

# PROFESSOR AND HEAD, DEPARTMENT OF PARAMEDICINE

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

## ORGANISATIONAL CONTEXT

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Monash is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit [www.monash.edu](http://www.monash.edu).

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 consistently rank in the top 40 universities worldwide for clinical, pre-clinical and health sciences. In 2022, our Nursing and Midwifery climbed to the rank of 14th in the world and 1st in Victoria in the QS World University Rankings.

We want to improve the human condition. That is our vision - it has no expiration date. By educating the current and future healthcare workforce, and undertaking medical research, both discovery and clinical, our students, staff and alumni all work to directly improve people's quality of life.

Contributing to the global health care agenda, the Faculty aspires to lead in all areas of its research and education activity, collaborating to influence local, national and international policy to improve health and social outcomes, and reduce health inequity.

We've made a major impact in the world of medical research and are globally recognised for our quality education of over 63,000 doctors, nurses, and allied health professionals and health researchers. The future health of our communities is underpinned by the sustained excellence of our education and research capabilities.

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](http://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.

Further details may be found at: [www.monash.edu/medicine/spahc](http://www.monash.edu/medicine/spahc).

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

- Provide 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 community-based emergency health; and
- Undertake research in the field of community-based emergency health and paramedic practice

Further details may be found at: [www.monash.edu/medicine/spahc/paramedicine/home](http://www.monash.edu/medicine/spahc/paramedicine/home).

## POSITION PURPOSE

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A Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic discipline within the department or other comparable organisational unit, within the University and within the community, both scholarly and general.

The Professor and Head, Department of Paramedicine provides academic leadership within the discipline of paramedicine. The position oversees the consistent delivery of teaching in the discipline of paramedicine across the Faculty, ensuring a high-quality student experience with fostering the next generation of paramedic PhD scholars, in particular building capacity for paramedics internationally.

This professorial position will provide leadership and foster excellence in educational practice and design across the school, the faculty, the University and the community more broadly, at a national and international level, making an outstanding contribution within the discipline of paramedicine.

**Reporting Line:** the position reports to the Head, School of Primary and Allied Health Care with broad autonomy

**Supervisory Responsibilities:** The Head of Department oversees around 18 FTE of staff

**Financial Delegation:** Yes, in accordance with the University delegations schedule

**Budgetary Responsibilities:** The position is responsible for managing a budget of approximately \$10 million

## APPOINTMENT PERIOD

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The professorial appointment will be a continuing appointment in the Department of Paramedicine and will include the role of Head of Department for an initial period of up to 5 years with opportunity for renewal.

## KEY RESPONSIBILITIES

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Specific duties required of a Professor and Head of Department may include:

1. Provide high-level strategic leadership to the school that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and professional activities
2. Take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research and administration
3. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students
4. Foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links
5. Provide strong and committed leadership in teaching, curriculum development and research training by participating in the faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline
6. Provide innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality HDR students
7. Maintain and broaden collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession
9. Other duties as directed from time to time

## KEY SELECTION CRITERIA

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### Education/Qualifications

1. The appointee will have:
  - A doctoral qualification or equivalent accreditation and standing and recognised as a leading authority in the relevant discipline.

## **Knowledge and Skills**

2. Evidence of outstanding scholarly activity of an international standard in paramedicine, including significant publications in the highest impact journals, a consistent record of high-level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research
3. Highly developed interpersonal and communication skills including the ability to liaise well with other academics, to mentor and develop staff and to represent and advocate for the school/department as a contributing member on various board and committees within the Faculty and the University
4. Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a school/department
5. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, funding and professional bodies
7. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
8. A vision for the future needs and development of paramedicine within Australia and internationally, from research and educational perspectives
9. A record of successful mentoring and development of other academics

## **OTHER JOB RELATED INFORMATION**

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- Travel to other campuses of the University 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
- This position will require a successful National Police Record check

## **GOVERNANCE**

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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.