

ASSOCIATE PROFESSOR, PARAMEDIC PRACTITIONER IMPLEMENTATION LEAD

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| DEPARTMENT/UNIT | Paramedicine |
| FACULTY/DIVISION | Medicine, Nursing and Health Sciences |
| CLASSIFICATION | Level D |
| DESIGNATED CAMPUS OR LOCATION | Peninsula campus |

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#ChangeIt](#) with us.

The Faculty of **Medicine, Nursing and Health Sciences** is the largest faculty at Monash University, a global university with campuses across Victoria and international locations in Indonesia, Malaysia, China, India and Italy. Our Faculty offers the most comprehensive suite of professional health training in Victoria.

We are ambitious and committed to maintaining our position as a leading international medical research and teaching university. We're recognised for the quality of our graduates, the scale and

depth of our research, our commitment to translational research, and as a thriving biotechnology hub. To learn more about the Faculty, please visit www.monash.edu/medicine.

The **School of Primary and Allied Health Care (SPAHC)** has an organisational hub at the Peninsula campus and a presence across other Monash locations. The School aims to be Australia's leading centre of primary and allied health care education and research, building on existing strengths. The SPAHC is a leader in primary and allied care research, teaching and service. The School provides high quality programs at undergraduate and graduate entry levels, specialised professional graduate coursework programs and higher degrees by research. The School currently includes the Departments of Paramedicine, Occupational Therapy, Physiotherapy, Social Work and Medical Imaging and Radiation Sciences. The School's departments and centres are situated across the Caulfield, Clayton, Notting Hill and Peninsula Campuses. The Rehabilitation, Ageing and Independent Living (RAIL) Research Centre is an important Centre within the School and the School is a key partner in The National Centre for Healthy Ageing, a joint venture between Peninsula Health and Monash University.

The School is a part of the **Sub-Faculty of Health Sciences** which includes the School of Nursing and Midwifery and the School of Rural Health, as well as the foundation years of the Monash Medicine Program.

For more information about us and the work we do, please visit: www.monash.edu/medicine/spahc/home.

The **Department of Paramedicine** provides undergraduate and postgraduate courses to students currently working in or planning employment in out-of-hospital and community-based paramedicine settings. The core business of the Department is to:

- Provide foundational education and training services to meet the needs of ambulance services and of private patient transport services in Australia and internationally;
- Provide specialist postgraduate education programs for paramedics from Australia and overseas as well as other health professionals in the field of paramedicine; and
- Undertake research in the field of paramedic practice

Further details may be found at: www.monash.edu/medicine/spahc/paramedicine

THE OPPORTUNITY

In June 2023, the Victorian Premier announced that the Andrews Labor Government had selected Monash University as the preferred education partner for the delivery of the Paramedic Practitioner Program, to establish a new Paramedic Practitioner role within an agreed model of care. It is intended that the program will deliver at least 25 fully trained Paramedic Practitioners by the end of 2026, with the rollout to begin in rural and regional areas. This will be the first time that the Victorian healthcare system will introduce a Paramedic Practitioner role that will support better and accessible care for communities that need it most, reducing unnecessary or potentially avoidable hospitalisations resulting in a more sustainable health system. The Department of Paramedicine is seeking a senior leader to work collaboratively with the Department of Health and Ambulance Victoria in the implementation of this new model of care.

POSITION PURPOSE

The Implementation Lead (Level D) will have a multi-faceted responsibility that spans from the inception of the Paramedic Practitioner Program to its long-term sustainability. They will be instrumental in the activation of the program and will play a crucial role in fostering interprofessional collaborations, which are key to promoting the model of care to stakeholders.

The Implementation Lead will ensure the unification of vision and strategy across all participating organisations, thereby reducing the risk of fragmented implementation. This role requires a unique blend of skills including academic insights, clinical expertise, and administrative capabilities. Beyond that, they will assist in building relationships with key stakeholders and work-integrated learning partners, provide sector intelligence, provide insight into the ongoing development of the Master of Paramedic Practitioner course content, and contribute to an evidence-based approach to the establishment of the model of care. The Implementation Lead will also be responsible for understanding and navigating the legislative landscape, making them indispensable for addressing the national implications of introducing this new model of care.

Reporting Line: The position reports to Head of Department through the relevant performance manager

Supervisory Responsibilities: This position provides direct supervision to up to 6 academic staff

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level D academic may include:

1. Provide high-level strategic leadership to the Department and wider Paramedic Practitioner Program by managing, administering and fostering excellence in teaching, research and professional activities
2. Work collaboratively with Ambulance Victoria, the Victorian Department of Health and Safer Care Victoria and other relevant stakeholders to ensure successful implementation of the Paramedic Practitioner model of care
3. Engage in scholarly activities, including research, publications, and conference presentations, to contribute to the academic and professional growth of the Paramedic Practitioner program
4. Foster research excellence through procuring competitive research grants, contributing to significant research projects and working with other staff to develop research links
5. Provide strategic, innovative and effective contribution for the expansion of the Department's Graduate Research program by attracting high quality research students
6. Develop and foster national and international relationships with the wider university, local community, consumer advocates, healthcare providers, clinical agencies and emergency services to enhance the program's visibility and promote collaboration for diverse and high-quality clinical placements and student opportunities
7. Stay informed about relevant laws, regulations, and policies affecting paramedicine and healthcare education in particular relating to advanced practice roles. Develop and implement program policies in compliance with these regulations
8. Ensure that the Paramedic Practitioner program meets proposed accreditation standards and work towards continuous improvement in alignment with future regulatory and program accreditation requirements
9. Review and report on high-priority issues, risks, and trends to support the program implementation.
10. Attendance at departmental, school and/or faculty meetings and a major role in planning or committee work.
11. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification in Paramedicine or a related area; and
 - Current registration as a Paramedic with the Australian Health Practitioner Regulation Agency or equivalent;

Knowledge and Skills

2. Evidence of a national profile in the area of Community Paramedicine/Paramedic Practitioner programs and an emerging trajectory of being an international leader in the field.
3. Demonstrated understanding of the advanced practice role and implementation of Paramedic Practitioners/Community Paramedicine on a national and/or international level
4. Excellent leadership, interpersonal and communication skills and an ability to work independently and as part of a team in a collegiate manner
5. Demonstrated experience identifying, maintaining and strengthening stakeholder relationships and a demonstrated capacity to influence strategic outcomes aligned with program objectives.
6. Demonstrated publication record in high-quality journals, conferences, equivalent textbooks or teaching resources
7. Demonstrated ability in undertaking outstanding research, successfully supervising research students and a proven record of obtaining competitive funding
8. Demonstrated ability to motivate, actively engage and educate a given audience
9. Evidence of collaborative and interdisciplinary projects that have a measurable population health outcomes
10. Demonstrated track record of excellence in Paramedicine education and programs of study in a higher education environment

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- Travel to the Department of Health (Vic) or Ambulance Victoria may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working with Children Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.