



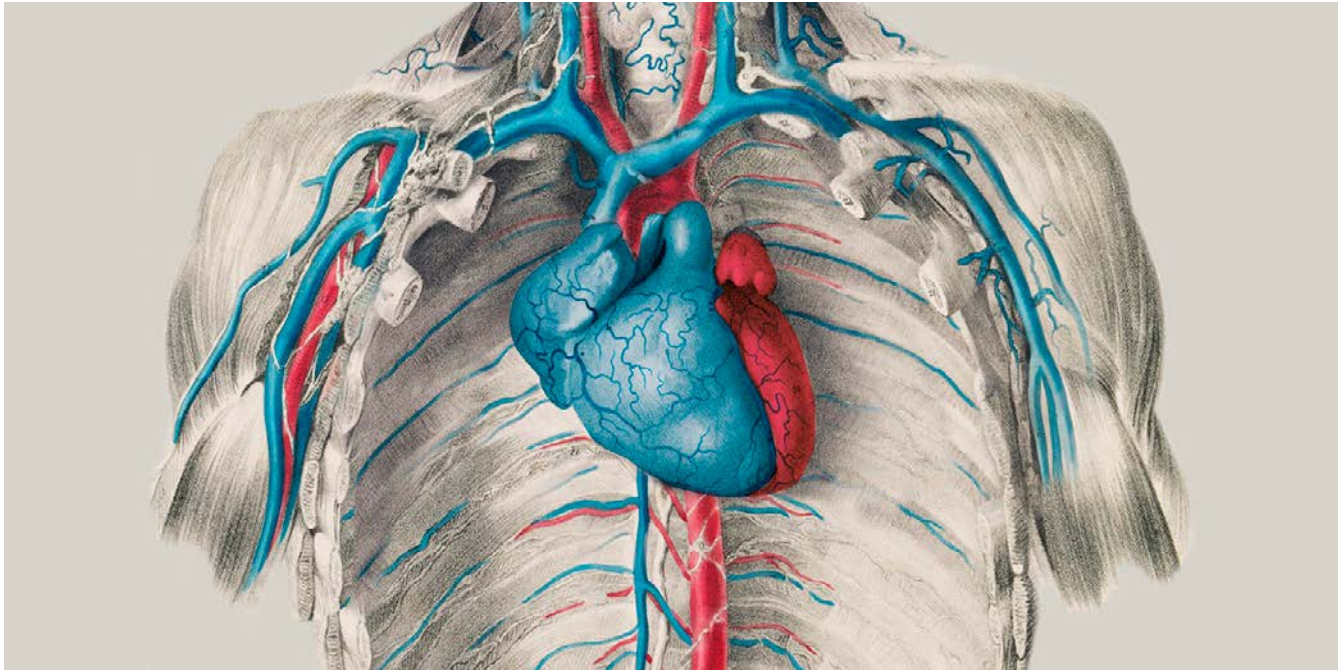
THE UNIVERSITY OF  
MELBOURNE

Appointment of

# Head of Department, Baker Department of Cardiometabolic Health

Melbourne Medical School

Faculty of Medicine, Dentistry and Health Sciences



# The Baker Department of Cardiometabolic Health

The Baker Department of Cardiometabolic Health is an exciting new collaboration between the Melbourne Medical School and the Baker Heart and Diabetes Institute. This initiative will leverage both organisations' strengths in cardiometabolic research.

The Baker Heart and Diabetes Institute is an independent, internationally renowned medical research facility, with a history spanning more than 93 years. The Institute's mission is to reduce death and disability from cardiovascular disease, diabetes and related disorders: two prevalent and complex diseases responsible for the most deaths and the highest health costs in the world.

The Institute has a strong track record of scientific discovery and translation of these findings to improve the prevention, diagnosis and treatment of cardiovascular disease, diabetes and related conditions. The Institute's research has paved the way for the recognition of two types of diabetes, the introduction of beta blockers and many other innovations in treatment and prevention. The Institute's work extends from the laboratory to wide-scale community studies with a focus on diagnosis, prevention and treatment of diabetes, cardiovascular disease and associated metabolic diseases. Details regarding the activity of each laboratory can be found on the Institute's website: <https://baker.edu.au/research/laboratories>

While our interests are deep, they are narrowly focused in seven programs: atherothrombosis; hypertension and heart failure; exercise; bio-informatics; immunometabolism; diabetes complications; and lipids and obesity. The Institute is well positioned to address the challenge posed by an ageing population with an increasing prevalence of risk factors.

The Institute's highly diverse team includes cardiologists, diabetes physicians, bench-top scientists, epidemiologists, dietitians, biostatisticians, computational biologists, nurse educators, remote healthcare workers and physical activity experts, who together are working to translate laboratory findings into new approaches to prevention, treatment and care. In the last three years, the Institute has made significant investments in preclinical and clinical imaging (CT, PET, MRI), multi-omics and bio-informatics, which are enhancing our ability to more precisely diagnose disease and target prevention and treatment. The breadth of our work, combined with our multi-omic focus, means we are ideally placed to harness these developments to more precisely target cardiometabolic disease.

This new Baker Department of Cardiometabolic Health will focus on research and innovation to improve the lives of people with, or at risk of, cardiovascular disease (CVD), obesity and diabetes. This work will include:

- Developing novel targets and therapeutics
- Using big data and new technologies, such as genomics, to transform prevention, diagnosis and disease management
- A focus on clinical translation
- Contributing to clinical service delivery and prevention.

For more information, please visit [medicine.unimelb.edu.au/school-structure/baker-department-of-cardiometabolic-health](https://medicine.unimelb.edu.au/school-structure/baker-department-of-cardiometabolic-health)



# Melbourne Medical School

Established in 1862, Melbourne Medical School (MMS) 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 comprises nine clinical departments: Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery. The School has more than 930 academic and professional staff, based either at The University of Melbourne's Parkville campus or embedded within clinical health services throughout metropolitan Melbourne and rural Victoria. MMS staff are privileged to work alongside more than 2400 honorary appointees from the health sector who tirelessly contribute their time, knowledge and clinical expertise to the education of our students. The School has partnerships and research collaborations with many of the 30 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as national and international relationships.

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

We are committed to improving the wellbeing of the community through the discovery and application of new

knowledge. The School's research effort is highly collaborative and spans basic to translational research. MMS has over 500 higher degree by research candidates.

We lead 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, the 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](http://medicine.unimelb.edu.au)



Annual total budget of A\$215 million



Annual research income of A\$95 million



3302 fully refereed research publications in 2018



2500 students enrolled in coursework, research and commercial course offerings



# 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, The 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.



# The 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 9990.5 km<sup>2</sup>. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable city 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 km<sup>2</sup> 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 of Medicine, Dentistry and Health Sciences 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.

# Head of Department, Baker Department of Cardiometabolic Health

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<b>Classification</b>	Level E, Professor
<b>Salary</b>	An attractive salary package will be negotiated including clinical loading
<b>Superannuation</b>	Employer contribution of 17%
<b>Working Hours</b>	Part Time (0.2 FTE)
<b>Basis of Employment</b>	Fixed-Term 5 years

## Position Summary

The Head of Department is to provide direction and leadership to the affiliation and enhanced research collaboration between the Baker Heart and Diabetes Institute and the University of Melbourne in the area of cardiometabolic health research and translation. The collaboration has seen the creation of the new research and research training department within the Melbourne Medicals School, the Baker Department of Cardiometabolic Health.

The Head of Department provides academic leadership in the discipline of Cardiometabolic Health within the University of Melbourne, Baker Department of Cardiometabolic Health. You will be expected to make innovative and distinctive contributions in the areas of academic leadership, research, teaching and learning.

You will build successful partnerships and collaborate effectively with other research groups and partners to enhance the role of Cardiometabolic Health fostering excellence in this discipline. You will also contribute to teaching excellence at both undergraduate and postgraduate levels.

You will be an eminent authority in Cardiometabolic Health, encompassing research best practice and application.

The position is located within state-of-the-art facilities at the Baker Heart and Diabetes Institute, which provides high quality laboratory spaces, clinical trial rooms, state-of-the-art imaging and a collaborative research environment.

Professors at the University of Melbourne also provide transformational leadership and dedicated service for the University and the broader community beyond their leadership within their academic fields and disciplines.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion
- Respect
- Integrity
- Accountability.

The Council reserves the right to make no appointment or to fill the position by invitation at any stage.

## 1. Key Responsibilities

The position description should be read alongside [Academic Career Benchmarks and Indicators](#) for Level E appointments.

### 1.1 LEADERSHIP AND SERVICE

#### Specific responsibilities

- As a new Department, the Head of Department will seek to strengthen the links between two large organisations and a significant aspect will relate to bringing groups together and encouraging collaboration:
- Foster and maintain the strong and cooperative partnership between the University of Melbourne and the Baker Institute, fostering effective collaborations and promoting excellence in research and academic medicine.
- Lead the strategic planning and policy decision making processes of the Department, in the development of structured academic programs in cardiometabolic health with the effort focussed at translational of research effort to societal outcome

## Generic responsibilities

- As a senior member of the School, you will provide leadership and foster a culture of excellence in research, teaching and community engagement for improved capability across the Department, the School, Faculty and University overall.
- Provide high level leadership in cardiometabolic health both within professional organisations as well as in the community and seek new opportunities for enhancing the international standing of the Department and University more broadly.
- Provide a continuing high level of personal commitment to, and achievement in, his or her particular scholarly area.
- Mentor staff and develop the research of other groups and individuals within the Department and more broadly in the University.
- Effectively demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
- Engage positively in learning and career development of self and others.
- Provide leadership to enhance cardiometabolic research, teaching and care at an affiliated hospital and beyond through the University's affiliation with the Baker Institute and increased focus in cardiometabolic health.
- Contribute to leadership through active participation in Melbourne Medical School Executive and other committees, working groups and initiatives and relevant Department, Faculty and University committees.
- Lead collaborative initiatives with community, industry and policy engagement of significant public value (e.g. research translation/clinical programs/educational programs).

## 1.2 TEACHING AND LEARNING

- Contribute to the teaching activities of the Baker Department of Cardiometabolic Health and the Melbourne Medical School.
- Cultivate a culture of excellence in education and educational innovation in cardiometabolic health.
- Lead the evaluation and renewal of curriculum design and delivery.
- Provide expert advice to government and peak bodies (local, state, national, international).

## 1.3 RESEARCH AND RESEARCH TRAINING

- Foster and develop excellence in research and research training within the Baker Department of Cardiometabolic Health, supporting the development of active research programs of self and others.
- Support the development in the Department of collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University, securing research grants and external research income that builds institutional capacity and creates opportunities for early career academic development.
- Contribute to the planning and supervision of research programs of study for postgraduate, coursework masters, and research elective undergraduate students.
- Lead and facilitate translation of research into clinical practice and promote close working relationships between clinical, diagnostic and research staff across the Department and the health services.
- Set the direction, and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society.
- Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University.
- Secure research grants and external research income that build institutional capacity and create opportunities for early career academic development.
- Publish research outcomes in high-impact, peer reviewed journals.
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks.

## 1.4 ENGAGEMENT & ADVANCEMENT

- Pursue joint approaches to philanthropic pursuits to maximise investment in cardiometabolic health. In particular, the coordination of joint philanthropic funding to support a Chair in Cardiometabolic Health.
- Provide leadership and strategic direction for the Department and be actively involved in engagement activities of the Department, Faculty and University.
- Champion ethical debate, research, education and community engagement in cardiometabolic health and related disciplines. Participate in public discussion and debate about important national issues relating to the discipline.
- Participate actively in Alumni relations and Advancement activities of the Melbourne Medical School and Faculty of Medicine, Dentistry and Health Sciences.

### 1.5 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.
- Ensure new staff participate in the University's induction program and provide a localised work area orientation.

### 1.6 DEPARTMENTAL GOVERNANCE

- Develop and maintain the strategic and academic planning functions of the Department including setting of goals and targets, and the initiation and revision of course offerings and consequent workforce implications.
- Lead and develop strong governance framework to support the effective management of the Department including organisational and committee.
- Take overall accountability and responsibility for the human capital of the Department.
- Allocate and monitor workload to ensure the effective and efficient performance of the Department's teaching, research and service functions, addressing associated issues in a timely manner.
- Promulgate and implement the University's policies within the Department.
- Ensure ethical conduct in and by the Department, including ethical use of communication networks.

### 1.7 FINANCIAL AND INFRASTRUCTURE MANAGEMENT

- Manage Department finances including the establishment of budgets and planning for equipment, other infrastructure expenditure and monitoring of expenditure against allocations.
- Active pursuit of opportunities to increase revenue for the Department such as donations and fee-for-service contracts.
- Manage and maintain University space and resource infrastructure on the Campus including oversight of shared educational spaces.
- Ensure compliance with legislation; University policy and regulations; and financial management and reporting requirements.

## 2. Selection Criteria

### 2.1 ESSENTIAL

- A medical qualification, registerable with the Australian Health Practitioner Regulation Agency.
- Fellowship of the Royal Australasian College of Physicians or equivalent qualification providing a clear pathway to clinical practice.
- A Research Doctorate in a relevant discipline.

- A distinguished career of international standing in an appropriate discipline.
- A proven track record of highly developed academic leadership, with a demonstrated ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement.
- Demonstrated ability to identify and exploit new opportunities in education, research and the provision of services to the benefit of the Department. Strategic perspective to ensure sustainability and future growth with a track record in obtaining external competitive research funding and / or innovative commercialisation avenues.
- A strong record in academic medicine, as evidenced by a superior publication record and success in obtaining external peer-reviewed research grants.
- Recognition as an eminent authority in cardiometabolic health with distinction at the national and international level.
- Recognised clinical expertise in the field or subspecialty with distinction at the national and international level.
- Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government.
- Demonstrated sustained success in obtaining research grants and external research income (with emphasis on competitive, international and peer-reviewed).
- Extensive experience and excellence in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion.
- Ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement.
- Ethical leader who values diversity and works effectively with individual differences.

### 2.2 DESIRABLE

- A record of experience in senior academic leadership and management at Hospital and /or University level.
- A strong record in the advancement of medical and clinical education.
- Experience in advancement/philanthropy, etc.
- Demonstrated ability and experience with the implementation of change initiatives including cultural, organisation and work practise changes.
- A sound understanding of the impact of changes in the higher education sector in Australia on the University.
- Experience and proven success in the management of quality and safety, finances and human resources within a similar service.
- Familiarity with the strategic direction of the University of Melbourne, namely 'Research at Melbourne', 'Growing Esteem' and the 'Melbourne Model'.



## People and Benefits

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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.



# The University of Melbourne's Strategic Plan 2020-2030:

## Advancing Melbourne

The University's strategic direction is grounded in its purpose. While its expression may change, **our purpose is enduring: to benefit society through the transformative impact of education and research.** Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

*Advancing Melbourne* reflects the University's commitment to its people, its place, and its partners. **Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.**

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.



## Further Information and Website Addresses

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

**About the University of Melbourne**  
[about.unimelb.edu.au](http://about.unimelb.edu.au)

**2019 Annual Report**  
[about.unimelb.edu.au/strategy/annual-reports](http://about.unimelb.edu.au/strategy/annual-reports)

**Faculty of Medicine, Dentistry and Health Sciences**  
[mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

**Melbourne Medical School**  
[medicine.unimelb.edu.au](http://medicine.unimelb.edu.au)

For queries, please email  
**[MDHStalent-acquisition@unimelb.edu.au](mailto:MDHStalent-acquisition@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](http://medicine.unimelb.edu.au)**

Your application submitted should include a Cover Letter and CV along with your responses against the selection criteria found in the Position Description for the role.

Alternatively you can apply from the job site you visited.

Applications close: 1st October, 2020



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