



THE UNIVERSITY OF  
MELBOURNE

**Northern Health**

Appointment of  
**Associate Professor / Professor  
in Surgery at Northern Health  
Department of Surgery**

Melbourne Medical School, Faculty of Medicine,  
Dentistry and Health Sciences





# Department of Surgery

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The Department is based across six precincts of the Melbourne Medical School, all at key hospital sites, as well as conducting academic activities in surgery at other hospitals. The Department of Surgery at Northern Health forms the focus for academic activities in surgery for the University of Melbourne and the Northern Hospital precinct. Members of the Department 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 objectives of the Department of Surgery are to provide clinical and research leadership from the interface of basic science and clinical medicine across the surgical disciplines within the environment of Northern Health, Melbourne, to teach undergraduate and postgraduate students, to perform high quality research, and to provide leadership in national medical and scientific bodies.

The Department's annual gross operating budget exceeds \$10 million, with an overall budget of \$17 million including both research and trust income.

The Department has students enrolled in Bachelor of Science (Hons), Bachelor of Medicine/Bachelor of Surgery, Master of Science, Doctor of Medicine, Doctor of Philosophy and students undertaking the Advanced Medical Sciences component of the new medical curriculum leading to the degree of Bachelor of Medical Science. The Department of Surgery offers a suite of graduate programs in Surgical Education and Surgical Science up to Master's level, and also regularly hosts students for research training on exchange from other Australian and International Universities

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



# Melbourne Medical School

Established in 1862, Melbourne Medical School (MMS) has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. 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.

MMS comprises nine clinical departments: Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery. The School has more than 930 academic and professional staff, based either at The University of Melbourne's Parkville campus or embedded within clinical 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 with many of the 30 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as national and international relationships.

MMS delivers a suite of graduate programs, including the Doctor of Medicine (MD), the first professional entry masters-level medical program in Australia. As the School's flagship program, the MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

We are committed to improving the wellbeing of the community through the discovery and application of new knowledge.

The School's research effort is highly collaborative and spans basic to translational research. MMS has over 500 higher degree by research candidates.

We lead public debate and advocacy around key health issues and policy, based on our values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins, the MMS is undertaking exciting new developments, including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory and a reinvigorated focus on clinically relevant research.

For more information, please visit [www.medicine.unimelb.edu.au](http://www.medicine.unimelb.edu.au)



Annual total budget of AUD\$215 million



Annual research income of AUD\$95 million



3302 fully refereed research publications in 2018



2500 students enrolled in coursework, research and commercial course offerings





# 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 8,800 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 14th globally in 2020 by the Times Higher Education World University Rankings. In the field of clinical medicine, the Academic Ranking of World Universities ranks the University of Melbourne as third in Australia and 25th in the world as at 2019. 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\$ 280million: 50% of the University of Melbourne total.



More than 4,000 peer reviewed publications every year: 44% 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 and rural partners such as Goulburn Valley Health.



The Faculty employs over 1,300 academic research staff. Hospital departments employ 39% of MDHS academic staff. The University has over 2,000 hospital-based honorary staff and more than 500 honorary staff in partner institutes.



# Northern Health

Already boasting the busiest Emergency Department in the state, and with the state government approving 6 new suburbs in the north, Northern Health has an exciting future, growing into one of the largest health services in Melbourne supporting health in outer metropolitan Melbourne and in regional Victoria. With a myriad of complex services within the health service and across a range of external partnerships already established, together with Northern Health's capital works projects, the Professorial role will consolidate this health service's future as an exemplar leader of healthcare, education and research.

Our Vision of **A healthier community, making a difference for every person, every day** epitomises the strengths of our medical staff – team work, high standards of care and an innate drive, informed by research and education, to improve the lives of our patients, our staff and our community.

Northern Health provides a vibrant, fast-paced environment. Being located in the rapidly growing northern suburbs, is driving us to think innovatively about the needs of the population and what the health system of the future will look like. Research is the keystone driving these new models of care.

The Division of Surgery plays an integral role in Northern Health's growth and is itself an expanding Division comprising General Surgery (emergency and elective with sub-specialties of Colorectal, Upper Gastrointestinal, Hepatopancreaticobiliary, Endocrine and Breast), as well as, Plastic Surgery, Orthopaedic Surgery, Urology, Vascular Surgery, Thoracic Surgery, Paediatric Surgery, ENT Surgery, Ophthalmology and Neurosurgery.

The expanding Peri-Operative Services include Anaesthetics, Pre-Operative and Post-Operative Support Services and Pain Management Support Services. Endoscopy Services provide complex investigative and interventional support.

Northern Health has progressed with a range of capital projects including a state-of-the-art hybrid / angiography theatre, upgrading four operating theatres at Northern Hospital Epping and the construction of the Tower Block housing a new intensive care unit, a further three theatres having robotic and hybrid capacity, and four new inpatient wards. Broadmeadows Hospital has completed upgrades creating a multi-day stay hospital managing elective surgery and acute, rehab and geriatric medical patients. Currently, the NH Craigieburn site is being developed into a day hospital with inpatient and outpatient services supported by new models of integrated care.

As an organisation, we are shifting our focus from managing ill-health in acute care to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working and research environment, with a strong culture of teamwork, diversity, safety and respect. The growth of new suburbs together with the growth of Northern Health provides the right catalyst for a Professorial role to drive innovation, new models of care and cultural change.

For more information please visit [www.nh.org.au](http://www.nh.org.au)

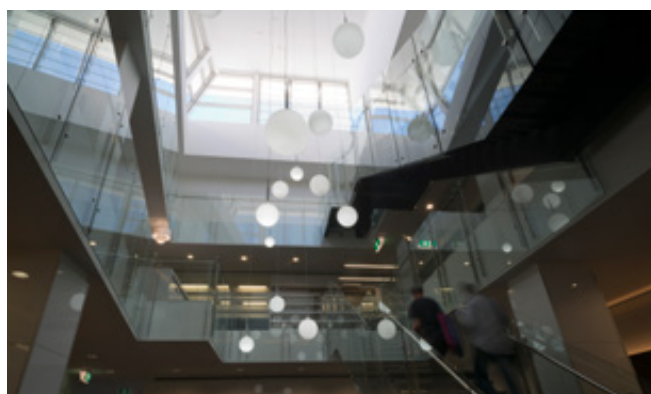




# Northern Centre for Health Education & Research

The Northern Centre for Health Education & Research (NCHER) is a partnership between Northern Health, the University of Melbourne and La Trobe University. It was established in 2015 with the aim of creating an innovative hub to attract clinicians and researchers who come to learn, and choose to stay locally as well as advance collaborative, translational research focused on outcomes for the northern community.

NCHER is home to the Northern Clinical School, whereby 170 MD students undertake clinical placements and research across all 4 years of their course. The school prides itself on the connections it has with the northern community and the strong relationships it has built with clinicians from Northern Health.



# Position Summary and Selection Criteria

<b>CLASSIFICATION</b>	Level E or Level D
<b>SALARY</b>	Level E \$199,922 Level D \$155,209 - \$170,993
<b>SUPERANNUATION</b>	17 %
<b>WORKING HOURS</b>	Part time 0.5 FTE
<b>BASIS OF EMPLOYMENT</b>	Fixed term for 5 years

## Position Summary

The Associate Professor or Professor in Surgery at Northern Health (NH) will be a key leader in the Department of Surgery in Melbourne Medical School (MMS) of the University of Melbourne, and the Division of Surgery at Northern Health. Located at Northern Hospital in Epping, this role is the Academic Lead at the Northern Health node of the Department of Surgery and provides academic leadership in Surgery within the Northern Health affiliated hospitals and services. The position reports to the Head of the Department of Surgery, Melbourne Medical School.

The Professor or Associate Professor in Surgery will develop and implement a program of research, research training and teaching and education at Northern Health in collaboration with academic staff in the Department and the School. A commitment to excellence in research, learning and teaching, engagement and quality management is required.

The Associate Professor or Professor in Surgery will be expected to make a major contribution to research within MMS's Department of Surgery, including establishing a research program that integrates successfully with the current activities of Northern Health, the Department of Surgery and MMS. It is anticipated that the research program will be funded through successful grant applications.

The Associate Professor or Professor in Surgery will contribute to entry-to-practice and postgraduate programs in the discipline of Surgery. The position will also entail the supervision of post-graduate research students.

This is a joint initiative between the University of Melbourne and Northern Health and the appointee will also have negotiated clinical and theatre responsibilities with NH, which will be appropriately remunerated. The Associate Professor or Professor will have an important role as leader of academic Surgery at NH and will work closely with the Chief Executive Officer, NH to promote excellence in clinical care, enhance the strong research activities in NH and establish productive collaborations between MMS and NH. Participation in clinical educational activities of their specialty and involvement in clinical governance, audit, quality and risk are envisioned for this role.

Professors also provide transformational leadership and dedicated service to the University and the broader community beyond their leadership within their academic fields and disciplines.

The Council reserves the right to make no appointment or to appoint by invitation at any stage.

## 1. Key Responsibilities

This is a joint initiative that is supported jointly by, and reports to, the Northern Health and the University of Melbourne in order to drive excellence in clinical care, translational research and education in medicine in the precinct. The appointee will be fully accountable to both Northern Health and the University of Melbourne. The appointment panel and performance management reviews will have representatives from both institutions, with the requirement of both organisations to be met.

### 1. TEACHING AND LEARNING

- Participate in the teaching activities of the Department of Surgery and the Melbourne Medical School including active contribution to MD teaching, curriculum revision, assessment and evaluation
- Contribute to the development and implementation of current and future professional development programs of the MMS in teaching, research and leadership

### 2. RESEARCH AND RESEARCH TRAINING

- Provide leadership in establishing and growing a strong and diverse research program in academic Surgery, including independent engagement in and original and outstanding contributions to a strong research program in your academic discipline.
- Develop strong collaborative interactions with other departments and centres of the University and external collaborators.
- Publish research outcomes in high-impact peer reviewed journals and present research outcomes at local, national, and international meetings.
- Attract research funding from national and international funding bodies that builds institutional capacity and creates opportunities to expand research in the Department and at Northern Health. This will include the preparation of research proposal submissions to external bodies and responsibility for the oversight of financial management of grants.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional networks.

### 3. SERVICE AND LEADERSHIP

- As the local Academic Lead, provide leadership and foster excellence in research, teaching and community engagement for improved capability within the Department.
- Active participation on Department, School, Faculty and Hospital committees and significant contribution to activities and developments across the Faculty, where possible.
- Establish national and international links with key academics, clinicians and healthcare organisations.
- Active participation in community engagement and professional activities related to the advancement of the discipline.
- Contribute to the discipline by participating in professional bodies and in scholarly meetings and conferences, by undertaking professional activity in the field.
- Where relevant, the Associate Professor or Professor is expected to facilitate links between Northern Health and other affiliated hospitals, research and teaching institutions.
- Other responsibilities normally expected of an Associate Professor or Professor within the University of Melbourne, including, but not restricted to, attendance at Melbourne Medical School and Faculty meetings.
- 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.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.

### 4. STAFF SUPERVISION

- Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- Understand your responsibilities associated with approving staff leave and ensuring 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.

**In addition to the above, at Level E, the incumbent will be required to:**

- Provide leadership and foster excellence in the teaching, research and community engagement of the clinical discipline for improved capability across the broader School, Faculty and University
- Set the direction and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society
- Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University, securing research grants and external research income that build institutional capacity and create opportunities for early career academic development

- Provide significant contribution for driving new engagement initiatives or leading existing initiatives with national and international significance
- Be a recognised leader in academic surgery, presenting research to the public to elevate public awareness of educational and scientific developments and promote critical enquiry and public debate within the community.
- Lead and facilitate translation of research into clinical practice and promote close working relationships between clinical, diagnostic and research staff across the Department of Surgery and Northern Health.
- 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.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks.
- Provide expert advice to government and peak bodies (local, state, national, international).

## 2. Selection Criteria

### 1. ESSENTIAL

- A medical qualification registrable with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA).
- Membership in the Royal Australasian College of Surgeons or equivalent and recognised postgraduate clinical qualification.
- A PhD or equivalent research qualification.
- A prominent career of international, or leading national, standing in clinical academia and research with demonstrated capacity to establish and lead significant research programs.
- Strong leadership skills and the ability to foster academic achievement in others with demonstrated leadership in research and scholarship.
- Experience in medical education.
- Evidence of success in obtaining external research grants and external income.
- Excellent interpersonal and verbal and written communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external).
- Experience of establishing productive links with national and international partners.
- Extensive experience in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion.
- Demonstrated academic leadership in fostering the academic activities of others and making a significant contribution to the advancement of the discipline.
- Strong capability as an ethical leader who values diversity and works effectively with individual differences.
- Demonstrated organisational skills and management of administrative tasks.





## 2. ADDITIONAL CRITERIA FOR APPOINTMENT AT LEVEL E

- Internationally-recognised record of exceptional and outstanding achievement in academia and research.
- Recognition as an eminent authority in clinical Surgery or subspecialty with distinction at the national and international level.
- A distinguished research career in a branch of Surgery, including an excellent publication record in high impact peer reviewed journals.
- Demonstrated ability to establish cross-disciplinary research partnerships and collaborations.
- Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government.
- A proven track record of highly developed leadership, with a demonstrated ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement.
- Proven capacity and ongoing desire to undertake world class research addressing knowledge gaps in Surgery. A desire to improve clinical practice by implementing knowledge into every day clinical practice.
- Strategic perspective to ensure sustainability and future growth with a track record in obtaining external competitive research funding and/or innovative commercialisation avenues.

## 3. DESIRABLE

- Demonstrated ability to develop and implement Quality Care programs in a clinical setting.

## 4. SPECIAL REQUIREMENTS

- The appointee must be suitable for clinical appointment in a relevant discipline at Northern Health.
- A current national criminal history police check (completed upon appointment).
- A Working with Children's Check certificate.



# The University of Melbourne

Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

With a history of more than 160 years, the University occupies a special place in the heart of Melbourne's intellectual and cultural scene. It offers a vibrant and stimulating environment for more than 7 000 staff members and 50 000 students, including 12 000 international students from more than 120 countries. It has an annual budget exceeding A\$2 billion.

Ranked as the leading university in Australia, and situated at 38 on the Academic Ranking of World Universities (ARWU), it is consistently situated among the fastest-rising research universities. The University is counted among the best in the world – 32 by the Times Higher Education and 26 by the US News & World Report Rankings.

## The Melbourne Model

Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees (offering a total of 87 major fields of study) and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model's curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.





# 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 4.5 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 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 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.

## Northern Health Campus

The Northern Centre for Health Education & Research (NCHER) at **Northern Health** is central in promoting collaboration across education and research whilst improving out-comes for patients by promoting new translational research and safe service delivery in the northern suburbs of Melbourne. The NCHER includes Lecture Theatres, Seminar Rooms and Tutorial Teaching Spaces as well as laboratory space equipped with state of the art equipment enabling researchers to conduct their research with minimal disruption. A fully equipped Simulation Centre to replicate real life situations where practical clinical skills are essential and clinical rooms are also located in the Centre.



## People and Benefits

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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. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

### 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 everything 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.





# 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.



## Further Information and Website Addresses

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

**About the University of Melbourne**  
[about.unimelb.edu.au](http://about.unimelb.edu.au)

**2019 Annual Report**  
[about.unimelb.edu.au/strategy/annual-reports](http://about.unimelb.edu.au/strategy/annual-reports)

**Faculty of Medicine, Dentistry and Health Sciences**  
[mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

**Melbourne Medical School**  
[medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

For queries, please email; The Talent Acquisition team  
[MDHSTalent-Acquisition@unimelb.edu.au](mailto:MDHSTalent-Acquisition@unimelb.edu.au)

Please do not send your application to this email address.

### To Apply

For other career opportunities at the Melbourne Medical School, and to apply, please visit: [medicine.unimelb.edu.au/about/join-the-melbourne-medical-school](http://medicine.unimelb.edu.au/about/join-the-melbourne-medical-school)

Applications close: 3 November 2020





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