

Position Title	Chair in Ear Science
Classification	Level E
School/Division	UWA Medical School
Centre/Section	Centre for Ear Sciences
Supervisor Title	Chief Executive Officer, Ear Science Institute Australia
Supervisor Position Number	
Position Number	

Your work area

The University of Western Australia (UWA) is the state's premier university, and part of the prestigious Group of Eight Universities in Australia. UWA is committed to creating a dynamic learning environment, with broad scope for personal and intellectual growth, and a key part of its mission is equipping students to be among the world's change makers.

UWA was established in 1911 as Western Australia's first university. It has leading Schools in arts, business, law and education; engineering and mathematical sciences; science; health and medical sciences; indigenous studies; and graduate research.

Ear Science Institute Australia was established in 2001 as an independent not-for-profit Research Institute, dedicated to improving the lives of people with ear and hearing disorders, through patient-driven research, education and treatment. In 2019, the Institute's global excellence in research and clinical services was recognised by the World Health Organization. Ear Science now acts as a world Collaborating Centre for Ear and Hearing Care. As a centre of excellence, Ear Science Institute Australia brings together a multi-disciplinary team of the brightest minds from across the globe. The Ear Science team includes experts from otolaryngology, audiology, engineering, computer science, molecular and cellular sciences, all working to develop effective treatments for ear and hearing disorders, and eventually to find a cure for hearing loss.

The Chair in Ear Science at The University of Western Australia (UWA) is a position co-funded by Ear Science Institute Australia Inc. (Ear Science).

The Chair will be instrumental in guiding the UWA Medical School and the Discipline of Surgery by driving innovation, nurturing excellence in research, and building stronger interdisciplinary collaborations. Ear Science and UWA have created an environment where people can succeed in clinical care and research. There are few places in the world with this balance and opportunity. As an accomplished surgeon, you will be fully supported by a team of 150 engaged individuals, including an R&D Manager, IP Attorney, commercialisation specialists, grant writers, as well as finance, marketing and audiological support. You will access clients, patients, world-class surgical training, and hearing science laboratories.

This Chair position is a rare opportunity. It represents a chance to further develop and maintain a research program, provide guidance and challenge the status quo in major research areas covering hearing therapeutics, brain and hearing, ENT surgical-science, hearing devices and hearing outreach.

Reporting structure

Reports to: Chief Executive Officer, Ear Science Institute Australia

Your role

The Chair at The University of Western Australia will develop a broad ear surgical research programme that involves clinical and translational efforts. Your roles will span medical education and leadership, while providing critical collaborative clinical guidance and insight to numerous existing research efforts within Ear Science Institute Australia. Your work will endeavour to generate innovative medical therapies that will service a large market and create commercialisation opportunities with existing and new industry partners, ultimately benefiting the healthcare landscape of Western Australia, Australia and globally.

You will be involved in five research areas, which aligns with the 2023-2027 research strategy of Ear Science.

- (i) Brain & Hearing – discovery and development of new clinical cognitive and objective assessments and strategies to reduce the burden of people living with hearing loss.
- (ii) Hearing Therapeutics – regenerative medicine (particularly on hair cell regeneration) and use of biomaterials, and drug and genetic therapies for hearing loss and ear disease.
- (iii) Surgical Science – Supporting and fostering ENT surgeon-scientist focussed research,
- (iv) Hearing Devices – device development for diagnostics and treatment
- (v) National and International Hearing Outreach – Indigenous ear health, global ear and hearing.

Each of these research streams will focus on clear translational outcomes, including commercialisation, policy changes, translation into audiological and surgical practice, service improvement, and IP.

Your key responsibilities

Research Excellence & Translation

Establish and undertake an excellent research program, including:

Successfully obtain research and team members' funding through competitive grants and other funding sources, including industry partners.

Lead and establish a reputable, internationally recognised research program capable of attracting external funding and research employees.

Produce internationally significant research outputs, including regular publication in high quality journals, commercialisation outputs, translational outputs and other outputs consistent with an international reputation in the relevant disciplines.

Supervise Honours and Higher Degree by Research students enrolled through UWA.

Provide leadership and mentoring to academic employees concerning research and HDR supervision.

Enhance international recognition for research through delivering keynote and major presentations/exhibitions at significant national and international conferences.

Participate in the delivery of research-led educational programs and deliver guest lectures within UWA courses.

Foster and grow research excellence, collaboration and impact across UWA, Ear Science and partner organisations.

Leadership

Contribute to academic leadership and excellence in hearing, otology and translational research in Western Australia, nationally and internationally.

Lead a team of outstanding young scientists and clinicians working on cutting-edge research and translating it into practice (Fellow and PhD) and initiate cross-disciplinary research initiatives in local, national and international arenas.

Foster a culture of intense collaboration and partnerships for research internally and externally.

Effectively structure and resource the research team to deliver the strategy and operational needs.

Provide positive leadership, management, and development of team employees, including recruitment, training and education, mentoring, succession planning and performance management, as required.

Lead new research ideas, build expertise among younger researchers, and build the capability to win research grants.

Promote internationally competitive and collaborative research at UWA and Ear Science in line with University and Institute policies and procedures.

Have an active and supportive approach to inter-disciplinary and multidisciplinary research which will help to foster interactions and links both within the University and Institute, as well as externally.

Relationships

Liaise with universities, other research institutes, service providers and other relevant organisations to create opportunities for sharing best practice ideas, resources and, if appropriate, collaborative research efforts.

Represent UWA and Ear Science at relevant forums, including industry events, conferences and with government to build a profile and strategic relationships in scientific research.

Build and maintain strategic alliances with the major national and international competitive granting bodies and other relevant government, industry, funding bodies, philanthropic donors, higher education institutions, and professional and community organisations. Identify and capitalise on opportunities to develop partnerships for grant applications.

Foster a culture of transparent, effective, timely and appropriate internal and external communication.

Service and Engagement

Make an outstanding contribution to the governance and collegial life across UWA and Ear Science and, more broadly, outside the institutions.

Promote UWA's and Ear Science's commitments to inclusion and diversity.

Represent and promote the UWA and Ear Science partnership through significant involvement in professional associations, conferences, non-academic alliances, and other external activities.

Support the effective appointment and subsequent management of academic, technical and professional employees in the discipline, including their development, promotion, recruitment, induction, performance, engagement and consultancy.

Provide leadership and participate in community affairs to enhance the standing of the discipline, UWA and Ear Science regionally, nationally and internationally.

Perform other duties as directed by the Director of the Centre for Ear Science.

Governance

Commit to and uphold UWA's and Ear Science's respective codes of conduct and governance requirements.

Contribute to active management of UWA's and Ear Science's relevant intellectual property and potential for commercialisation from the research department's work.

Commit to the highest research governance and practice standards, adhering to all elements of the Australian Code for the Responsible Conduct of Research.

Other duties as directed

Your specific work capabilities (selection criteria)

Membership or eligibility for membership of the Australian Society of Otolaryngology-Head and Neck Surgery.

PhD or equivalent Higher Degree by Research in an academic field relevant to the discipline OR other higher professional qualifications in an Otolaryngology subspecialty or demonstrated experience or capacity in subspecialty work.

An internationally excellent post-doctoral professional and academic record.

Demonstrated experience in successfully leading and engaging academic and clinical teams.

Demonstrated high-level communication and interpersonal skills with the ability to foster and promote the development of a collegial and supportive working environment and the ability to interact with students and employees with cross cultural sensitivity.

Demonstrated ability to drive collaborations with other research groups and organisations across government, health service providers, national or international healthcare organisations or industry, and non-government organisations.

Demonstrated success in the development of students and junior doctors and ability to supervise PhD students.

Ability to work cooperatively and productively in multidisciplinary teams.

Demonstrated innovative mindset, highlighted forward-thinking, and collaboration with multiple teams and organisations.

Personal commitment to and achievement in scholarly research publications.

Ability to establish a robust program of research capable of attracting external funding and research employees.

Demonstrated extensive clinical experience, knowledge, and technical skills relevant to Otorhinolaryngology and subspecialty fields.

Demonstrated specialist patient-centred care, including excellent interpersonal, communication and collaborative skills in a multidisciplinary team environment.

Special requirements (selection criteria)

Current National Police Clearance Certificate

Other requirements, as required by the WA Department of Health, if clinical interactions occur



Compliance

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

The University's Code of Conduct hr.uwa.edu.au/policies/policies/conduct/code/conduct

Inclusion and Diversity web.uwa.edu.au/inclusion-diversity

Safety, health and wellbeing safety.uwa.edu.au/