



POSITION DESCRIPTION

Department of Clinical Pathology
Faculty of Medicine, Dentistry and Health Sciences

Lecturer/Senior Lecturer in Clinical Pathology

POSITION NO	0058131
CLASSIFICATION	Lecturer, Level B or Senior Lecturer, Level C Level of appointment is subject to qualifications and experience
SALARY	\$110,236 - \$130,900 p.a. (pro rata for part-time) Level B \$135,032 - \$155,698 p.a. (pro rata for part-time) Level C
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part time (0.2 – 0.6 FTE negotiable)
BASIS OF EMPLOYMENT	Fixed term for 2 years
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	A/Prof. Kais Kasem Tel : +61 3 8559 6154 Email : kais.kasem@unimelb.edu.au <i>Please do not send your application to this contact</i>

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

Acknowledgement of Country

The University of Melbourne would like to acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated, the Wurundjeri and Boon Wurrung peoples, the Yorta Yorta Nation, the Dja Dja Wurrung people. We acknowledge that the land on which we meet and learn was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

Position Summary

We seek to appoint an outstanding individual committed to innovative and high-quality teaching and maintaining high academic standards to contribute significantly to the development and delivery of pathology education in the 4-year graduate Doctor of Medicine (MD) program. The successful applicant will work with other department members, the Melbourne Medical School, the School of Biomedical Sciences and pathologists in metropolitan and rural Victoria. Duties will include contributing to developing and delivering innovative and engaging learning resources that present pathology in a clinically relevant way and promote active learning, problem solving and critical thinking. The focus will be on developing and delivering clinical pathology content in years 1-3. Some teaching sessions may require basic knowledge of other pathology disciplines and be integrated with other biomedical science and clinical disciplines.

Pathology teaching for medical students at the University of Melbourne takes place predominantly via online platforms, including synchronous and asynchronous content. The position would suit someone with strong interest and previous experience in online content creation, online teaching and designing of engaging active-learning-based educational resources. This position is suitable for a specialist pathologist (in any discipline) or a medical doctor with previous experience and interest in pathology. The ideal candidate has a wealth of experience in designing, developing and/or implementing online educational content. Candidates are encouraged to include examples of such content developed by them with their job application, with details of the scope and application of the resources developed.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

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

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Content creation for pathology teaching in the MD degree. Duties will include creating engaging interactive online resources for students, organising online tutorials, recruiting and supervising tutors, providing questions for assessments, organising and delivering practical tutorials, amongst others.
- ▶ Contribution to the development of engaging and innovative online teaching approaches, possibly including audio-visual media, graphic design, adaptive learning platforms, gamification, branching scenarios, and patient simulation, amongst others.

- ▶ Preparation and delivery of online and face-to-face teaching sessions, update content for histology and histopathology online practical classes, write, review and mark assessment pathology questions.
- ▶ Participation in reviewing and developing the pathology curriculum and learning resources.
- ▶ Academic mentoring of students and timely and appropriate responses to student feedback and questions.
- ▶ Undertaking course and teaching evaluations, peer review activities, and proactive contributions to improving teaching and learning content and approaches in the Department of Clinical Pathology.
- ▶ Participation in professional development activities focused on teaching and learning.
- ▶ Undertaking of other relevant duties as may be required, e.g., contribution to educational events organised by the department, developing online resources for the Harry Brookes Allen Museum of Anatomy and Pathology, and participating in innovative educational projects.

1.2 SERVICE, LEADERSHIP AND ENGAGEMENT

- ▶ Engaging with and promoting the discipline of pathology in the MD program, Medical School, wider university and external communities.
- ▶ Representing the discipline on relevant committees and engaging and liaising with consultant and trainee pathologists to involve them in teaching.
- ▶ Involvement in academic and pathology professional communities and identifying and developing strategies to influence the direction of pathology education.
- ▶ Attendance and active participation in departmental and school seminars, meetings and/or committees.
- ▶ Engaging in learning and career development of self and others, including through peer-review of teaching.
- ▶ Engaging with other teaching and research staff in the Department of Clinical Pathology.

1.3 STAFF SUPERVISION

- ▶ Supervising and management of casual staff as required, including ensuring that they participate in relevant induction programs.

IN ADDITION TO THE ABOVE, AN APPLICANT APPOINTED AT LEVEL C WILL BE EXPECTED TO

- ▶ Provide independent and original contributions that expand knowledge or practice in the discipline and significantly impact their field of expertise.
- ▶ Contribute to the development of new methodologies in teaching and learning.
- ▶ Provide significant input into curriculum review, development and assessment.
- ▶ Contribute to the promotion of pathology research projects to students.
- ▶ Engage and liaise with pathologists of all pathology sub-specialties to involve them in the review, coordination and teaching of specialised areas of pathology as required.

1.4 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
 - ▶ Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
 - ▶ Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.
 - ▶ Create ethics applications and report to the ethics committee.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ Medical degree (MBBS or equivalent)
- ▶ Knowledge of histology and anatomical pathology, including histopathology and macroscopic pathology.
- ▶ Experience in online content creation, including synchronous and asynchronous content.
- ▶ Willingness to work collaboratively and collegially with practising diagnostic pathologists and clinicians to develop pathology content.
- ▶ Enthusiasm, initiative, reliability and willingness to undertake new challenges.
- ▶ Ability to work constructively both independently and as a member of a team.
- ▶ Demonstrable excellence in organisational skills and an ability to manage administrative tasks, set priorities, meet deadlines and achieve goals in a complex working environment.
- ▶ High level interpersonal communication skills.
- ▶ High level of computer literacy.
- ▶ Potential to build an academic career in teaching and to take on leadership responsibilities in teaching with the department and school.

IN ADDITION TO THE ABOVE, ESSENTIAL CRITERIA FOR LEVEL C ARE

- ▶ Extensive experience in teaching and coordinating pathology in a medical degree program
- ▶ A higher research degree (MPhil or PhD).

2.2 DESIRABLE

- ▶ Experience in teaching anatomical pathology, including histopathology and macroscopic pathology.
- ▶ Fellowship of the Royal College of Pathologists of Australasia or a pass in the Royal College of Pathologists of Australasia's Basic Pathological Sciences Examination.

- ▶ Masters or PhD, relevant to level appointed and relevant experience
- ▶ Graduate diploma in learning and teaching (or equivalent)

2.3 OTHER JOB RELATED INFORMATION

- ▶ This position requires the incumbent to hold a current and valid Working with Children Check.
- ▶ Occasional work out of ordinary hours may apply.
- ▶ Annual leave is largely expected to be taken outside of semester periods to ensure the continuity of the teaching activities.

3. *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 Advancing Melbourne strategy that addresses 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 Advancing Melbourne.

4. *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:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

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

5. Other Information

5.1 DEPARTMENT OF CLINICAL PATHOLOGY

<http://medicine.unimelb.edu.au/school-structure/clinical-pathology>

The Department of Clinical Pathology focuses on graduate learning and teaching, research and engagement in the clinical discipline of pathology. The Department is located at the Parkville campus with offices in the state of the art Victorian Comprehensive Cancer Centre (VCCC) building.

The Department of Clinical Pathology collaborates broadly with other Departments, Centres, Schools and Faculties of the University of Melbourne, health services and medical research institutes to generate new knowledge in cancer research to improve the outcomes of patients. Initial programs of research will specifically focus on the molecular defects of tumours and the utility of applying the knowledge of these defects to prognostication and treatment of patients with cancer. The Department of Clinical Pathology also provides specialist laboratories for cancer cell biology, DNA bio-banking, rapid large scale, next generation sequencing and organoid generation and testing.

Whilst the initial research focus of the MMS Department of Clinical Pathology is cancer research it also has a more generalist remit for graduate learning and teaching and engagement across the broader areas of clinical pathology. The Department of Clinical Pathology teaches into the Melbourne Medical School's flagship course, the Doctor of Medicine and has thriving Honours, Masters and PhD student cohorts.

5.2 MELBOURNE MEDICAL SCHOOL

<http://www.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. MMS is ranked 14th in the world (Times Higher Education World University Rankings 2022 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.

Under the leadership of Professor Nicola Lautenschlager, MMS spans all major fields of medicine and is comprised of 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.

MMS has more than 1,000 academic and professional staff members located at the Parkville campus or embedded within health services throughout metropolitan Melbourne

and rural Victoria. Staff are privileged to work alongside more than 2,725 honorary appointees from the health sector who generously contribute their time, knowledge, research and clinical expertise.

MMS is committed to improving community wellbeing through the discovery and application of new knowledge. With annual research income of \$165 million, the School's research effort is highly collaborative, spanning research programs from basic to translational. The School has research collaborations across the 47 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as nationally and internationally. These partnerships enable medical advances to impact healthcare delivery as rapidly and seamlessly as possible.

The School's flagship Doctor of Medicine (MD) degree was the first Masters level entry-to-practice qualification of its kind developed in Australia, setting a new benchmark in medical education. Now, the new curriculum launched in 2022 has created more responsive, modular, technology-enhanced learning for state-of-the-art curriculum delivery. Continuous research and discovery options, and an ability to tailor the degree, allows each student to gain deeper experience in areas of greatest interest. The MD Rural Pathway offers students the opportunity to undertake their entire program in rural Victoria, with a \$6.5 million expansion of facilities in Shepparton to accommodate this. There is also an expanded range of joint degree pathways on offer. The School utilises the Department of General Practice's continually expanding network of general practitioners and primary healthcare providers in the community to ensure that MD students are also provided with quality community-based medical education.

In addition to the MD, MMS has an ever-expanding portfolio of other vocationally oriented programs. These teach research skills, leadership and continuing professional development in specific disciplines. An emphasis on the clinician-scientist career trajectory – with training, support and ongoing career pathways at graduate and postgraduate levels – is central to the School's development of future leaders in all aspects of healthcare, education, research and policy. MMS has over 600 higher degree by research candidates located both within Departments and across its network of partners.

School staff and honorary appointees 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. The School also offers a range of initiatives and programs in support of its diverse and inclusive culture:

<https://medicine.unimelb.edu.au/about/diversity-and-inclusion> MMS is always looking to recruit talented individuals across a wide range of medical disciplines which include leadership roles. This presents a wonderful opportunity for appointees to help drive the strategy, growth and continued excellence of Australia's leading medical school.

5.3 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>

5.4 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 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.

5.5 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 <https://about.unimelb.edu.au/strategy/governance>