

PROFESSOR AND HEAD, SCHOOL OF TRANSLATIONAL MEDICINE

DEPARTMENT/UNIT	School of Translational Medicine
FACULTY/DIVISION	Medicine, Nursing and Health Sciences
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	The Alfred

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelit](#) with us.

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The Faculty of **Medicine, Nursing and Health Sciences** is the largest faculty at Monash University, a global university with campuses across Victoria and international locations in Indonesia, Malaysia, China, India and Italy.

Our Faculty offers the most comprehensive suite of professional health training in Victoria, consistently ranked in the top 40 universities worldwide for clinical, pre-clinical and health sciences.

We want to improve the human condition. That is our vision - it has no expiration date. By educating the current and future healthcare workforce, and undertaking medical research, both discovery and clinical, our students, staff and alumni all work to directly improve people's quality of life, reduce health inequality and promote greater health and social outcomes.

We're globally recognised for our quality education of over 63,000 doctors, nurses, and allied health professionals and health researchers. The future health of our communities is underpinned by the sustained excellence of our education and research capabilities.

We are ambitious and committed to maintaining our position as a leading international medical research and teaching university. We're recognised for the quality of our graduates, the scale and depth of our research, our commitment to translational research, and as a thriving biotechnology hub. To learn more about the Faculty, please visit www.monash.edu/medicine.

Our Faculty includes four Sub-Faculties: Health Sciences, Clinical and Molecular Medicine, Biomedical Sciences, and Translational Medicine and Public Health.

The Monash University **School of Translational Medicine (STM)** is MNHS's leading clinical school for biomedical research and education, offering undergraduate and postgraduate study programs. STM is located at the Alfred Campus, as well Peninsula Health and Cabrini Precincts. STM, along with the School of Public Health and Preventive Medicine (SPHPM), form the Sub-Faculty of Translational Medicine and Public Health.

Translational and clinical research in STM covers a great breadth of subject areas, with 17 different departments and centres, including The Departments of Medicine, Immunology & Pathology, Diabetes, Infectious Diseases, Immunology (including Respiratory Medicine @Alfred), Gastroenterology, Neuroscience, Psychiatry, Cancer Medicine, Surgery, Anaesthesiology & Perioperative Medicine (APOM), Medical Education, Medicine Peninsula, Melbourne Sexual Health Clinic, The National Trauma Institute (NTRI), Clinical Haematology / the Australian Centre for Blood Diseases (ACBD) and The Cabrini Institute. STM encourages multidisciplinary research across discipline areas, with cross disciplinary discovery programs, and attracts elite students, researchers and teachers to its well-equipped research laboratories and facilities. The school partners with industry to put research into practice and contribute to the treatment and cure of several specific diseases and conditions.

Further details can be found at: <https://www.monash.edu/medicine/translational>.

POSITION PURPOSE

The Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic discipline within the department or other comparable organisational unit, within the University and within the community, both scholarly and general.

As **Head of School**, the appointee will be expected to:

1. Establish, lead and build research and educational programs to further develop and enhance the School of Translational Medicine's national and international reputation as a world class centre
2. Develop and encourage a shared vision for the future directions, goals and priorities of the School of Translational Medicine, which is aligned to the broader mission and goals of the Sub-Faculty, Faculty and University
3. Proactively contribute to Sub-Faculty and Faculty wide initiatives
4. Lead the School of Translational Medicine's strategic and operational planning and manage the school so as to achieve its strategic direction and goals
5. Oversee academic planning and implementation, resource allocation and management of the School of Translational Medicine
6. Oversee and contribute to the scholarly output of the School of Translational Medicine in order to ensure that it remains benchmarked within the top schools across the country in research and education
7. Engage at state, national and international levels with relevant government and non-government organisations to promote the activities of the School of Translational Medicine and develop strong strategic alliances.
8. Work with the Dean of the Sub-Faculty of Translational Medicine and Public Health and the Head of the School of Public Health & Preventative Medicine to enhance research, teaching, commercialisation across the Sub-Faculty and within partner health services.

As a **Professor** the appointee will be expected to:

9. Provide leadership and foster excellence in research, education, professional activities and policy development across the School of Translational Medicine, the faculty, the University and the community more broadly, both scholarly and general
10. Make an outstanding contribution to all activities of the School of Translational Medicine and within their profession or discipline.

Reporting Line: The position reports to the Dean, Sub-Faculty of Translational Medicine and Public Health. The position is based at the Alfred Hospital, however there is a requirement to attend other campuses.

Supervisory Responsibilities: This position provides direct supervision to approximately 18 staff and oversees a team of approximately 350 staff and >1000 adjuncts

Financial Delegation: Yes, in accordance with the University delegations schedule. The level of financial delegation is \$150,000.

Budgetary Responsibilities: The position is responsible for managing a budget of up to \$180m.

APPOINTMENT PERIOD

The professorial appointment will be a continuing appointment in the Faculty of Medicine, Nursing and Health Sciences and will include the role of Head of School for a period of up to 5 years with opportunity for renewal.

KEY RESPONSIBILITIES

Specific duties required of a Professor and Head of School may include:

1. Provide high-level strategic leadership to the school that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and professional activities
2. Take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research and administration
3. Actively engage in a specialist research area in line with the Faculty's research strategy, by

maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students

4. Foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links
5. Provide strong and committed leadership in teaching, curriculum development and research training by participating in the Faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline
6. Provide innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality HDR students
7. Maintain and broaden collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession
9. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A research doctorate in a relevant discipline
 - A relevant clinical qualification or equivalent is an advantage, but not essential.

Knowledge and Skills

2. Evidence of outstanding scholarly activity of an international standard in the relevant discipline including significant publications in the highest impact journals, a consistent record of high level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research
3. Highly developed interpersonal and communication skills including the ability to liaise well with other academics, to mentor and develop staff and to represent and advocate for the school/department as a contributing member on various boards and committees within the Faculty and the University
4. Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a school/department
5. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, funding and professional bodies
7. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching.
8. A vision for the future needs and development of School of Translational Medicine within Australia and internationally, from research and educational perspectives
9. Evidence of ability in, and commitment to, the promotion of the School of Translational Medicine to potential students and the wider community
10. Commitment to delivery of quality services to students.

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

- A current satisfactory Working With Children Check is required
- A current satisfactory Police Records Check and Finance Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.