



GENERAL MANAGER

DEPARTMENT/UNIT	Monash Animal Research Platform
FACULTY/DIVISION	Faculty of Medicine Nursing and Health Sciences
CLASSIFICATION	Level 10B
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

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.

The Faculty of Medicine, Nursing and Health Sciences, is the largest faculty at Monash University, and 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.

We want to improve the human condition. That is our vision - it has no expiration date. Through academic health centres, other translational models and by educating the healthcare workforce of the future, our staff, students and alumni directly improve quality of life.

Setting the global health care agenda, the Faculty aspires to lead in all areas of research activity and influence local, national and international policy to improve health and social outcomes and health inequalities. We've made a major impact in the world of medical research and become globally recognised for our quality education of over 41,000 doctors, nurses, and allied health professionals.

We are ambitious and aim to maintain our position as a leading international medical research university. We're recognised for the breadth and depth of our research, for our commitment to translational research, for the quality and scale of our research capability, and as a thriving biotechnology hub. To learn more about the Faculty, please visit www.monash.edu/medicine.

Monash Animal Research Platform (MARP) is the platform within the Faculty charged with responsibility for providing laboratory animals, housing and technical services to the Faculty's research base. MARP is comprised of eight animal facility locations and employs approximately 100 staff in predominantly technical positions. MARP provides a range of services to researchers at Monash and for over 250 departments and external institutions Australia wide. Servicing over 2,000 researchers and over 3,000 research projects, totalling in excess of \$200M, MARP is providing an important service to the Australian research community.

POSITION PURPOSE

The General Manager leads the Monash Animal Research Platform (MARP), overseeing the administration, governance, resourcing and planning functions of the platform, across all eight animal facilities.

The role is responsible for the development of MARP's strategic vision and direction and ensures effective implementation of strategic plans and operational initiatives to deliver the highest quality animal research services, positioning MARP as the leading platform technology within Australia.

The General Manager is responsible for ensuring compliance requirements and animal ethics are adhered to across all the animal facilities.

The General Manager plays a key role in building an environment of strong staff engagement and creating a high-performance culture and implementing defined mechanisms for aligned, best practice performance management and a strong customer service ethos across the platform at all levels.

Reporting Line: The position reports to the Associate Dean (Research and Research Infrastructure), Faculty of Medicine, Nursing and Health Sciences

Supervisory Responsibilities: This position provides direct supervision to three staff and oversees a team of approximately 100 staff

Financial Delegation: This position has a financial delegation of up to \$150k

Budgetary Responsibilities: This position is responsible for managing an operating budget of approximately \$25 million

KEY RESPONSIBILITIES

1. Take accountability for strategic and operational planning and achievement of MARP goals, position MARP across the University and scientific research industry as an innovative and high quality cost effective service provider
2. Lead, manage and be accountable for the operating performance, infrastructure and financial management of MARP, including resource management and provision of commercial, financial and governance advice in accordance with strategic priorities, plans, contractual obligations and relevant legislation
3. Oversee the management of animal research services across all MARP Animal Services facilities, including systems and processes ensuring they are compliant with the relevant quality, regulatory, safety and environmental standards
4. Represent MARP at various committees both internal and external
5. Forge strategic alliances and undertake extensive negotiation and consulting services across the Faculty, University and within the scientific community whilst providing expert advice on a range of operational and policy issues concerning the use of animals in scientific research
6. Lead and develop a highly-trained, motivated and efficient team with a focus on operational and service excellence
7. Lead and direct a work environment of continuous review and improvement of business practices, operational processes and service provision in animal welfare and research
8. Exercise strong financial management and be accountable with integrity for delivering within budget targets for the platform, programs or operations managed
9. Lead, manage and be accountable for risk, compliance, OHS and quality assurance for the operations managed, including contract management, monitoring and reporting in accordance with operating standards and guidelines and legislative requirements

10. Initiate, lead and develop strong partnerships, collaborations and networks with relevant business units, industry, government and the broader community
11. Other duties as directed from time to time.

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A relevant postgraduate qualification in a cognate field (preferably the biomedical, veterinary sciences or animal sciences) and extensive professional experience at management level within a complex management environment; or
 - an equivalent combination of relevant experience and education/training as a scientific researcher.

Knowledge and Skills

2. Extensive operational management experience and leadership skills with proven ability to strategically manage and provide authoritative and expert advice at the highest levels
3. Outstanding planning and organisational skills, with experience in establishing priorities, allocating resources and meeting deadlines while working under pressure as a leader of a large and complex animal facility, centre or operation
4. Proven expertise, or the capacity to develop expertise, in successfully managing an animal facility
5. Extensive staff management experience with the ability to motivate and develop high-performance, interdisciplinary teams and building a high performing culture
6. Exceptional analytical and conceptual skills including demonstrated ability to quickly assimilate new concepts and information and deliver positive, innovative solutions
7. Outstanding interpersonal and communication skills with the ability to negotiate, consult and influence at senior levels and with diverse stakeholders on complex, sensitive issues.

OTHER JOB RELATED INFORMATION

- 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
- This position will require a successful National Police Record check
- A current satisfactory Finance 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.