

PROFESSOR AND HEAD, SCHOOL OF CLINICAL SCIENCES AT MONASH HEALTH

DEPARTMENT/UNIT	School of Clinical Sciences at Monash Health
FACULTY/DIVISION	Faculty of Medicine, Nursing and Health Sciences
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Monash Medical Centre

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 groundbreaking 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.

The **Faculty of Medicine, Nursing and Health Sciences**, is the largest faculty at Monash University, and offers the most comprehensive suite of professional health training in Victoria. We consistently rank 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. Through academic health centres, other translational models and by educating the healthcare workforce of the future, our staff, students and alumni directly improve quality of life.

Contributing to the global health care agenda, the Faculty aspires to lead in all areas of research activity and influence local, national and international policy to improve health and social outcomes and health inequalities. We've made a major impact in the world of medical research and become globally recognised for our quality education of over 41,000 doctors, nurses, and allied health professionals.

We are ambitious and aim to maintain our position as a leading international medical research university. We're recognised for the breadth and depth of our research, for our commitment to translational research, for the quality and scale of our research capability, 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 Medicine, and Translational Medicine and Public Health.

The **Sub-Faculty of Clinical and Molecular Medicine**, representing Faculty activities across Monash Health, comprises the School of Clinical Sciences (SCS), Monash Centre for Health Research and Implementation (MCHRI), the Victorian Heart Institute (VHI) within the new Victorian Heart Hospital, and the University activities of the Hudson Institute of Medical Research.

We improve health across the lifespan, in partnership with Victoria's largest health service. Our direct access to patient populations is enabled through Monash Health's multiple hospital campuses and community services. We drive cutting-edge research across the human lifespan, from fertility to end of life. Our work spans the continuum from discovery and clinical research, through to implementation and health services research.

We strive to generate world-leading health outcomes and offer a strong record of entrepreneurialism and commercialisation, developing opportunities at every level, from molecule to community.

The **School of Clinical Sciences at Monash Health** (SCS) is one of ten schools of the Faculty of Medicine, Nursing and Health Sciences at Monash University, and is its largest clinical school. Most research and teaching activities of the School are based at Monash Medical Centre, Clayton. Monash Medical Centre is the major tertiary referral hospital for Monash Health, which serves a population of over 1.5 million people and is Monash University's largest hospital partner. The School of Clinical Sciences at Monash Health is a major teaching resource for Monash as its largest deliverer of clinical teaching in the MD degree curriculum and the host of its Nutrition degrees.

Basic, clinical, and translational research are undertaken by the departments of the School: Medicine; Nutrition, Dietetics & Food; Obstetrics and Gynaecology; Paediatrics; Psychiatry; Surgery; Radiology and Radiological Sciences, and associated University Research Centres. SCS has over 250 PhD students and also supports students completing a BMedSc (Hons) or MPhil, often in conjunction with medical training.

Researchers of the School collaborate closely with clinical areas in Monash Health, and many of the School's principal investigators are leading clinician-scientists. The School is believed to have the largest number of clinicians enrolled in higher degrees by research of any teaching hospital in Australia. See more at: www.monash.edu/medicine/scs

POSITION PURPOSE

A 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 Clinical Sciences at Monash Health'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 Clinical Sciences at Monash Health, 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 Clinical Sciences at Monash Health'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 Clinical Sciences at Monash Health
6. Oversee and contribute to the scholarly output of the School of Clinical Sciences at Monash Health 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 Clinical Sciences at Monash Health and develop strong strategic alliances

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

8. Provide leadership and foster excellence in research, education, professional activities and policy development across the School of Clinical Sciences at Monash Health, the Sub-Faculty and Faculty, the University and the community more broadly, both scholarly and general
9. Make an outstanding contribution to all activities of the School of Clinical Sciences at Monash Health and within their profession or discipline

Reporting Line: As a Professor and Head of School the position reports to the Dean, Sub-Faculty of Clinical and Molecular Medicine

Supervisory Responsibilities: This position provides direct supervision to approximately 10 staff

Financial Delegation: The level of financial delegation is \$150,000

Budgetary Responsibilities: The position is responsible for managing a budget of up to \$160m

APPOINTMENT PERIOD

The professorial appointment will be a continuing appointment in the School of Clinical Sciences at Monash Health and will include the role of Head of School for an initial period of up to 5 years with the opportunity for renewal.

KEY RESPONSIBILITIES

Specific duties may include:

1. Provide high-level strategic leadership to the School of Clinical Sciences at Monash Health 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 (in high-quality refereed journals) and supervising and mentoring early and mid-career researchers and higher degree by research (HDR) 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, Departments and Schools within the University and community
8. Maintain strong collaborative partnerships with the other partners in the Sub-Faculty, namely VHI, the Hudson Institute, and MCHRI, as well as other relevant research and medical institutes
9. Maintain and broaden collaborative partnerships with Monash Health, and where relevant with other health services
10. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession
11. Exercise strong budget management across the School of Clinical Sciences at Monash Health's entire budget
12. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification, or equivalent accreditation and standing, and recognised as a leading authority in the relevant discipline; and
 - a medical specialist qualification in an area of expertise relevant to Monash Health and the school of Clinical Sciences at Monash Health, and a current clinical appointment at Monash Health.

Knowledge and Skills

2. Evidence of experience and engagement in clinical or basic research
3. Evidence of outstanding scholarly activity of an international standard in a relevant discipline in clinical sciences and a demonstrated ongoing commitment to one or more programs of research
4. 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
5. 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 of

Clinical Sciences at Monash Health as a contributing member on various board and committees within the faculty and the University

6. 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
7. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
8. Record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate training programs in the field of clinical sciences
9. Evidence of interdisciplinary research projects and/or projects that are aimed at translational outcomes
10. 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
11. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching (at both undergraduate and postgraduate levels)
12. A vision for the future needs and development of the School of Clinical Sciences at Monash Health within Australia and internationally, from research and educational perspectives
13. Evidence of ability in, and commitment to, the promotion of the School of Clinical Sciences at Monash Health to potential students and the wider community
14. 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
- This position will require a successful National Police Record check
- A current satisfactory 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 that the University sees as the benchmark for all of its activities in Australia and internationally.