



THE UNIVERSITY OF  
MELBOURNE



Appointment of

# Director of Learning and Teaching

School of Biomedical Sciences

Faculty of Medicine, Dentistry and Health Sciences

# Position Summary and Selection Criteria

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|----------------------------|--|
| <b>Classification</b>      | Professor Level E or Associate Professor Level D                 |
| <b>Salary</b>              | \$217,805 p.a. (Level E)<br>\$169,094 – \$186,288 p.a. (Level D) |
| <b>Superannuation</b>      | Employer contribution of 17%                                     |
| <b>Working hours</b>       | Full-time 1.0FTE   |
| <b>Basis of Employment</b> | Fixed Term (3-5 years)   |

## Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

## Position Summary

The Director of Learning and Teaching at the School of Biomedical Sciences is a pivotal role responsible for driving pedagogical excellence, quality enhancement, and innovation. This position oversees the development and implementation of a comprehensive Learning and Teaching Strategy aligned with global standards. Collaborating closely with key stakeholders, including department heads, learning and teaching department program directors, and committee chairs, this role fosters a culture of continuous improvement and innovation in education within the School of Biomedical Sciences. The Director's efforts contribute to elevating educational quality, enhancing student experiences, and cementing the school's reputation for educational excellence and innovation.

The role reports directly to the Head of School, with direct oversight of the School Director of Master of Biomedical Sciences, Chair of the Learning and Teaching Committee, and Chair of Undergraduate Research Training. Additionally, works closely with the Program Director of Bachelor of Biomedicine and the Associate Dean Learning and Teaching in the Faculty of Medicine, Dentistry & Health Sciences.

## 1. Key Responsibilities

### 1.1 LEARNING AND TEACHING STRATEGY DEVELOPMENT:

- Develop a comprehensive Learning and Teaching Strategy for the School, encompassing undergraduate and postgraduate courses.
- Ensure alignment with best practices at both national and international levels.
- Support the effective and timely implementation of the strategy and conduct regular reviews for necessary refinements.

### 1.2 PEDAGOGIC LEADERSHIP AND QUALITY ENHANCEMENT:

- Provide pedagogic leadership in all aspects related to quality enhancement in learning and teaching.
- Oversee quality assurance processes to maintain high standards in educational delivery.
- Facilitate academic staff development to enhance teaching practices.
- Promote and implement technology-enhanced learning approaches.



### 1.3 RECRUITMENT AND STUDENT ENGAGEMENT:

- Develop a vision for the recruitment of national and international students into undergraduate and postgraduate programs.
- Collaborate with Faculty, University, and recruitment, marketing, and communication teams to execute recruitment strategies effectively.

### 1.4 STAKEHOLDER ENGAGEMENT AND SECTOR COLLABORATION:

- Collaborate with key stakeholders within the University to enhance the school's reputation for excellence in learning and teaching.
- Establish partnerships with external organisations such as the Parkville Biomedical Research Precinct and other sector-related entities to foster innovation and best practices.

### 1.5 WORK INTEGRATED LEARNING (WIL) STRATEGY:

- Assist in the development of a Work Integrated Learning (WIL) strategy to be integrated where appropriate into learning and teaching within the school.
- Ensure WIL initiatives align with industry standards and provide students with valuable real-world experiences.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- A doctoral degree or equivalent in a relevant field.
- Extensive experience in academic leadership roles, including curriculum development and pedagogical innovation.
- Strong understanding of national and international trends in higher education and learning and teaching practices.
- Proven ability to collaborate with diverse stakeholders and foster a culture of excellence.
- Excellent communication and interpersonal skills.
- Experience with educational technology and its integration into teaching.

### 2.2 DESIRABLE

- Experience with Work Integrated Learning (WIL) initiatives.

### 2.3 OTHER JOB-RELATED INFORMATION

- This position requires the incumbent to hold a current and valid Working with Children Check.
- Occasional work out of ordinary hours, travel, etc.



# Our School

## School of biomedical sciences

[www.biomedicalsciences.unimelb.edu.au](http://www.biomedicalsciences.unimelb.edu.au)

As part of the Faculty of Medicine, Dentistry and Health Sciences since 2015, the School comprises three Departments, Departments of Anatomy and Physiology, Biochemistry and Pharmacology, and Microbiology and Immunology. It has 85 research groups across the three departments, awarding-winning teachers and more than 2500 equivalent full-time student enrolments each year.

### Our Mission

Create an innovative and inclusive academic environment building on a strong legacy of world-class excellence and lay the foundation for new generations of biomedical researchers to create new knowledge and lead the revolution in biomedicine, and realise their dream of advancing human health locally and globally.

### Our Vision

- Promote collegiality and an inclusive academic environment through the engagement of partners, institutes, hospitals, industries, government and the community at large.
- Cultivate the highest level of excellence in research and education.
- Attract and develop a diverse and talented academic workforce.
- Lead the revolution in biomedicine and translate research outcomes into life transforming healthcare.
- Strengthen our intellectual and technological environment through interdisciplinary interactions, integration of resources and creative thinking.
- Seize all opportunities to create the conditions for sustainability.
- Observe the highest standards of ethics and integrity.

# School of Biomedical Sciences at-a-glance

An exhilarating place to immerse yourself in biomedicine. Here's Why.

## Undergraduate

Every year around 2500 full-time equivalent students undertake studies in biomedical sciences. At the undergraduate level, the Bachelor of Biomedicine is ideal preparation for a career in medicine and professional health. At the core of the degree is knowledge of the normal structure and function of the body and consideration of the determinants of disease.

## Graduate

Research training is a priority for the School with programs at Honours, Masters and PhD level. The Master of Biomedical Sciences is a course work program with a substantial research component that includes an Enterprise stream offered in collaboration with Johns Hopkins University, USA. International initiatives, such as a PhD exchange program with Bonn University in Germany, also create opportunities for early career researchers to develop global networks.

## Teaching

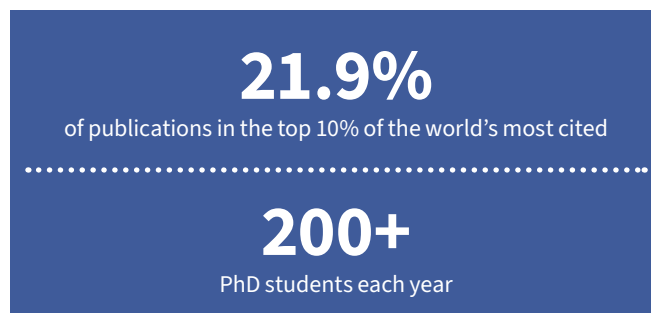
Award-winning teachers, many who are also researchers or clinicians, inspire the next generation of biomedical professionals. Students are empowered to think conceptually about the problems affecting global human health. Teachers at the School have received the prestigious David White Award for teaching, along with other University and national awards for program innovation, excellence in engagement and outstanding contributions to student learning.

## Outcomes

The University is proud to be ranked number eight in the world for graduate employability.\* The Bachelor of Biomedicine has the flexibility to deliver a range of outcomes. Students are more frequently selected into the Melbourne Medical program than those from any other program in Australia. Others follow pursuit ssuch as dentistry, biomedical research, optometry, physiotherapy or bioengineering. A small but growing number combine the degree with graduate law, commerce or management.

## Precinct

Imagine studying or working in the largest biomedical precinct in the southern hemisphere. More than 40 hospitals, research, teaching and biotechnology organisations surround the School of Biomedical Sciences – making it a highly sought-after base for global biomedical leaders. The School is actively engaged with industry in a variety of ways and has its own Industry Advisory Board.



**#1**  
Univeristy in Australia

**#33**  
Univeristy in the world

**#14**  
in the world for  
clinical and health

**#15**  
in the world for  
anatomy and physiology

**#14**  
in the world for  
clinical medicine

**#8**  
in the world for  
graduate employability

\* Times Higher Education World University Rankings, Academic Ranking of World Universities, Clarivat

# Our Faculty

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; 37 departments, centres and institutes; and 160 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 is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

Consistent with the introduction of the Melbourne Model, the Faculty offers a suite of professional entry masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Surgery (DDS), and the Doctor of Physiotherapy (DPT). There are also a number of other successful graduate level programs such as the 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.



Co-authorship with more than 140 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\$ 385million in 2020: 50% of the University of Melbourne total.



More than 6,000 peer reviewed publications every year: >40% of publications include an international co-author.



Approximately 2,300 graduate research students conduct research supervised by over 1,500 staff and honoraries across the Faculty's six schools and in affiliated health services and research institutes.



University departments are embedded in a range of health services including the Austin Hospital, Northern Hospital, Royal Melbourne Hospital, St Vincent's Hospital, The Royal Women's Hospital, Royal Children's Hospital, Western Hospital, Mercy Hospital and rural partners such as Goulburn Valley Health.



The Faculty employs over 2,200 academic staff and more than 800 professional staff. A large portion of our workforce are located in hospital-based departments. The Faculty also has over 4,000 honorary staff including hospital-based staff and those from partner institutions.





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.

Please see [study.unimelb.edu.au](http://study.unimelb.edu.au) for further information.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, Melbourne Brain Centre, Doherty Institute, Bio21 Institute and Royal Children's Hospital campus.

### **Melbourne Biomedical Precinct**

The Faculty is a key collaborator within the Melbourne Biomedical Precinct – a leading global research and teaching hub and one of the top five biomedical precincts in the world. Precinct partners share an impressive history of ground-breaking medical discoveries and developments, as well as a future-focused outlook on innovative and transformative health care.

Key precinct partners include WEHI, Murdoch Children's Research Institute, Peter MacCallum Cancer Centre, Florey Institute for Neuroscience and Mental Health, Centre for Eye Research Australia and Bionics Institute. The 25 precinct partners, located within easy reach of each other, are engaged in breakthrough research, education and the delivery of clinical care and health services. This dense concentration of hospitals, research institutes and academic campuses provides the opportunity, which is unparalleled in Australia, for talented individuals from a range of disciplines to engage in world-class collaborations.

For more information about the Biomedical Precinct please visit [www.melbournebiomed.com](http://www.melbournebiomed.com)

### **Melbourne Academic Centre for Health (MACH)**

MACH is a joint venture between 19 full partners, including 10 Victorian healthcare providers, 8 independent medical research institutes and the University of Melbourne, with La Trobe University as an affiliate member. Across this partnership, which has nearly 40,000 staff, around \$7 billion is invested each year in health care, research and education. The MACH partnership brings together health services and health scientists committed to translation of interdisciplinary research that will benefit patients and strengthen the economy. MACH addresses current health challenges by delivering precision care tailored to the needs of patients, developing world-leading research into tomorrow's healthcare and nurturing future leaders of innovative care.

For more faculty information, please visit our website at [mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

# 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 – Aunty 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:

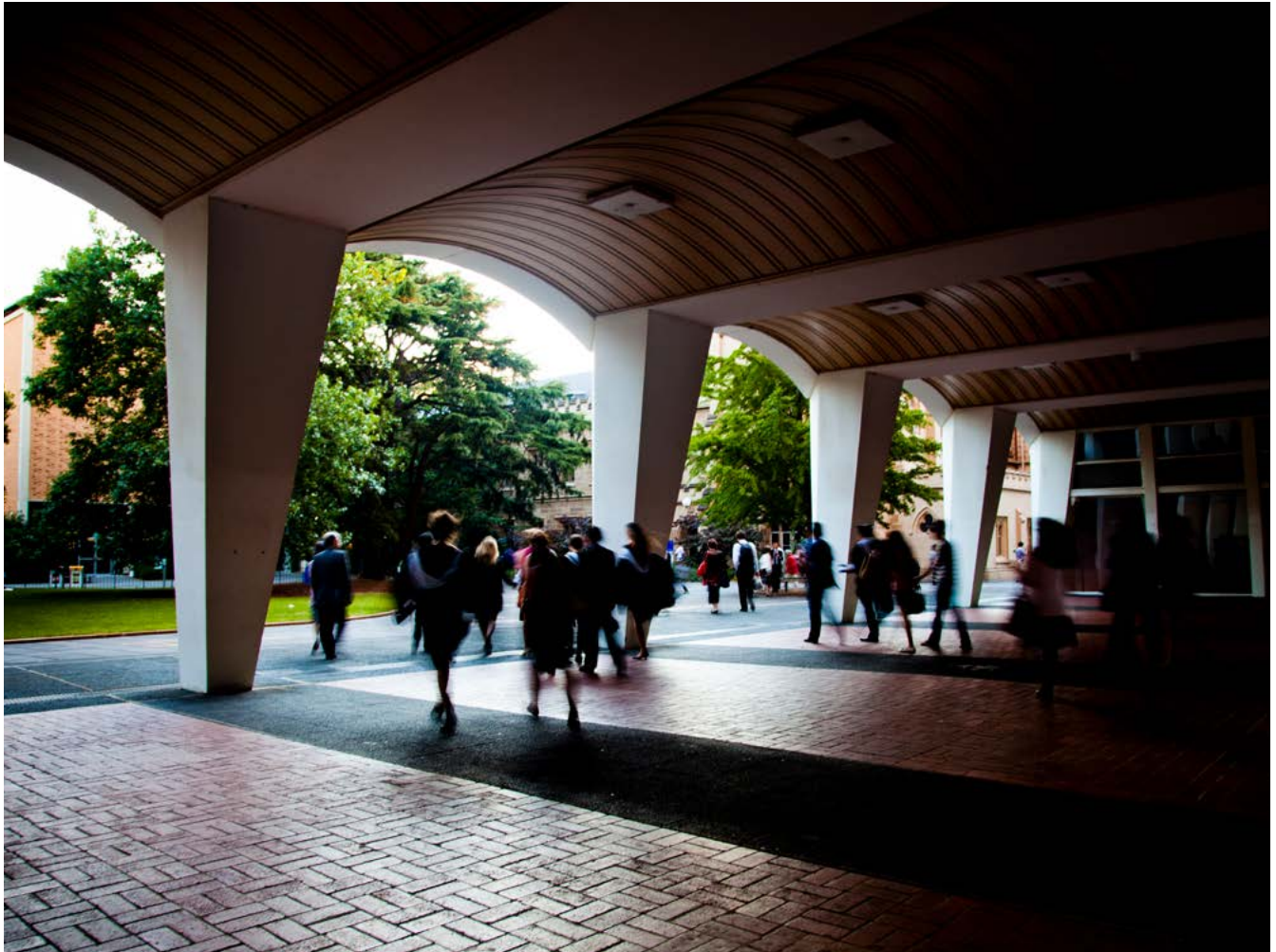
- Increased [flexible work](#) possibilities including flexible hours and work from home options
- Paid parental leave and retention benefits
- Salary packaging of childcare

- 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).



# Our city

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## 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.



## 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)

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[biomedicalsciences.unimelb.edu.au](http://biomedicalsciences.unimelb.edu.au)

For queries, please email  
[snr-talentacq@unimelb.edu.au](mailto:snr-talentacq@unimelb.edu.au)

Please do not send your application to this email address.

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