



THE UNIVERSITY OF
MELBOURNE

Melbourne
Children's

A world leader
in child and
adolescent health



The Royal
Children's
Hospital
Melbourne

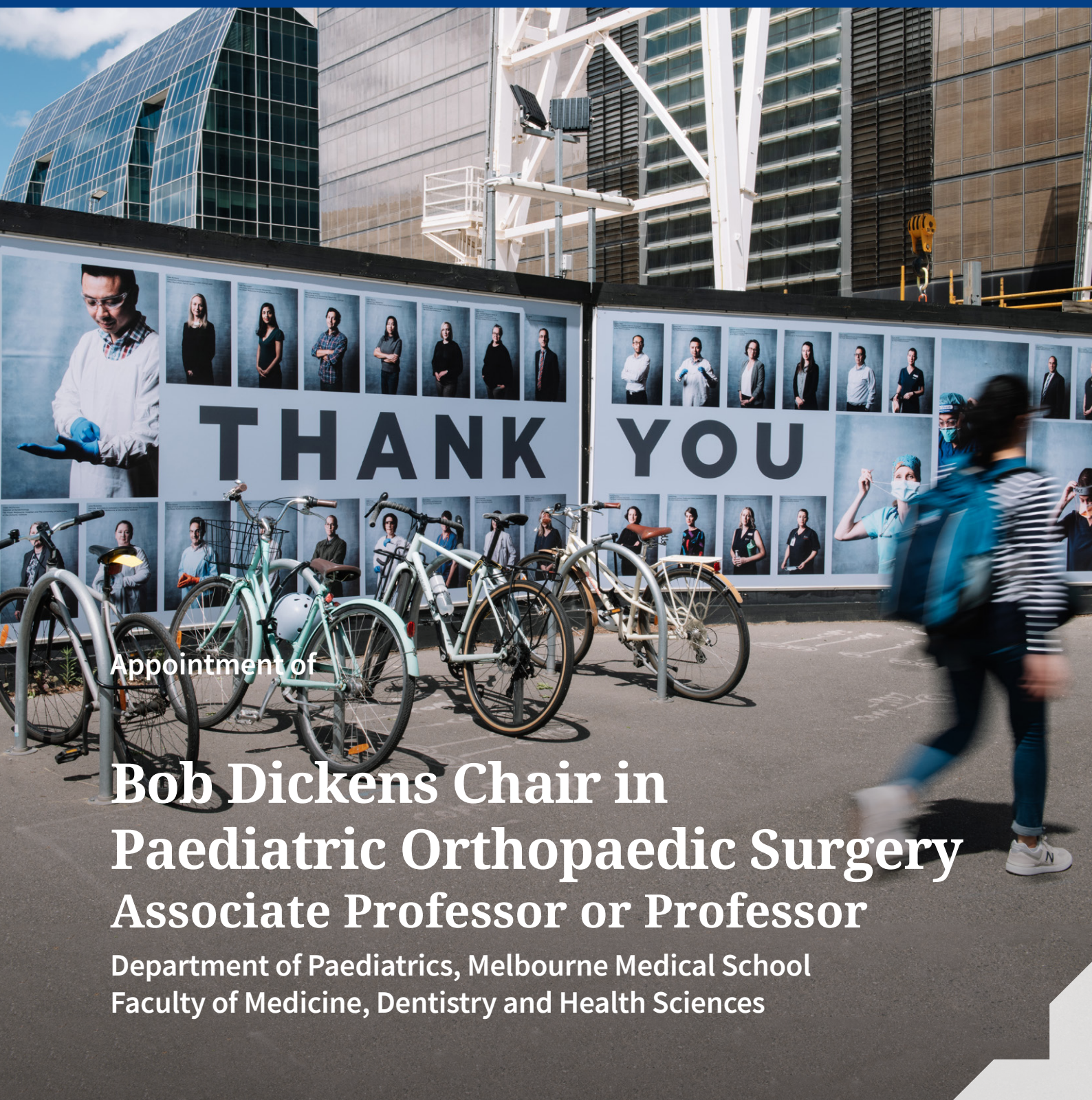


murdoch
children's
research
institute



THE UNIVERSITY OF
MELBOURNE

Supported by The Royal Children's Hospital Foundation



Appointment of

Bob Dickens Chair in Paediatric Orthopaedic Surgery Associate Professor or Professor

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



The Melbourne Children's Campus

Melbourne Children's is a fully integrated academic paediatric teaching hospital and research institute which is unique in Australia and acclaimed internationally. Bringing together four outstanding organisations, The Royal Children's Hospital, the Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation, the fundraising arm of the hospital, the Melbourne Children's is a single, purpose-built and multi-award winning campus in the city of Melbourne.

The purpose of the Melbourne Children's is to collaborate, as world leaders, in advancing child and adolescent health through prevention, early intervention and health promotion, together with the highest quality clinical care, outstanding research and comprehensive education and training. Together the partnership forms an interwoven, symbiotic relationship delivering high quality clinical services underpinned by research and education. Collectively the independent entities contribute to a paediatric health sciences precinct which is greater than the sum of the parts. The presence of each benefits the other, ensuring the primary focus of each entity is achieved.

The Royal Children's Hospital Foundation provides invaluable philanthropic support to Melbourne Children's, enabling the campus to pursue innovative, world-leading clinical, research and teaching opportunities to deliver high quality paediatric care and successful prevention strategies.

For more information, please visit:
www.melbournechildrens.com/about/



Our partner, The Royal Children's Hospital

The Royal Children's Hospital is a state-wide teaching, training and research paediatric hospital. The hospital provides tertiary, secondary and primary child and adolescent health services, including mental health services.

The Royal Children's Hospital has a major leadership role in child and adolescent health in Victoria with state-wide specialist roles. It is a tertiary and quaternary paediatric referral centre providing specialist services and multidisciplinary clinics for sick infants, children and adolescents from Victoria, Tasmania, South Australia and southern New South Wales. The Royal Children's Hospital also provides specialised paediatric care for patients from overseas, particularly from south-east Asia, Nauru and Fiji.

The Royal Children's Hospital plays a major role in child public health, health promotion and advocacy for children and young people's health. It provides the full spectrum of medical and surgical paediatric services, as well as a number of specialist tertiary paediatric services and health promotion and prevention programs for infants, children and adolescents. These services are provided on both an inpatient and ambulatory basis.

Teaching, training and research are fundamental elements of the Royal Children's Hospital. The Royal Children's Hospital is part of a child health precinct, and in partnership with the Murdoch Children's Research Institute, the University of Melbourne, LaTrobe University, Deakin University, Monash University and RMIT University, ensures clinical services are integrally linked with teaching, training and research.

These relationships are crucial in providing opportunities for significant participation in the public health agenda for children and young people, for 'translational research' to drive laboratory and clinical findings into health promotion and prevention programs and for driving new paradigms and models of care.

For more information, please visit: www.rch.org.au/home/



Department of Orthopaedics, The Royal Children's Hospital

The Department of Paediatric Orthopaedics provides the full range of orthopaedic surgery for children and adolescents including subspecialties in: Cerebral Palsy and neuromuscular surgery, trauma, spine, complex hip, limb reconstruction, limb deficiency, foot and ankle, upper limb, sports medicine, skeletal dysplasia, and tumour. There are 17 surgeons in the Department with active research interests and programs in these subspecialties. These are ably supported by a dedicated group of allied health staff including specialised nurse coordinators, physiotherapists and secretarial staff.

The department has orthopaedic trainees in their senior years of rotation in the Victoria/ Tasmania Orthopaedic Training scheme (AOA) as well as four fellows in paediatric orthopaedics per year. There are research support staff employed within the department assisting its academic output. The Hugh Williamson Gait Laboratory is a world-renowned purpose-built motion analysis laboratory, supported by highly experienced biomedical engineer and physiotherapy staff.

For more information, please visit: www.rch.org.au/ortho/



Our partner, Murdoch Children's Research Institute

The Murdoch Children's Research Institute (MCRI) is Australia's leading child health research organisation and ranked in the top 3 globally. Established in 1986, the MCRI has grown from less than 100 researchers working on genetic conditions into a team of 1,200 clinicians, scientists and students across 60 research groups. Its researchers work with the overarching goal of translating knowledge into effective prevention, intervention and treatment strategies to address a range of disorders affecting infants, children and adolescents. MCRI's large strategic initiatives are in genomics, life course cohorts, stem cell medicine and global health.

MCRI advocates for quality equitable care for all children and works closely with its partners, The Royal Children's Hospital and the University of Melbourne's Department of Paediatrics, within a single, purpose-built facility. What makes MCRI unique in Australia is the:

- Critical mass of researchers across a breadth of research disciplines
- Co-location and shared governance with the Royal Children's Hospital to drive translation of research discoveries into improved health outcomes

- Seamless pipeline from gene discovery through to rapid and accurate diagnostic tests via the integration with the Victorian Clinical Genetics Services and
- Shared research, clinical and academic leadership in partnership with The Royal Children's Hospital and the University of Melbourne.

The vision of the MCRI is for "all children to have the opportunity to live a healthy and fulfilled life", to make a real difference to child health through world leading research and disease prevention. We strive for a healthier community, with fewer children requiring hospitalisation, and provision of the best possible evidence based care for children who become ill. Through its research, the MCRI aims to develop new therapies, cures and prevention strategies to ensure the health and wellbeing of future generations.

For more information, please visit: www.mcri.edu.au/



Our Faculty

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 8,300 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 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. 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\$ 385million in 2020: 50% of the University of Melbourne total.



More than 6,000 peer reviewed publications every year: >40% 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, Royal Children's Hospital, Western Hospital, Mercy Hospital and rural partners such as Goulburn Valley Health.



The Faculty employs over 2,200 academic staff and more than 800 professional staff. A large portion of our workforce are located in hospital-based departments. The Faculty also has over 4,000 honorary staff including hospital-based staff and those from partner institutions.



These programs which are unparalleled in the Australian higher education system provide new approaches to educating health care professionals and are specifically designed to better align student attributes to the sector's needs.

Please see study.unimelb.edu.au for further information.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, Melbourne Brain Centre, Doherty Institute, Bio21 Institute and Royal Children's Hospital campus.

Melbourne Biomedical Precinct

The Faculty is a key collaborator within the Melbourne Biomedical Precinct – a leading global research and teaching hub and one of the top five biomedical precincts in the world. Precinct partners share an impressive history of ground-breaking medical discoveries and developments, as well as a future-focused outlook on innovative and transformative health care.

Key precinct partners include WEHI, Murdoch Children's Research Institute, Peter MacCallum Cancer Centre, Florey Institute for Neuroscience and Mental Health, Centre for Eye Research Australia and Bionics Institute. The 25 precinct partners, located within easy reach of each other, are engaged in breakthrough research, education and the delivery of clinical care and health services. This dense concentration of hospitals, research institutes and academic campuses provides the opportunity, which is unparalleled in Australia, for talented individuals from a range of disciplines to engage in world-class collaborations.

For more information about the Biomedical Precinct please visit www.melbournebiomed.com.

Melbourne Academic Centre for Health (MACH)

MACH is a joint venture between 19 full partners, including 10 Victorian healthcare providers, 8 independent medical research institutes and the University of Melbourne, with La Trobe University as an affiliate member. Across this partnership, which has nearly 40,000 staff, around \$7 billion is invested each year in health care, research and education. The MACH partnership brings together health services and health scientists committed to translation of interdisciplinary research that will benefit patients and strengthen the economy. MACH addresses current health challenges by delivering precision care tailored to the needs of patients, developing world-leading research into tomorrow's healthcare and nurturing future leaders of innovative care.

For more faculty information, please visit our website at mdhs.unimelb.edu.au

Our Academic Leaders



Professor Jane Gunn

Dean

Professor Jane Gunn was appointed interim Dean of the Faculty of Medicine, Dentistry and Health Sciences (MDHS) in February 2021. Professor Gunn was previously the MDHS Deputy Dean, following a decade as Head of the Department of General Practice and a further two years as Deputy Head of the Melbourne Medical School. As Dean, Professor Gunn steers the Faculty's strategic aims and objectives. Professor Gunn is a distinguished academic and inaugural Chair of Primary Care Research at the University of Melbourne and has made significant contributions to health services research and applied clinical research in the primary care setting. One of her key areas of interest has been to transform mental health care in the primary care setting, focusing on depression. Her research harnesses the patient experience in order to drive health care reform. She is a Fellow of the Australian Academy of Health and Medical Sciences. Throughout 2020, Professor Gunn was instrumental in formulating the University's response to COVID-19 in her role as the Chief Public Health Adviser as part of the University's pandemic response team.



Professor Mike McGuckin

Deputy Dean

Professor McGuckin is a biomedical scientist and the author of over 180 scientific publications and 4 patents with his research focused on infection, inflammation, cancer and metabolic disease. He is heavily involved in national and international peer review and has served on multiple committees and boards for scientific societies, granting agencies, collaborative research centres and charities. He joined the Faculty in 2018 as Associate Dean Research to help grow our research capacity and impact, and he is passionate about developing the careers of young emerging researchers. In his current role as Deputy Dean he oversees the research portfolios of the Associate Deans Research, Graduate Research, and Innovation and Enterprise, supports the Associate Dean for Diversity and Inclusion, and leads the People & Culture, International and Engagement portfolios. Mike is committed to working with our Faculty leadership team to embed our values, champion our Respect@Work initiatives and realise the potential of a more diverse and inclusive culture across our academic and professional staff.



Professor Marilys Guillemain

Associate Dean (Learning & Teaching)

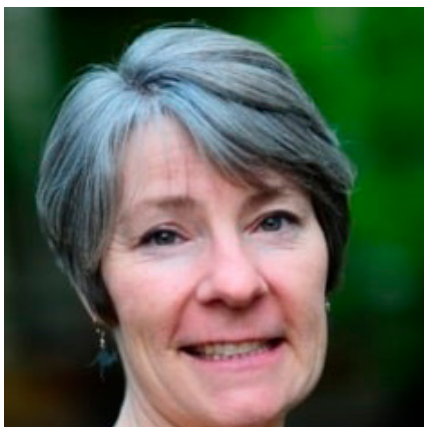
Professor Marilys Guillemain is the Associate Dean Learning and Teaching. In this role she is responsible for learning and teaching strategy and its implementation in the Faculty. Key priority areas for the faculty are: enhancing student experience, supporting interprofessional education and practice, developing post-professional education programs, and quality teaching innovation. She is passionate about ensuring the successful development and career trajectory of our teaching staff and has initiated a number of faculty initiatives to enable this. Marilys is a health sociologist and has conducted research and published widely in the areas of sociology of health, illness and technology, innovative research methodologies, research practice, narrative ethics, and ethical practice in research and in health care. Marilys is also the University's Academic Lead in the SAGE (Science in Australia Gender Equity) Athena SWAN initiative. In addition Marilys is a member of the University of Melbourne Council.



Professor Alicia Spittle

Associate Dean (Research)

Professor Alicia Spittle is the Associate Dean Research in the Faculty of Medicine, Dentistry and Health Sciences. She is a physiotherapist and clinician researcher who is a current recipient of a National Health Medical Research Council (NHMRC) Career Development Fellowship, Chief Investigator on the NHRMC Centre of Research Excellence in Newborn Medicine and leads several grants focused early detection and early intervention for infants at high-risk of neurodevelopmental impairments including infants born preterm and/or with cerebral palsy including both MRFF (Medical Research Future Fund) and NHMRC grants. She has received over \$22 million in grant funding and has authored over 160 publications. In 2020 she was recognised as the top Australian researcher in Paediatric Medicine in 2020 by The Australian newspaper, for the highest number of citations from papers published in the last 5 years in the top 20 journals in her field. In addition to her research, she works clinically in the neonatal intensive care unit and follow-up clinic at the Royal Women's Hospital, Melbourne and has a research appointment at the Murdoch Children's Research Institute.



Professor Wendy Chapman

Associate Dean (Digital Health)

Professor Wendy Chapman is the Director of the Centre for Digital Transformation of Health. She moved to Melbourne from the United States to help build a digitally enabled health care system. She has a PhD in medical informatics and came to the field via her love for language and linguistics, which she applies in her personal research to identify symptoms, diagnoses, and social risk factors described in clinical notes from electronic medical records. She is passionate about improving outcomes that matter to patient and clinicians through digitally enabled models of care. Wendy has been nominated to the U.S. National Academy of Medicine, is a member of the NIH Advisory Committee to the Director and is an elected board member of the Australasian Institute of Digital Health.



Associate Professor Natalie Hannan

Associate Dean (Diversity and Inclusion)

A/Prof Hannan is the Associate Dean, Diversity and Inclusion, she has the vision, skills and empathy to progress our diversity and inclusion program of work. A/Prof Hannan is an outstanding researcher, she leads a talented research team dedicated to improving the health and outcomes for women and their babies impacted by serious complications of pregnancy. Her preclinical work has been translated into international clinical trials for the treatment and prevention of preeclampsia. She is the current recipient of a NHMRC Career Development Fellowship. She has attracted over \$7 million in competitive research funding and has authored over 105 publications. Natalie is well known for her engagement and passion to communicate her research to the public, she was selected as a Fresh Scientist and awarded a Young Tall Poppy award. As a VESKI Inspiring Women Fellow, and recipient of the Melbourne Medical School's inaugural Strategic Grant for Outstanding Women, Natalie is passionate about bringing her lived experience to this role, improving opportunities for others, and ensuring that our Faculty initiatives to improve diversity and inclusion deliver real impact. Natalie believes in a diverse and discrimination free workplace, where gender, sexuality and sexual orientation, disability and an individual's background should not be a barrier to reaching their full potential.



Professor Darren Kelly

Associate Dean (Innovation and Enterprise)

Darren is the Associate Dean (Innovation and Enterprise, MDHS) at the University of Melbourne and the Director of Biomedical Research in the Department of Medicine, St Vincent's Hospital Melbourne, where his research expertise lies in progressing pre-clinical novel interventions and developing experimental models of cardiovascular disease. Concurrent to his role with the University of Melbourne, Darren is the CEO and Managing Director of Certa Therapeutics and the Executive Chair and Founder of Occurx, Australia, bringing over 25 years of management and research expertise in the life sciences and biotech sector. He has published over 200 manuscripts in the field of translational research and novel interventions many of which have had a direct impact on human disease. In 2009, Darren was a recipient of the prestigious TJ Neale award for outstanding contribution to nephrology. In 2015 Darren joined the Medical Research Commercialisation Fund as Venture Partner and in 2019 Darren was appointed to the Board of the Centre for Eye Research Australia (CERA). Darren has proven history in translational research. He was previously Founder, CEO and Director of Fibrotech Therapeutics,

a company that developed orally active anti-fibrotic inhibitors to treat underlying pathological fibrosis in kidney and heart failure, which was ultimately acquired by Shire Plc for a record 75 million USD upfront including milestone payments up to 600 million USD. Darren has a PhD in Translational Medicine from the University of Melbourne. He is a current member of the Australian Institute of Company Directors, AusBiotech, BioMelbourne Network and a Fellow of the American Society of Nephrology.



Professor Erica Fletcher

Associate Dean (Graduate Research)

Professor Erica Fletcher is the Associate Dean (Graduate Research) in the Faculty of Medicine, Dentistry and Health Sciences. She is a clinically training optometrist and has over 20 years experience examining the causes of retinal eye diseases including age related macular degeneration and diabetic retinopathy. Prof Fletcher has received considerable research funding primarily from the NH&MRC but also a number of international funding agencies, published widely in a range of high impact journals, whilst maintaining a teaching load and mentoring of research personnel. In recognition of her excellence in research, Prof Fletcher was awarded the 2019 Nina Kondelos Prize from the Australian Neuroscience Society, the 2019 H Barry Collin Research Medal, the 2016 Glenn Fry Award and the 2006 Irvin M and Beatrice Borish Award from the American Academy of Optometry. She has also received a Dean's award for teaching, and a service award from the Australian College of Optometry in recognition of her many years of service to leadership and education in optometry through that organisation. Prof Fletcher is passionate about mentoring younger researchers and having impact in eye research.

Our Values



Caring for people is at the heart of what we do. Our Faculty values guide our ways of working and we are committed to a diverse and inclusive culture that enables our staff and students to reach their full potential. This includes our commitment to progressing gender equity which is aligned with the University's Athena SWAN Bronze Award from SAGE (Science in Australian Gender Equity), and championing the Pride in Action Network, the University's inaugural LGBTQIA+ ally network.

We work to improve the health and wellbeing of the communities we serve. We invest in developing the careers and wellbeing of our students and staff, fostering a culture that supports us all to do our best work. We are guided by our values in our pursuit of excellence.

Respect

- We respect the diversity of histories, lived experiences and futures of our students, staff and communities we serve
- We see diversity, inclusion and personal growth as a strength
- We create a safe place to work that fosters belonging and aspiration

Accountability

- We are accountable for our actions, outcomes and conduct
- Our processes are efficient and transparent
- We hold ourselves accountable to those we serve
- We uphold our sense of place and our responsibility for the environment

Compassion

- We provide an environment that is caring and upholds the health and wellbeing of our students and staff
- We have the courage to act on our convictions
- We communicate and clarify our expectations of each other

Collaboration & Teamwork

- We collaborate with each other and our partners to lead the advancement of health and wellbeing
- We connect locally and globally to advance and enrich the communities we serve
- We share our knowledge and expertise to achieve our goals
- We drive innovation and are open to new perspectives, ideas and ways of working

Integrity

- We apply the highest standards of ethics and quality in all that we do
- Honesty and trust underpin our relationships
- We believe in freedom of intellectual enquiry and the value of diverse cultural knowledges
- We are humble learners and proud leaders

Artist statement: This artwork depicts the united values MDHS are guided by. The shields are a representation of how we are protected by these values but also loyal to them. Surrounding the shields are the communities that are connected to MDHS, such as the Hospitals and research centers. The line work pattern in the shields represent how each value is linked as each one doesn't work without the other – Kat Clarke

Wurundjeri translation – Auntie Gail Smith,
Wurundjeri Elder from Wurundjeri Council



Our Culture

Our Faculty is ranked among the top in the world for its impact, innovation, education, prosperity and growth. We equally recognise and celebrate our rich diversity across our staff and student populations. The University is recognized 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 the Athena SWAN in Australia. We were also recently awarded a bronze award on the Australian Workplace Equity Index (AWEI) with significant contributions to achieve this coming from our Pride in Action networks initiatives.

We offer the opportunity to be part of a growing list of networks and initiatives across the Faculty such as [the Supporting Women in MDHS \(SWiM\) program](#), [including mentoring](#), [Women Clinicians in Academic Leadership](#), [Pride in Action network](#), Indigenous Development network, Early Career Researcher network, Professional Leaders network and our Faculty Administration network.

We are creating new traditions and continually expanding our offer to our people to ensure we provide a welcoming and inclusive environment for you to thrive and exceed your own expectations. As a member of our University community, you will have access to:

- Increased [flexible work](#) possibilities including flexible hours and work from home options
- Paid parental leave and retention benefits
- Salary packaging of childcare

- Subsidised onsite sporting facilities
- A tailored transition plan to take on this new role
- Professional development opportunities including a University wide Academic Women in Leadership program
- Relocation support (where applicable)
- Strategic grants for outstanding Women
- Our campuses with 11 libraries, 12 museums and galleries and 37 cultural collections

We are integrating our values and behaviours into the way we work with a strong focus on leadership accountability. Our people's safety and wellbeing are a top priority. We want you to feel safe in talking about mental health and trust that bullying, harassment, sexual misconduct and discrimination will not be tolerated.

Performance relative to opportunity is another important component of promoting an inclusive environment. This is also reflected in our recently announced momentum fellowships that are designed to support researchers who have managed extraordinary personal circumstances including disability.

Benefits can also be tailored to best suit your needs and circumstances. Speak with us about how we can support you to become a valued member of our dynamic world-class organisation.



Our School

Melbourne Medical School

Established in 1862, the 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 do this through our teaching, learning, research, clinical care and advocacy.

MMS comprises 13 clinical departments: Baker Department of Cardiometabolic Health, Clinical Pathology, Critical Care, General Practice, Medical Education, Infectious Diseases, Medicine, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Radiology, Rural Health and Surgery. The School has more than 1000 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 2600 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 600 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 and the executive team, MMS is experiencing a period of significant growth. New developments such as the redesign of the MD and a reinvigorated focus on research translation, through leveraging the expertise of the School's committed and diverse staff.

For more information, please visit medicine.unimelb.edu.au



A diverse and highly relevant portfolio of training programs, including our redesigned Doctor of Medicine program and Rural Pathway.



Deep and engaged partnerships with health service providers across the communities we serve.



High impact and clinically relevant research environment, resulting in a 45% increase in funding since 2017.



Accountable commitment to a highly engaged workforce, transitioning more staff than ever to continuing contracts, providing funding and pathways dedicated to women, and engaging with the full breadth of diversity and inclusion across our staff and students.



Our Department of Paediatrics

The Department of Paediatrics is the flagship representative of the University's partnership with The Royal Children's Hospital and the Murdoch Children's Research Institute, and is co-located with them on the Melbourne Children's Campus on Flemington Road, Parkville.

The Department of Paediatrics is a large department within the Melbourne Medical School. The Department has responsibility for the Child & Adolescent Health (CAH) component of the Doctor of Medicine (MD). There are approximately 80 academic and professional staff, including 25 professorial positions, 430 honorary academic staff, and more than 150 students who are enrolled to pursue research degrees including Honours, Masters and PhD. Approximately 220 students rotate throughout the year undertaking the CAH clinical studies, and a further 60 students undertake research in the MD Research Project component of the MD course. In 2019 the Department published more than 1190 peer reviewed publications.

The Department delivers a range of teaching programs across the clinical, biological and health sciences, and within the MD program, it is responsible for the teaching of child and adolescent physical and mental health, paediatric surgery, and other specialties relating to children, adolescents and their families. Other programs include postgraduate courses in Adolescent Health & Wellbeing, Genetic Counselling, Genomics and Health as well as research higher degrees.

The Department of Paediatrics plays a pivotal role in the life of the Melbourne Children's Campus, with its members being actively involved in policy development and senior management. Members of the Department make major contributions to the development of child and youth health policy and to broader aspects of health policy at a national and state level.

Working with its partners, The Royal Children's Hospital and the Murdoch Children's Research Institute, the University's Department of Paediatrics' vision for the Melbourne Children's Campus is to be an integrated research, teaching and clinical environment with the overall aim of benefiting child and adolescent health.

medicine.unimelb.edu.au/school-structure/paediatrics



Professor Sarath Ranganathan
MBChB MRCP FRCPH FRACP PhD FThorSoc ATSF

Stevenson Chair and Head, Department of Paediatrics,
University of Melbourne

Consultant, Respiratory and Sleep Medicine,
Royal Children's Hospital

Head, Respiratory Diseases Research Group, Infection and Immunity,
Murdoch Children's Research Institute

Position Summary and Selection Criteria

Classification	Associate Professor – Level D Professor - Level E;
Salary	Flexible and negotiated according to the needs of the applicant
Superannuation	17%
Working hours	Negotiable depending on applicant
Basis of Employment	Fixed Term 5 years (renewable by mutual consent and subject to satisfactory performance)

Professors at the University also provide transformational leadership and dedicated service to the University and the broader community beyond their leadership within their academic fields and disciplines. Where relevant, the Chair will contribute to Department of Paediatrics governance as part of its leadership team.

The position reports to the Head of the Department of Paediatrics, Melbourne Medical School. Clinical roles will report to the Head of Orthopaedics, Royal Children's Hospital.

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

Position Summary

The newly established Bob Dickens Chair in Paediatric Orthopaedic Surgery (herein referred to as the Bob Dickens Chair) is an appointment to the Department of Paediatrics based at the Melbourne Children's Campus and is supported by a generous donation from Mrs Pamela Galli AO to enable and support academic research in the field of paediatric orthopaedics. The Bob Dickens Chair is one of a number of Chairs in the Department of Paediatrics which are supported by philanthropic funding to provide academic leadership in paediatric and adolescent health and wellbeing.

The Bob Dickens Chair is based at the Melbourne Children's Campus – a world leader in child and adolescent health - which co-locates the Royal Children's Hospital (RCH), the University of Melbourne Department of Paediatrics and the Murdoch Children's Research Institute (MCRI). The appointee will be expected to engage and collaborate with existing research, teaching and clinical activities and strengths across the Melbourne Children's Campus and beyond, providing innovative academic leadership and promoting integration and academic rigour underpinning clinical care.

The Bob Dickens Chair will be an academic surgeon with a distinguished international record in a field of paediatric orthopaedic surgery encompassing its clinical practice, education, teaching and research into its clinical aspects and into the scientific disciplines that form its basis. With expertise in the field of paediatric orthopaedics, the appointee will drive research, training, implementation and evaluation in the area of orthopaedic surgery to improve the lives of children, with particular emphasis on the field of Cerebral Palsy/neuromuscular disorders. The Bob Dickens Chair will work with the members of the Department of Orthopaedics, RCH, to build successful partnerships and will be expected to make major contributions in the areas of research, academic leadership and professional development.

The appointee will have negotiated clinical responsibilities with the RCH (Department of Orthopaedics) which will be appropriately remunerated via a separate employment contract. The Bob Dickens Chair will have an important role as leader of academic surgery at RCH and it is expected that the appointee will participate in, and promote, excellence in clinical care of children and/or adolescents at the RCH.

1.Key Responsibilities

1.1. LEADERSHIP AND MANAGEMENT

As a senior member of the Academic Department of Paediatrics, assume senior leadership roles as agreed with the Head of the Department of Paediatrics, provide leadership and foster excellence in research, teaching and community engagement for improved capability within the Department.

- Foster and maintain the strong and cooperative partnership across the Melbourne Children's Campus
- Provide leadership in clinical surgery advocating the delivery of high quality care which is evidence-based, innovative and research-driven
- Provide a continuing high level of personal commitment to, and achievement in, their particular scholarly area, building and leading an internationally recognised research program
- Provide leadership in their discipline, both within professional organisations as well as in the community
- Engage in activities of the Department of Paediatrics including involvement in administrative matters, as well as with the Melbourne Medical School and active participation in relevant Faculty, University and affiliated Institutional committees
- Effectively demonstrate and promote 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.

1.2. TEACHING AND EDUCATION

- Provide educational leadership and educational innovation across the Melbourne Children's Campus
- Actively participate in the teaching activities of the Department of Paediatrics and the Melbourne Medical School
- Drive the Bob Dickens Fellowship program, actively supporting the training, development and promotion of clinician-scientist career pathways for academic surgeons
- Play an active role in the maintenance of academic standards in the development and implementation and evaluation of the paediatric curriculum and associated assessment in all courses associated with the Melbourne Medical School.

1.3. RESEARCH AND RESEARCH TRAINING

- Initiate, participate and cooperate with appropriate research projects at the Royal Children's Hospital, within the Department of Paediatrics, Murdoch Children's Research Institute and other related research institutions
- Develop and maintain an active research program and foster the research of other groups and individuals. This includes the preparation of grant submissions to external bodies for funding, and responsibility for the oversight of financial management of grants
- Participate in the planning and supervision of research programs of study for postgraduate, coursework masters, and research elective undergraduate students
- Recruit, supervise and assist with supervision of postgraduate research students enrolled for research higher degrees
- Lead and facilitate translation of research into clinical practice and promote close working relationships between clinical, diagnostic and research staff across the Melbourne Children's Campus. Identify local research strengths to develop research programs which utilise local expertise to help foster collaborations with other specialties and academic disciplines.

1.4 STAFF SUPERVISION

- Undertake probationary and performance management processes and hold regular conversations with staff to provide 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 the responsibilities and operational requirements associated with approving staff leave
- Allocate and monitor workloads 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.

1.5. ENGAGEMENT

- Provide leadership and be actively involved in engagement activities of the Department, Faculty and University
- 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
- Provide expert advice to government and peak bodies (local, state, national, international).

1.6. ADVANCEMENT

- Participate actively in Alumni relations and Advancement activities of the Melbourne Medical School and Faculty of Medicine, Dentistry and Health Sciences.

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 infant, child and adolescent mental health, 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 Paediatrics and the Melbourne Children's Campus
- Champion ethical debate, research, education and community engagement in infant, child and adolescent mental health.
- 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

2.1 ESSENTIAL

- A surgical qualification registrable with the Australian Health Practitioners Registration Board (AHPRA)
- Fellowship of the Royal Australasian College of Surgeons or equivalent qualification
- Completion of a recognised training programme in Orthopaedic Surgery e.g. Training Programme of the Australian Orthopaedic Association or equivalent.
- Completion of an approved fellowship in Paediatric Orthopaedic Surgery
- A research doctorate or equivalent research experience or qualification
- A track record of clinical excellence and credentials commensurate with the requirements for a senior clinical appointment at Royal Children's Hospital, as demonstrated through training and/or clinical experience
- An internationally recognised record of exceptional and outstanding achievement in academia and research in the field of Paediatric Orthopaedic Surgery making a significant contribution to the advancement of the discipline
- Demonstrated leadership in research, scholarship, education and clinical care in paediatrics
- Ability to foster academic achievement and clinical innovation in others. Generosity of spirit as evidenced by strong track record of demonstrated mentorship, interest and capability and ethical leadership valuing diversity
- Ability to identify and exploit new opportunities in education, research and the provision of services to the benefit of the Department of Paediatrics and the Royal Children's Hospital
- A strong record of success in obtaining external peer reviewed research grants
- A strong record in paediatric research, as evidenced by a superior publication record
- A strong record in the advancement of clinical education
- Outstanding interpersonal and communications skills, with excellence in building and maintaining relationships with key stakeholders (internal and external) at all times.

2.2 DESIRABLE

- A record of experience in senior academic leadership and management at Hospital and or University level
- Experience with strategic planning
- Experience in leading a multidisciplinary team in a Motion Analysis Laboratory.

3. Special Requirements

- As this position is located at The Royal Children's Hospital, the incumbent will be required to hold and maintain a current Working with Children Assessment Notice valid for paid-work (refer to <http://justice.vic.gov.au/workingwithchildren>) and a current police check
- It is anticipated that the incumbent will hold concurrent appointment(s) with the Royal Children's Hospital and/or the Murdoch Children's Research Institute. Conditions associated with such appointments will need to be defined separately as required.

4. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.



Our Strategic Plan

Advancing Melbourne 2020 – 2030

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.

More information about Advancing Melbourne can be found at about.unimelb.edu.au/strategy/advancing-melbourne.



Our city

Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 5 million people and a metropolitan area of 9990.5 km². The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities 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 km² 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.

Parkville Campus

The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia's premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizeable portion of the Faculty of Medicine, Dentistry and Health Sciences is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent's Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley with health services affiliations to almost 40 smaller towns in rural Victoria.



Need further information?

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

About The Royal Children's Hospital
rch.org.au/home

2020 Annual Report
about.unimelb.edu.au/strategy/annual-reports

Faculty of Medicine, Dentistry and Health Sciences
mdhs.unimelb.edu.au

Melbourne Medical School
medicine.unimelb.edu.au

For queries, please email
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**

Alternatively you can apply from the job site you visited.



THE UNIVERSITY OF
MELBOURNE