POSITION DESCRIPTION



Department of Medicine – RMH
Melbourne Medical School

Faculty of Medicine, Dentistry and Health Sciences

Professor of Aged Care

Department of Medicine, Royal Melbourne Hospital

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| Position No | 0033071 |
| Classification | Associate Professor, Level D or Professor, Level E |
| WORKFOCUS category | Academic and Teaching |
| Salary | $156,624 - $204,320 (pro-rata) p.a.  |
| Superannuation | Employer contribution of 17% |
| WORKING HOURS | Part time (.3 FTE)  |
| BASIS OF EMPLOYMENT | Fixed Term for 5 years  |
| Other Benefits | <http://about.unimelb.edu.au/careers/working/benefits> |
| How to Apply | Online applications are preferred. Go to [http://about.unimelb.edu.au/careers](http://hr.unimelb.edu.au/careers), select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number. |
| contactFor enquiries only | Professor Jo DouglassTel +61 3 83445479 Email: jdouglass@unimelb.edu.auPlease do not send your application to this contact |

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Professor of Aged Care provides academic leadership in the discipline of Aged Care Medicine within the University of Melbourne, Department of Medicine – Royal Melbourne Hospital. You will make significant and innovative contributions in the areas of academic leadership, research, teaching and learning.

The position will enable you to develop a new program of clinical research in Aged Care medicine. The program will be multidisciplinary and will provide opportunities for junior doctors to engage in clinical research in Aged Care medicine.

You will build successful partnerships and collaborate effectively with other research groups and partners to enhance Medicine in the precinct, fostering the research activities of yourself and others.

You will have performance of exceptional distinction and achievements that are recognised as distinguished internationally or nationally in Aged Care Medicine encompassing research best practice and application. Additionally, you will contribute to the advancement of fields of study that are informed and enhanced by engagement practices and partnerships.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

* Collaboration and teamwork

• Compassion

• Respect

• Integrity

• Accountability

# Key Responsibilities

## teaching and learning

* Provide guidance and actively contribute to improving the quality of education and training in Aged Care Medicine
* Delivery of innovative educational programs
* Make a significant contribution to the evaluation and renewal of curriculum design and delivery
* Provide advice to government and peak bodies (local, state, national, international)

## research and research training

* Set the direction, and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society
* Develop strong collaborative interactions and cross-disciplinary research initiatives with other departments and centres of the University and external collaborates
* Publish research outcomes in high-impact peer reviewed journals
* Apply for, and obtain, research funding from national competitive granting agencies and other sources.
* Secure research grants and external research income that build institutional capacity and create opportunities for early career academic development
* Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional networks

## SErvice and Leadership

* As a senior member of the Department, provide leadership and foster excellence in research, teaching and community engagement for improved capability within the department.
* Develop and lead a new program in Aged Care research
* Lead collaborative initiatives with community engagement and professional activities related to the advancement of Aged Care research
* Active participation on Department and Faculty committees and significant contribution to activities and developments across the Faculty
* Positive engagement in learning and career development of self and others
* Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

## STAFF SUPERVISION

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| * Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing 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.
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| * Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
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| * Allocate and monitor workload 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.
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# Selection Criteria

## Essential

* Senior specialist Physician in Aged Care Medicine, registered with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA)
* PhD or equivalent professional qualification in a relevant discipline
* A strong research career in Aged Care Medicine, including a publication record in high impact peer reviewed journals
* Evidence of success in obtaining external research grants and external income
* Excellent interpersonal and communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external)
* Demonstrated excellent ability to establish cross-disciplinary research partnerships and collaborations. Experience of establishing productive links with national and international partners.
* Extensive experience in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion
* Ethical leader who values diversity and works effectively with individual differences

## Desirable

* Senior Clinician in Aged Care Medicine with current active engagement in clinical work
* Clinical expertise and research experience in dementia
* Established clinical and research collaborative network

# 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.

# Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

[**http://safety.unimelb.edu.au/topics/responsibilities/**](http://safety.unimelb.edu.au/topics/responsibilities/)

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

# Other Information

department of medicine, Royal Melbourne Hospital

[www.medicine.unimelb.edu.au/medicine](http://www.medicine.unimelb.edu.au/medicine-and-radiology)

The Department of Medicine is a large and diverse department in the Melbourne Medical School that undertakes research, postgraduate and undergraduate teaching within the University of Melbourne teaching hospitals. The Department of Medicine at The Royal Melbourne Hospital is the largest node of the Department, and includes staff and students working in the Melbourne Brain Centre at RMH.

The objectives of the Department of Medicine at RMH are to provide clinical and research leadership from the interface of basic science and clinical medicine across the medical disciplines within the environment of the Royal Melbourne Hospital, to teach undergraduate and postgraduate students, to perform high quality research, and to provide leadership in national medical and scientific bodies. The Department has students enrolled in Bachelor of Science (Hons), Master of Biomedical Science, Master of Medicine, Doctor of Medicine and Doctor of Philosophy students. The Department also regularly hosts students for research training on exchange from other Australian and International Universities.

## melbourne medical school

http://medicine.unimelb.edu.au/

Established in 1862, Melbourne Medical School (MMS) in the Faculty of Medicine, Dentistry and Health Sciences at The University of Melbourne is the oldest medical school in Australia. It is internationally renowned for global leadership in teaching and training, health research, policy and practice. The School is ranked 14th in the world (Times Higher Education World University Rankings 2020 for clinical, pre-clinical and health), has strong academic partnerships and ground-breaking collaborative research programs with leading public and private hospitals, as well as leading medical research institutes and centres in Australia and internationally.

MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

With thirteen 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 MMS has more than 900 academic and professional staff members at our Parkville campus or embedded within health services throughout metropolitan Melbourne and rural Victoria. MMS staff are privileged to work alongside more than 2400 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 across the 30 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as national and international partnerships.

MMS delivers a suite of health-related graduate programs including the Doctor of Medicine (MD), the School’s flagship program. It was the first Masters level entry-to-practice medicine qualification developed in Australia, setting a new benchmark in medical education.

MMS is committed to improving community wellbeing through the discovery and application of new knowledge. With annual research income of $95 million, the School’s research effort is highly collaborative, spanning basic and translational research. MMS has over 500 higher degree by research candidates.

School staff members also lead and participate in public debate and advocacy around key health issues and policy based on the MMS values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins, MMS is undertaking exciting new developments, including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory (in partnership with affiliated hospitals, medical research institutes and foundations), and a reinvigorated focus on clinically relevant research.

Commencing in 2022, the MD redesign will allow students to build their own unique medical degree. Practical time in clinics and research options will start in the first year. The core units will be available online, allowing flexibility. And discovery subjects will offer a chance to explore a wide range of topics or deep dive into a future specialty including the choice to learn extra skills and even take part in a joint degree.

These initiatives are being enhanced by a number of recruitment opportunities (through retirements, resignations and recent funding acquisitions) for a range of leadership positions across the School. These positions present a wonderful opportunity for appointees to help drive the strategy, growth and continued excellence of Australia’s leading medical school.

## Faculty of Medicine, Dentistry & Health Sciences

[www.mdhs.unimelb.edu.au](http://www.mdhs.unimelb.edu.au)

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne’s largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty’s annual revenue is $630m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia’s first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty’s Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty’s RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development

## The University of Melbourne

Established in 1853, the University of Melbourne is a leading international university with a tradition of excel­lence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

## ADVANCING MELBOURNE

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 Univerjosity 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.

## Governance

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>