

Position Description

Professor of Radiology/Imaging

Position Number: 00074996
Position Title: Professor of Radiology/Imaging
Date Written: June 2019

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

ORGANISATIONAL ENVIRONMENT

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

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

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

VALUES IN ACTION: OUR UNSW BEHAVIOURS

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



Delivers high performance and demonstrates service excellence.



Thinks creatively and develops new ways of working. Initiates and embraces change.



Works effectively within and across teams. Builds relationships with internal and external stakeholders to deliver on outcomes.



Values individual differences and contributions of all people and promotes inclusion.



Treats others with dignity and empathy. Communicates with integrity and openness.

OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

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

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

The Randwick development involves \$1.5 billion capital expenditure for the building of an adult hospital, a children's hospital and major university facilities and leadership planning for imaging across this precinct is a task. We seek such a leader through this position. We are looking for an appointee who displays excellence in the overall mix of clinical care, teaching, and scholarly activity that advances clinical medicine, and institutional service appropriate to the needs of POWH and the LHD and the seniority of the appointee.

This is a Clinical Academic appointment created in the spirit of close collaboration between UNSW Medicine and the South-Eastern Sydney Local Health District (SESLHD) and POWH. The appointee will report jointly to the Dean of UNSW Medicine or appropriate delegate, principally for academic matters and to the Director, POWH Department of Medical Imaging, principally for everyday management and imaging service matters.

The appointee will provide oversight and leadership for the Medical Imaging research, clinical and teaching activities of the Precinct. Leadership and administrative experience are highly desirable, as the appointee will have major responsibilities in establishing, maintaining and increasing high standards of excellence in these areas. An understanding of the drivers of quality, value and outcomes in the provision of healthcare, along with process improvement experience will also be highly desirable.

RESPONSIBILITIES

Specific responsibilities for the appointee include:

- As a joint appointment between UNSW Medicine and POWH, to work within both organisations, both strategically and operationally
- To establish, develop and increase a culture of leadership in research and a collegial atmosphere of discovery and enquiry within Medical Imaging at UNSW Medicine and POWH
- To assume a leading role in fostering research direction across the Precinct aimed at complementing existing research strengths, and building research capacity and capability
- To produce high quality and high value academic outputs, including success in gaining competitive grants, publication of peer-reviewed papers, and supervision of student research projects
- To provide leadership in the field of Medical Imaging, particularly focusing on the development and integration of research and education to support and enhance clinical service delivery

- To contribute to the delivery of service plans and strategies for Medical Imaging, in alignment with the strategies of POWH and the South East Sydney Local Health District (SESLHD), including the incorporation of health service improvement, research, analysis and high-quality reporting
- To contribute in a leadership role to the implementation of key organisational programs and initiatives in Medical Imaging that contribute to its systems and business processes, reflecting improvement strategies in meeting organisational performance indicators and goals
- To contribute in a leadership role to workforce plans for the strategic use of human resources to achieve workforce priorities consistent with the development, growth and promotion of an academic clinical service
- To support the Director, Medical Imaging through the use of performance management tools and effective communication related to academic strategy and leadership
- To represent UNSW Medicine and POWH/SESLHD Medical Imaging on peak committees at local, District, State and National levels, as appropriate
- To participate in, and contribute in a leadership role to, activities applicable to senior clinical leaders in meeting the requirements for National Standards compliance and accreditation
- To contribute in a leadership role to the planning of services and activities to maximise effective use of current and future resources
- To model the highest standards of ethical behaviour and interaction, promoting a culture and support practices that at all times reflect the organisational values of UNSW Medicine and POWH/SESLHD
- To maintain responsibility for personal and professional development by participating in evidence-based practice activities; training and education; performance reviews and appraisals to improve leadership and management of the service
- To work closely with the Dean and the Director, Medical Imaging to ensure that teaching, research and clinical care are integrated in the continuum essential for the maintenance of the highest standards of a major teaching Hospital
- To assist with high level administrative functions within Medical Imaging, and to attend departmental meetings in the Hospital, the LHD and UNSW
- To be well-versed in all health and safety policies and procedures of the University and the SESLHD, and take all reasonable care in complying with them

SELECTION CRITERIA

- Eligibility for medical registration in Australia, possession of the FRANZCR or equivalent qualification, and possession of appropriate Australian specialist recognition relevant to Medical Imaging.
- A PhD or equivalent qualification and an outstanding research record, including significant external research funding and publications in high quality peer-reviewed journals
- A record of outstanding achievement and leadership in a managerial role in a University or professional setting
- Demonstrated capacity to lead and manage complex organisational change in clinical, research and education settings, including high-level skills in leadership, analysis, liaison, negotiation, and conflict resolution
- Demonstrated expertise in the management, planning and development of clinical services

- Clinical subspecialty knowledge and expertise that complements and extends the clinical and diagnostic services available in Medical Imaging
- Demonstrated capacity to deliver quality improvement activities, and ability to ensure the provision of high-quality Medical Imaging services across POWH
- Evidence of an understanding of, and involvement in, broader health system management
- Successful interaction with relevant professional organisations
- Demonstrated ability to develop, direct and lead a multi-disciplinary team in the achievement of organisational objectives
- Ability and capacity to implement the required POWH/SESLHD and UNSW health and safety policies and procedures

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