## Chair of Surgery, Western Health

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<tr>
<th>POSITION NO</th>
<th>0027064</th>
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<tbody>
<tr>
<td>CLASSIFICATION</td>
<td>Level E</td>
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<tr>
<td>SALARY</td>
<td>An attractive salary package will be negotiated, including clinical loading</td>
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<tr>
<td>SUPERANNUATION</td>
<td>Employer contribution of 17%</td>
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<td>EMPLOYMENT TYPE</td>
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<td>OTHER BENEFITS</td>
<td><a href="http://hr.unimelb.edu.au/benefits">http://hr.unimelb.edu.au/benefits</a></td>
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<td>HOW TO APPLY</td>
<td>Online applications are preferred. Go to <a href="http://hr.unimelb.edu.au/careers">http://hr.unimelb.edu.au/careers</a>, under ‘Job Search and Job Alerts’, select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number.</td>
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For information about working for the University of Melbourne, visit our websites: [hr.unimelb.edu.au/careers](http://hr.unimelb.edu.au/careers)  
[joining.unimelb.edu.au](http://joining.unimelb.edu.au)

The council reserves the right to make no appointment or to fill the Chair by invitation at any stage. Candidates invited for interview should read the document ‘University Expectations of a Professor’ prior to interview (see page 9 and 10 of this document).
Position Summary

The Chair of Surgery, Western Health will provide outstanding leadership in surgical education, research and practice in the Melbourne Medical School (MMS) at The University of Melbourne. The appointee will have a distinguished record in the field of orthopaedic surgery or appropriate surgical speciality encompassing its practice, as well as teaching and research in its clinical aspects and in the scientific disciplines that form its basis.

Within MMS at Western Health there has been a strong focus on musculoskeletal health research through the formation of the Australian Institute for Musculoskeletal Science (AIMSS) in partnership with Western Health and Victoria University. A further opportunity exists to advance research interests and to become an active leader through AIMSS. The successful appointee will be a leader in their field, with a distinguished record in the field of orthopaedic surgery or another surgical subspecialty.

The position is located within state-of-the-art facilities at the Western Centre for Health Research and Education (WCHRE) at Sunshine Hospital, a $51.6 million development which provides high quality laboratory space, a bone density unit including DXA and pQCT, a metabolic gym, clinical trial rooms, library and a collaborative research environment for researchers and clinicians from The University of Melbourne, Western Health and Victoria University.

The appointee will have clinical responsibilities at Western Health, negotiated under a separate contract with Western Health.

1. Selection Criteria

1.1 ESSENTIAL

- A medical qualification, registrable with the Medical Practitioners Board in Victoria
- Fellowship of the Royal Australasian College of Surgeons or equivalent qualification
- A research doctorate or equivalent achievement in a field related to surgery
- Recognition as an eminent authority in orthopaedic (or another field of surgery appropriately aligned with an acknowledged field of focus and need within Western Health) with distinction at the national and international level
- A distinguished research career in a branch of surgery, including an excellent publication record in high quality peer reviewed journals
- Outstanding interpersonal skills, with excellence in building and maintaining relationships with key stakeholders (internal and external) at all levels
- Extensive experience and excellence in teaching and learning, mentoring and supervising higher degree and post-doctoral research students including capacity to attract and successfully supervise in research higher degree students to completion
- A strong level of academic leadership and professional contribution to post-graduate professional training
- Strong record of involvement in clinical education
- Well-developed communication, negotiation and presentation skills

1.2 DESIRABLE

- Experience in the implementation of quality improvement, work practice reform and change within a large organisation
Experience in financial and human resources management

The key challenge/outcomes for this role will be identified in the incumbent’s performance plan and should align with the University of Melbourne and Western Health’s Strategic goals.

2. Special Requirements

It is expected that the successful candidate will undertake clinical duties at Western Hospital. This will be subject to a separate contract with Western Health.

3. Key Responsibilities

Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5 or 6.

3.1 RESEARCH

Lead a strong research programme and encourage collaborative research and other projects in the University of Melbourne and Western Health.

Attract research funding from national and international funding bodies, attract and supervise higher degree research students and establish national and international research collaborations.

Develop strong collaborative interactions and synergies with other departments and centres of the University undertaking research of relevance to musculoskeletal disorders and chronic disease.

Manage research funding obtained from research grants within the determined budget at both University and Hospital.

Be responsible for administrative and management tasks associated with the selection, performance assessment, and organisation of research staff employed in research.

Publish research outcomes in well-respected peer reviewed journals.

Present research outcomes at local, national and international meetings.

3.2 TEACHING AND LEARNING

Provide leadership in improving the quality of medical education and training at Western Health.

Contribute personally and through leadership to the teaching programs of the Melbourne Medical School across the University of Melbourne, including assessment.

Attract students and actively participate in supervision of Research Higher Degree, Honours, Elective and Scholarly Selective students.

Contribute actively to curriculum development and evaluation within the Melbourne Medical School.

3.3 ENGAGEMENT

Promote collaboration between Western Health and the University of Melbourne to ensure delivery of high quality clinical and translational research and educational programs.
Lead and direct engagement of Melbourne Medical School at Western Health with the broader community in line with the University's strategy of engagement.

Participate in public discussion and debate about important national issues relating to the relevant area of expertise.

Participate in community and professional activities related to the relevant disciplinary area.

3.4 SERVICE AND LEADERSHIP

- Provide leadership and foster excellence in research, teaching and policy development in the academic medical discipline within the institution, community, professional, commercial or industrial centres.
- Contribute to management and leadership of AIMSS as a University of Melbourne representative and to the Melbourne Medical School as a senior academic staff member of the management group and potentially as Chair of that group.
- Lead the surgical research and education programs at Western Health for the Melbourne Medical School.
- Provide strong medical leadership across the Melbourne Medical School at Western Health and foster a positive relationship between the Hospital and the University.
- Financial management responsibility; providing advice to the Faculty.
- Contribute to strategic planning activities and the development of clinical services at Western Health.
- Contribute to activities and developments in the Melbourne Medical School as a member of its Senior leadership.
- Contribute to activities and developments in the Faculty of Medicine, Dentistry and Health Sciences as a senior member of the Faculty.
- Contribute to activities and developments in the University as a member of Academic Board.
- Foster academic achievement in others and identify and exploit new opportunities in education, research and the provision of services for the benefit of the Faculty.

3.5 OTHER

Other responsibilities normally expected of a Professor within the University of Melbourne (see attached document on Expectations of a Professor) including, but not restricted to:

- Attendance at appropriate management meetings.
- Undertake Occupational Health and Safety (OH&S) and Environment Health and Safety (EH&S).

4. Other Information

4.1 WESTERN CENTRE FOR HEALTH RESEARCH AND EDUCATION

The Centre is the operational hub of a diversified campus which incorporates the University of Melbourne activities involving staff from the Melbourne Medical School and other Faculty of Medicine, Dentistry & Health Sciences Schools. A collaborative approach enables us to deliver a community focused medical education experience for students enrolled in the Doctor of Medicine (MD) degree across Western Health. Medical
Research at WCHRE has a major focus on high quality research into musculoskeletal disorders and chronic disease common in the Western suburbs of Melbourne. Current academic staff forms a multidisciplinary group comprising a paediatric endocrinologist, exercise scientists, a nutritionist, biomechanists, PhD, Masters and Honours students who have extensive experience in the design and conduct of large-scale clinical randomised controlled trials and public health and translational research. Appointments in other fields also include General Practice, Cardiovascular disease, Maternal Foetal Medicine and Aged Care: http://medicine.unimelb.edu.au/research/summaries/nwac

The University of Melbourne through collaboration with Western Health and Victoria University have formed the Australian Institute of Musculoskeletal Science (AIMSS) which is a national reference centre for research into disorders of bone, muscle and joint. AIMSS provides an innovative and collaborative environment for clinicians and researchers to translate basic research into direct health outcomes. The Institute also promotes disease prevention with the establishment of community-based programs based on disease-specific intervention, including exercise and nutrition. http://aimss.org.au/

4.2 MELBOURNE MEDICAL SCHOOL

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

The Melbourne Medical School is organised into eight academic centres comprising more than 20 departments and five general clinical schools. It also supports the Medical Education Unit.

The school is closely associated with major teaching and other hospitals (http://mdhs.unimelb.edu.au/our-health-network), general practices and community health centres in metropolitan, regional and rural Victoria, which provide clinical education for medical students.

Through its academic centres and departments, the school also maintains a close relationship with major medical research institutes (http://mdhs.unimelb.edu.au/research-institutes).

4.3 THE FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

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 2013 gross revenue was in excess of $550M. Approximately 40% of this income relates to research activities.

The Faculty has a student teaching load in excess of 7,500 equivalent full-time students including more than 1,000 research higher degree students. The Faculty has approximately 2,200 staff comprising 700 professional staff and 1,500 research and teaching staff.

The Faculty has appointed an 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 including Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

Further information about the Faculty is available at http://www.mdhs.unimelb.edu.au/
4.4 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world’s top universities. Further information about our reputation and global ranking is available at www.futurestudents.unimelb.edu.au/explore/about/reputation-rankings

Established in 1853, shortly after the founding of Melbourne, the central campus of this University is located just a few minutes from the centre of this global city. 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 hr.unimelb.edu.au/careers.

4.5 WESTERN HEALTH

Western Health (WH) manages three acute public hospitals: Western Hospital at Footscray; Sunshine Hospital at St Albans; and the Williamstown Hospital. It also operates in the Sunbury Day Hospital, and a Transition Care Program at Hazeldean in Williamstown. A wide range of community based services are also managed by Western Health, along with a large Drug and Alcohol Service.

Services are provided to the western region of Melbourne which has a population of approximately 800,000 people.

Western Health provides a comprehensive, integrated range of services from its various sites; ranging from acute tertiary services in areas of emergency medicine, intensive care, medical and surgical services, through to subacute care and specialist ambulatory clinics. Western Health provides a combination of hospital and community-based services to aged, adult and paediatric patients and newborn babies.

Western Health aspires to be a values-driven organisation and all employees are required to model the following values in their day to day tasks:

- COMPASSION – consistently acting with empathy and integrity
- ACCOUNTABILITY – empowering our staff to serve our community
- RESPECT – for the rights, beliefs and choice of every individual
- EXCELLENCE – inspiring and motivating innovation and achievement
- SAFETY – working in an open, honest and safe environment

Western Health Focus: ‘Best Care’

Western Health is committed to high quality, safe and person centred patient care. The Western Health framework for Quality, Safety and the Patient Experience describes a vision for “Best Care” for all Western Health patients and sets out the behaviours, strategies and organisational systems needed to achieve this vision.

4.6 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne’s strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive
contributions to society in research and research training, learning and teaching, and
growth in esteem. www.growingesteem.unimelb.edu.au

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy Research at Melbourne: Ensuring Excellence and Impact to 2025 aspires to a significant advancement in the excellence and impact of its research outputs. http://www.unimelb.edu.au/research/research-strategy.html

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia’s ‘place’ in the Asia-Pacific region and the world, and on our ‘purpose’ or mission to improve all dimensions of the human condition through our research.

Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the ‘convergence revolution’ of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

4.7 EQUITY AND DIVERSITY

Another key priority for the University is access and equity. The University of Melbourne is strongly committed to an admissions policy that takes the best students, regardless of financial and other disadvantage. An Access, Equity and Diversity Policy Statement, included in the University Plan, reflects this priority.
The University is committed to equal opportunity in education, employment and welfare for staff and students. Students are selected on merit and staff are selected and promoted on merit.

4.8 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 www.unimelb.edu.au.

5. 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/

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.
The roles of professors have undergone considerable change in recent decades. External demands on universities today, as well as imperatives within institutions, have created some confusion and division of opinion about what now constitute appropriate roles.

The University of Melbourne has its own special features and mission, and hence the role of a professor in this University can be expected to differ from that in many other institutions. It is thus appropriate to clarify what the University expects of its professors.

The expectations of a professor in the University rest primarily on the nature of academic and professional leadership appropriate for a major international research university. Professors must always be distinguished academically in an international environment and are expected to maintain that distinction. While some may confine their leadership largely within their strict academic discipline (as shown, for example, by providing a focus and inspiration for research and teaching in their area of expertise), it is unlikely to be fulfilled simply by continuing to pursue their own work in isolation from others, as this does not denote leadership.

Professors in the University of Melbourne distinguish themselves by demonstrating leadership that can take several forms:

- Leading a group of individuals in research centred around the Professor and broader research leadership developing the research talents of other academics;
- Leading staff members involved in developing undergraduate or graduate teaching;
- Leading the overall management of particular functions in a department, such as teaching activities; coordination of a department's research or undergraduate teaching activities;
- Leading in an academic field as evidenced by publications in outstanding journals, or as the editor of journals, authorship of books, monographs and artistic works, invited papers and presentations at international conferences and by the organisation of such conferences;
- Leading in management particularly in assisting individuals and/or groups to channel and focus their efforts;
- Leading in the community beyond the University, particularly in professional organisations and institutions and in industrial and/or government and business activities.

In more specific terms, the expectations of a professor may be clarified as follows:

1. In all cases, the professor is expected to foster the research of other groups and individuals within the Department, within the discipline and within related disciplines. In particular, guidance and assistance to more junior staff in developing their capacity for teaching and research is of great importance. In many disciplines, provision of an environment for honours and graduate students is dependent upon the ability to attract external funds. Many professors will secure substantial grants which cover teams including junior staff while others will carry on research at a more individual level. Professors should introduce research students and colleagues to useful networks inside and outside the University. Normally, professors will also be required to carry a teaching load and be involved in some of the large classes and in teaching of both undergraduate and graduate students.

2. It is expected that a professor will seek continuing improvement in academic standards rather than merely maintaining them, and make a distinguished contribution to teaching in the faculty and University. A professor should be expected to provide leadership in curriculum development, design of courses, and innovations in the delivery of teaching in the discipline.
Professors should be role models in their relationships with students and with professional staff at all levels. They should be accessible in the Department/Faculty and should take part in the community life of the University, including ceremonies where degrees are awarded to students of the department and to persons honoured by the University.

3. Professors are expected to participate in the appropriate national and international organisations of their discipline or profession. In most fields, such international involvement and standing should be clearly evident. It is expected that a professor will serve on expert committees, be willing to participate in reviews and to work at a national and international level.

4. Professors have a responsibility to advance the image of the University in the community locally, nationally and internationally. That image will be enhanced by excellent research and good teaching, the receipt of awards and participation in major conferences. Community involvement might also be demonstrated in adopting the role of a public intellectual who contributes to the nation’s culture and institutions. This might take many forms, including media commentary and the preparation of opinion articles, speaking at public events, and visits to schools and other community organisations.

5. Professors should be willing to contribute in policy formation and management of their department, their faculty and the University (through the Academic Board) where from time to time they have a contribution to make. They should play a constructive role in appointment, confirmation and promotion processes for academic and professional staff.

6. It is expected that professors from time to time carry out senior executive roles in the University, Faculty and/or Department.

Endorsed by Academic Board
Approved by Council August 2009