of teaching at all levels and to innovation in curriculum design and teaching methods
- A strong commitment to the importance of world-class research and a good understanding of how to support and sustain researchers at each stage of their career
- A strong commitment to interdisciplinary research and teaching leveraging the comprehensive nature of the University and its partners
- An international perspective together with an understanding of global trends and innovation in health and medical research and education
- Dedication to teaching and clinical education of the highest quality

BUILDING RELATIONSHIPS/ENGAGEMENT

- A strong understanding of the national and international landscape, trends in research, teaching, clinical practice and engagement with a capacity to work with key partners
- Demonstrated ability to work collaboratively and effectively with diverse stakeholders across the Faculty, the University and outside the University (industry, the health sector, alumni, government, donors, professional organisations, locally and internationally)
- An understanding of the Higher Education sector in Australia and internationally, including a sound knowledge of trends in management of contemporary universities in a rapidly changing environment
- Demonstrated ability to engage successfully with partners and stakeholders to deliver on the vision for the Faculty and the University

2.2 DESIRABLE

- Experience in securing and managing philanthropic gifts and building strong relationships with prospective donors, alumni and volunteer boards
- Working knowledge of Occupational Health and Safety, as manifest in the Higher Education Sector



Living and Working in Melbourne

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 km². The Economist Intelligence Unit has rated Melbourne one of the world's most liveable city 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 km² 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.



People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia's learned Academies.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package a range of expenses from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised 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 Athena SWAN in Australia.



Further Information and Website Addresses

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

2020 Annual Report
about.unimelb.edu.au/strategy/annual-reports

Faculty of Medicine, Dentistry and Health Sciences
mdhs.unimelb.edu.au



THE UNIVERSITY OF
MELBOURNE

How to Apply

Written applications providing a curriculum vitae and response to the selection criteria should be directed to: **applications@insightgroup.com.au**

Enquiries can be made to The Insight Group:
Dr Rohan Carr or Ms Emily Witts, Tel: +61 3 9654 3288