

## Position Description

# Associate Professor – Director, HERDU

*Position Number: 00057657*  
*Position Title: Associate Professor – Director,  
HERDU*  
*Date Written: October 2019*

*Faculty / Division: Medicine*  
*School / Unit: Centre for Primary Health Care &  
Equity*  
*Position Level: Level D*

## ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten-year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition, we are attracting the very best academic and professional staff to play leadership roles in our organisation.

## UNSW BEHAVIOURS

UNSW recognises the role of employees in driving a high-performance culture. The behavioural expectations for UNSW are below.



Delivers high performance and demonstrates service excellence.



Thinks creatively and develops new ways of working. Initiates and embraces change.



Works effectively within and across teams. Builds relationships with internal and external stakeholders to deliver on outcomes.



Values individual differences and contributions of all people and promotes inclusion.



Treats others with dignity and empathy. Communicates with integrity and openness.

## OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

UNSW Medicine is a national leader in learning, teaching and research, with close affiliations to a number of Australia's finest hospitals, research institutes and health care organisations.

The Centre for Primary Health Care and Equity (CPHCE) is a research centre in the Faculty of Medicine at the University of NSW, closely associated with the School of Public Health and Community Medicine and undertakes a range of research related to primary health care and equity. It is managed by a team of Directors and led by an Executive Director. In addition, the Centre co-manages and jointly funds three research, training and development hubs in three Local Health Districts;

1. South Eastern Sydney Research Collaboration Hub (SEaRCH) with South Eastern Sydney Local Health District
2. Centre for Health Equity Training and Research Evaluation (CHETRE) with South Western Sydney Local Health District
3. Health Equity Research Development Unit (HERDU) with Sydney Local Health District

The Associate Professor will lead and manage, as Director, the Health Equity and Research Development Unit (HERDU) within the Sydney Local Health District. As one of the Directors of the CPHCE, the Director will make a significant contribution to CPHCE's research, leadership and administrative functions, and to the academic and research fields of primary health care and health equity.

The Associate Professor & Director of HERDU will also develop and manage a program of collaborative research and evaluation on actions that can be taken by local health systems to improve health and reduce health inequity and support the implementation of evidence within the SLHD through professional and organisational development

The Associate Professor reports to the Executive Director, CPHCE, and has four direct reports.

## RESPONSIBILITIES

Specific responsibilities for this role include:

- Establish and manage the governance structures for the Health Literacy projects within HERDU. This Develop, manage and lead the Health Equity Research and Development Unit within the Division of Clinical Services Integration and Population Health, SLHD, including developing strategic direction and managing staff to implement that direction through their work plans, maintaining administration and management structures and reporting guidelines to meet the needs of SLHD
- Establish and maintain systems and processes that will identify issues of access and equity within SLHD
- Establish cross-sectoral partnerships and programs in collaboration with SLHD to support and address underlying causes of health and wellbeing
- Develop and support a strong program of research, evaluation and research translation on access and equity, including attracting competitive grant funding, managing research projects, supervising and supporting staff and disseminating results

- Provide training, mentoring and support to staff within SLHD in areas of access and equity and related areas
- Partner with the SLHD to develop cross-sectoral partnerships and programs to address underlying causes of health and wellbeing
- Participate routinely in service and planning decisions (through use of equity focused health impact assessment) to promote access and equity in the allocation of resources
- Contribute to research leadership within CPHCE, including promoting local, national and international research links with health services and research partners, building research capacity and translating research into policy and practice
- Publish research results in leading international journals and books
- Develop and coordinate curriculum and participate in teaching, marking and assessment of courses conducted by CPHCE
- Supervise and mentor early career researchers and research students
- Ensure hazards and risks are identified and controlled for tasks, projects and activities that pose a health and safety risk within your area of responsibility

## SELECTION CRITERIA

- Doctoral qualifications in a relevant health or social science area
- Demonstrated working knowledge of primary health care and health equity issues in the Australian context
- A record of outstanding leadership in research and policy/practice units including the strategic and operational management of research programs and staff from a range of disciplinary backgrounds
- Demonstrated experience in building organisational capacity to address health, access and equity issues
- Demonstrated understanding of, and experience with, community-based health services
- Recognised research leader with a strong related research record as evidenced by publications in relevant journals
- Success in obtaining research and program funding
- Demonstrated ability to develop and sustain successful partnerships and relationships with a range of stakeholders, in particular with health services
- Demonstrated experience in the translation of research evidence into policy and practice, including demonstration of high-level skills in written and verbal communication
- Ability and capacity to direct and monitor the implementation and effectiveness of a safety management system

*It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.*