



THE UNIVERSITY OF
MELBOURNE

Appointment of

**Lecturer/Senior Lecturer/
Associate Professor in General
Practice, Department of
General Practice**

Melbourne Medical School
Faculty of Medicine, Dentistry and Health Sciences



Melbourne Medical School

Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

MMS is composed of nine clinical departments: Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery. MMS has over 900 academic and professional staff members who are either located at the University of Melbourne's Parkville campus or are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria. In addition, MMS staff are privileged to work alongside over 2 400 honorary appointees from the health sector who tirelessly contribute their time, knowledge and clinical expertise to the education of our students.

MMS delivers a suite of health-related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. As MMS's flagship program, the MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the School is highly collaborative and spans basic to translational research. MMS has nearly 550 higher degree by research candidates.

MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

Under the leadership of Professor John Prins, MMS is undertaking exciting new developments including a major review of the MD curriculum, an emphasis on the clinician-scientist career trajectory and a reinvigorated focus on clinically relevant research.

For more information, please visit medicine.unimelb.edu.au



Annual total budget of A\$200 million



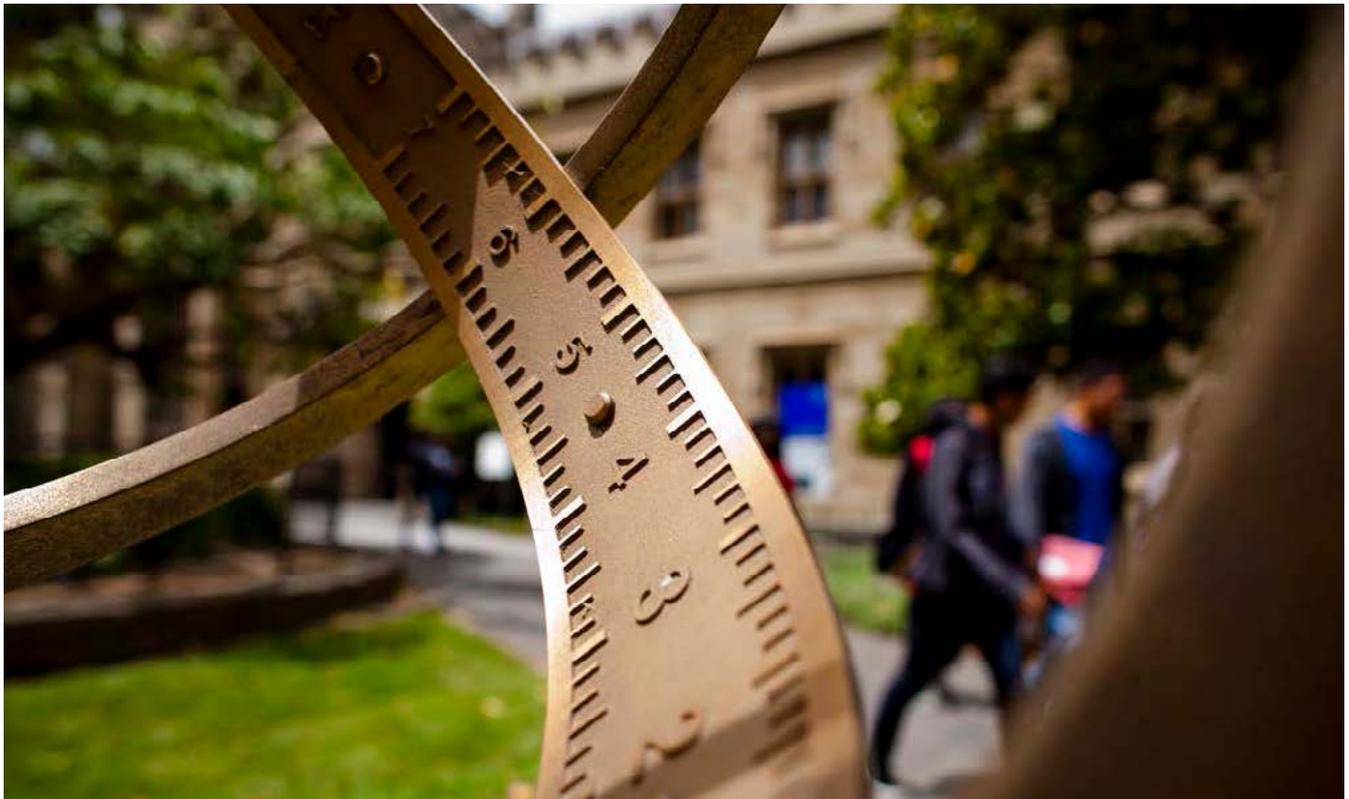
Annual research income of A\$88.5 million



3 354 fully refereed research publications in 2017



2 540 students enrolled in coursework, research and commercial course offerings



Department of General Practice

The Department of General Practice originated as a unit within the Department of Community Medicine in 1977. It was established as a separate department within the School of Medicine in 2001 and established the Primary Care Research Unit (PCRU) as a centre of excellence in primary care research, research training and knowledge exchange in 2006. The Department has 51 (full time equivalent) staff supported by an operating budget of \$5.6 million and research income of approximately \$6 million annually.

With an increased profile within the MMS, the Department has utilised its growing network of general practitioners (GPs) and primary health care providers in the community to ensure that University of Melbourne medical students are provided with quality community-based medical education. The Department delivers postgraduate training for primary care nurses, and research training for medical, Honours, Masters (6) and PhD (26) students. For more than 20 years the Department has run a very successful General Practice academic registrar program.

The Department has a successful Primary Care Research Unit (PCRU) including a Clinical Trials Unit with a practice-based research and education network (VicREN) comprised of our community-based general practices and other primary care providers who contribute to and drive teaching and research.

A proportion of our VicREN members are a part of our PATRON Community of Practice where de-identified electronic practice data are stored to drive impactful research to advance primary care policy and practice. Our cross-cutting research themes include clinical data analytics, implementation science and health services research. Central to our work is understanding the patient and practitioner experience, through co-production methodologies, involving them in identifying the challenges and designing and testing solutions. Using clinical data analytics, we explore patient pathways through health care and describe the epidemiology of health and disease in primary care. With a focus on primary care innovation we develop, test and implement simple and complex interventions including digital technologies such as a range of risk stratification and point-of-care decision making tools. The Department also has successful research programs in specialised areas in Cancer, Children and Young People's Health, Diabetes and Cardio-Metabolic Conditions, Mental Health, and Abuse and Violence.



Faculty of Medicine, Dentistry and Health Sciences

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia's pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 1 900 members of staff, attracts more than 8 000 students each year and comprises six schools; 33 departments, centres and institutes; and 128 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia's overall leader in clinical, pre-clinical and health sciences and was ranked 9th globally in 2018 by the Times Higher Education World University Rankings. In the field of clinical medicine and pharmacology, the Jiao Tong ranks the University of Melbourne as the first in Australia and number 29 in the world in 2019. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.



Co-authorship with more than 140 countries in the last five years. Top five countries are the United States, England, Canada, Germany and the Netherlands.



Annual research income of more than A\$225million: 50 per cent of the University of Melbourne total.



More than 4 000 peer reviewed publications every year: 44 per cent of publications include an international co-author.



Approximately 1 500 graduate research students conduct research supervised by over 1500 staff and honoraries across the Faculty's six schools and in affiliated health services and research institutes.



University departments are embedded in a range of health services including the Austin Hospital, Northern Hospital, Royal Melbourne Hospital, St Vincent's Hospital, Royal Women's Hospital and rural partners such as Goulburn Valley Health.



The Faculty employs over 1 300 academic research staff. Hospital departments employ 39 per cent of MDHS academic staff. The University has over 2 000 hospital-based honorary staff and more than 500 honorary staff in partner institutes.



The Faculty offers a suite of professional entry Masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Science (DDS) and the Doctor of Physiotherapy (DPhysio). There are also a number of other successful graduate programs such as the Master of Biomedical Science, Master of Public Health, Master of Primary Health Care, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry and many more in nursing, social work, health sciences and psychology. These programs which are unparalleled in the Australian higher education system provide new approaches to educating health care professionals and are specifically designed to better align student attributes to the sector's needs.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, Melbourne Brain Centre, Doherty Institute and Royal Children's Hospital campus.

Melbourne Biomedical Precinct

The Faculty is a key collaborator within the Melbourne Biomedical Precinct – a leading global research and teaching hub and one of the top five biomedical precincts in the world. Precinct partners share an impressive history of ground-breaking medical discoveries and developments, as well as a future-focused outlook on innovative and transformative health care. The 25 precinct partners, located within easy reach of each other, are engaged in breakthrough research, education and the delivery of clinical care and health services. This dense concentration of hospitals, research facilities and academic campuses provides the opportunity, which is unparalleled in Australia, for talented individuals from a range of disciplines to engage in world-class collaborations.



University of Melbourne

Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

With a history of more than 160 years, the University occupies a special place in the heart of Melbourne's intellectual and cultural scene. It offers a vibrant and stimulating environment for more than 7 000 staff members and 50 000 students, including 12 000 international students from more than 120 countries. It has an annual budget exceeding A\$2 billion.

Ranked as the leading university in Australia, and situated at 38 on the Academic Ranking of World Universities (ARWU), it is consistently situated among the fastest-rising research universities. The University is counted among the best in the world – 32 by the Times Higher Education and 26 by the US News & World Report Rankings.

The Melbourne Model

Building on long-standing traditions of leadership and innovation in teaching and embracing international developments in curriculum design, the University introduced the Melbourne Model in 2008. The distinctive educational model offers degrees in three broad cycles. At Bachelor level, students select from one of six broad degrees (offering a total of 87 major fields of study) and a limited number of specialist offerings. These programs lay the intellectual foundations for future employment or further study. Most professional qualifications are subsequently offered at Masters level, where students can choose from a variety of professional or specialist graduate programs offering intensive graduate-level experiences that promote deep professional learning. At Doctoral level, students work alongside and are nurtured by international research leaders in a broad range of fields.

The Melbourne Model's curriculum combines academic breadth with disciplinary depth to strategically reposition the University in an increasingly globalised higher education framework. The University prepares its students to enter a world marked by rapid change where graduates must possess the applicable knowledge, and flexible and adaptable skills, to succeed.



Living and Working in Melbourne

Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 4.5 million people and a metropolitan area of 9 990.5 km². The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km² and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

Parkville Campus

The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia's premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizable portion of the Faculty is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent's Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley, with health services affiliations to almost 40 smaller towns in rural Victoria.

Lecturer/Senior Lecturer/Associate Professor in General Practice

Classification	Level B, Lecturer Level C, Senior Lecturer Level D, Associate Professor (Teaching and Research)
Salary	Level B: \$100 849 - \$119 753 p.a. (pro-rata) Level C: \$123 534 - \$142 440 p.a. (pro-rata) Level D: \$148 744 - \$163 871 p.a. (pro-rata)
Superannuation	Employer contribution of 17%
Working Hours	Full time/Part-time (0.4 to 0.8 FTE)
Basis of Employment	Continuing

Position Summary

The successful applicants are expected to have established excellence in a research specialisation in an aspect of Primary Care, with demonstrated high level of research performance through refereed publications and by the securing of research grants and/or other external funding.

The Lecturer will demonstrate excellence in learning and make a major contribution to the quality of student learning and the student experience that is underpinned by a developing track record in research and scholarship within the discipline.

The Senior Lecturer will demonstrate excellent and sustained performance and achievement in General Practice research, teaching and learning and academic leadership within the discipline.

The Senior Lecturer appointee will demonstrate eminence in an area of General Practice research that is aligned to the research priorities of the Department of General Practice and Melbourne Medical School at University of Melbourne. They will make independent and original contribution to the advancement of knowledge through interdisciplinary collaboration.

National, and emerging international standing, in the discipline will be demonstrated through outstanding scholarship, publication and grant track record.

The Associate Professor provides academic leadership in the discipline of General Practice within the Department of General Practice, Melbourne Medical School. You will make significant and innovative contributions in the areas of academic leadership, research, teaching and learning.

The Associate Professor appointee will have well-developed inter-disciplinary collaborations with University partners and a well-established national reputation in the discipline.

The appointee will demonstrate attributes aligned with the values of the Department and the Faculty of Medicine, Dentistry and Health Sciences: Collaboration and Teamwork, Compassion, Respect, Integrity and Accountability.

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- Actively make a significant contribution to the development and delivery of teaching in General Practice at the University
- Identification of appropriate approaches to teaching through analysis of learning needs of student
- Contribute to postgraduate education and professional meetings in the discipline of General Practice
- Demonstrate a proactive reflexive teaching practice through seeking guidance from senior teaching staff and student feedback
- Apply contemporary pedagogical insights to teaching practice, including those specific to the discipline

1.2 RESEARCH AND RESEARCH TRAINING

- Participate in research independently and as a member of a research team
- Effective supervision of research support staff
- Provide effective supervision or co-supervision of honours, postgraduate and graduate research students
- Produce quality conference and seminar papers, and publications arising from scholarship and research, such as books and peer-reviewed journal articles
- Identify sources of funding to support individual or collaborative projects, relating to teaching, research and engagement practice in the discipline

1.3 LEADERSHIP AND SERVICE

- Active participation in community engagement and professional activities related to the advancement of the discipline
- Active participation on Department and Faculty committees and significant contribution to activities and developments across the Faculty
- Positive engagement in learning and career development of self and others
- Effective demonstration and promotion of University and Faculty values including diversity and inclusion and high standards of ethics and integrity
mdhs.unimelb.edu.au/about/our-values

In addition to the above, the following are responsibilities for a level C and D appointment:

- As a senior member of the Department, provide leadership and foster excellence in community engagement for improved capability within the department
- Provide leadership to the teaching and learning team, through the provision of guidance and direction in relation to curriculum design development, renewal and evaluation

- Significantly contribute to research projects including leadership of research teams or management of projects, leading to publications in peer-reviewed journals
- Prepare research proposals for submission to external funding bodies to obtain external research income
- Develop strong collaborative interactions with other departments and centres of the University and external collaborators
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional networks
- Make independent and original contributions to curriculum development and evaluation
- Provide leadership in the maintenance of academic standards
- Make a significant contribution to the evaluation and renewal of curriculum design and delivery
- Provide advice to government and peak bodies (local, state, national, international)

1.4 STAFF SUPERVISION

- Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance
- Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities
- Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements
- Allocate and monitor workload and address associated issues in a timely manner
- Ensure new staff participate in the University's induction program and provide a localised work area orientation

2. Selection Criteria

2.1 ESSENTIAL

- At Level B, a medical qualification recognisable in Australia and a Fellowship of The Royal Australian College of General Practitioners (RACGP); or
- At Level C or Level D, a PhD in Primary Care or General Practice
- Previous experience in designing and conducting health services and clinical research in the Australian General Practice setting.
- A developing research profile at a national level as evidenced by:
 - Identification of sources of funding to support individual or collaborative projects relating to teaching, research and leadership practice in the discipline
 - developing publication record in high-impact peer-reviewed journals
- Excellent interpersonal and communication skills, with an ability to work collaboratively, develop and maintain relationships with key stakeholders (internal and external)
- Demonstrated teaching experience at an undergraduate or postgraduate level, including curriculum design, development of learning materials and formation of assessment appropriate to learning goals as well as experience with students undertaking clinical placement.

- A scholarly approach to teaching as evidenced by demonstrated skills in teaching practice including analysis of learning needs, identification of appropriate approaches to teaching, developing ways to improve practice by obtaining and analysing feedback and maintaining currency with professional practice.
- Previous experience in research design and literature searches, data analysis using Stata, as well as an understanding of quantitative research methods and data analysis.
- Previous research management experience including understanding of the principles and methods of research in particular adhering to study protocols and skills in sensitivity, discretion and confidentiality.
- Previous research experience in a tertiary environment, research and/or health sector, particularly in relation to general practice.
- Ability to mentor and guide junior research staff in their academic trajectory
- Ethical scholar who values diversity and works effectively with individual differences

In addition to the above, the following are essential for a level C and D appointment:

- Evidence of distinguished national and/or international standing in the field of General Practice
- An outstanding research career in General Practice, including a strong publication record in high-impact peer-reviewed journals
- Extensive experience in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion
- Demonstrated academic leadership in fostering the academic activities of others and making a significant contribution to the advancement of the discipline

2.2 DESIRABLE (FOR LEVEL C AND D ONLY)

- A medical qualification recognisable in Australia and a Fellowship of The Royal Australian College of General Practitioners (RACGP)
- Extensive clinical practice in General Practice with excellent standing as a medical practitioner



People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia's learned academies. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.



Further Information and Website Addresses

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

The University of Melbourne's Strategic Plan 2015-2020:
Growing Esteem
growingesteem.unimelb.edu.au

2017 Annual Report
about.unimelb.edu.au/strategy/annual-reports

Faculty of Medicine, Dentistry and Health Sciences
mdhs.unimelb.edu.au

Melbourne Medical School
medicine.unimelb.edu.au

For queries, please email
MMS-Careers@unimelb.edu.au

Please do not send your application to this email address.

To Apply

For other career opportunities at the Melbourne Medical School, and to apply, please visit: medicine.unimelb.edu.au

Applications close: 29 May 2019



THE UNIVERSITY OF
MELBOURNE