FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

Dean, Faculty of Medicine, Dentistry and Health Sciences

INFORMATION FOR CANDIDATES — AUGUST 2014
Appointment of

Dean, Faculty of Medicine,
Dentistry and Health Sciences

Contents

Introduction | 02

The University of Western Australia | 03

Faculty of Medicine, Dentistry and Health Sciences | 04

Role, key responsibilities, selection criteria and conditions of employment | 06

Western Australia and Perth | 08

Applications | 09
Introduction

On behalf of The University of Western Australia and the Faculty, I welcome your interest in the position of Dean, Faculty of Medicine, Dentistry and Health Sciences.

The University is now ranked 4th in Australia and has a significant reputation internationally as a result of being ranked 91st in the world by the Academic Ranking of World Universities published by China's Shanghai Jiao Tong University. Our success continues a trend that has seen us leap 36 places globally since 2008, and keeps us on target to reach our longer term goal of reaching the world top 50 by 2050.

The University of Western Australia has a long and distinguished history and a reputation for international excellence in teaching, learning and research, it combines the traditions of the world’s great universities with the vitality and excitement of innovative learning and research in a 21st century environment.

The University continues to build on its reputation for excellence and is a major research contributor in the medical and health, minerals, energy and agricultural sectors. These areas align with national research and innovation priorities and State goals and priority areas.

UWA is currently in the implementation phase of a new structure for the delivery of courses that involves a major reshaping of all the University's degrees and an enhancement of the student experience. January 2014 saw the inaugural cohort of 240 students for the new four-year Doctor of Medicine (MD) program in the Faculty of Medicine, Dentistry and Health Sciences.

For the role of Dean, Faculty of Medicine, Dentistry and Health Sciences we are seeking an appointee with outstanding leadership skills, a proven track record in medical and/or health education and research within a complex environment and the profile and vision to shape a long-term strategy that will continue to deliver successful outcomes for one of the largest and most respected faculties of Medicine Dentistry and Health Sciences in Australia.

I would be pleased to provide further information or answer any questions you may have regarding the position.

Professor Dawn Freshwater
Senior Deputy Vice-Chancellor

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Senior Deputy Vice-Chancellor
The University of Western Australia

The University of Western Australia – a member of Australia’s Group of Eight – combines the traditions of the world’s old and great universities with the vitality and excitement of innovative study and research in the 21st century. It is recognised internationally as an excellent teaching and research university, and a leading intellectual and creative resource to the community it serves.

The University of Western Australia is a high-quality research-intensive university with a broad and balanced coverage of disciplines in the arts, science and major professions. It is Western Australia’s oldest university, established in 1911, and currently has a student population of approximately 24,500.

The University has acquired an international reputation for excellence and enterprise and is regarded as one of Australia’s best research institutions. Its strong research culture sees it attract high levels of competitive research funding. At the same time the University places great emphasis on high quality in teaching and learning, and is committed to the development of innovative and responsive programs. It has focused on the teaching-research nexus, so that teaching and learning take place in an atmosphere of research scholarship.

The University’s high quality teaching and research ensure it remains the university of preference for Western Australia’s highest achieving school leavers, as well as attracting high-calibre undergraduate and postgraduate students from around the nation and overseas. The quality of the student population is extremely high by national and international standards.

The University is recognised nationally and internationally for the quality of its academic staff and has strong strategic partnerships with industry, the professions and government. It operates in collaboration with other research intensive universities in Australia and around the world. The University of Western Australia graduates are highly competitive internationally, achieving success in higher study and in wide-ranging fields of employment. Many graduates have risen to prominence in leadership roles in industry, government, education and the professions, in Australia and internationally.

uwa.edu.au
History

The Faculty of Medicine, Dentistry and Health Sciences was established on 1 January 1994 following a review by the University of its system of governance, whereby the two separate Faculties of Medicine and Dentistry were combined into one academic and resourcing body.

The Faculty of Medicine was initially established in 1957. The postgraduate Doctor of Medicine course is undertaken at the Crawley campus of the University and in all the teaching hospitals and community practices around Perth and at the 14 Rural Clinical School sites throughout the State.

The Faculty of Dentistry, originally named Faculty of Dental Science, was established in 1946. Teaching is undertaken at the Crawley campus of the University, in the Oral Health Centre of Western Australia complex at the Queen Elizabeth II Medical Centre, and at Princess Margaret Hospital for Children.

In addition the Faculty offers professional postgraduate entry-to-practice degrees in podiatric medicine, pharmacy and social work and a range of postgraduate coursework and research courses in Clinical Research, Public Health, Dental Science, Health Professional Education, Clinical Pathology, Infectious Diseases, Rural and Remote Medicine, Neonatology and Child Health. Undergraduate majors in the Bachelor of Science are offered by the Faculty in Aboriginal Health, Microbiology, Population Health, Pharmacology and Pathology and offered jointly with the Faculty of Science in Biomedical Science and Genetics.

Structure

The Dean is supported by a Deputy Dean, four Associate Deans, Sub-Deans and the Heads of the nine Schools: Dentistry; Medicine and Pharmacology; Paediatrics and Child Health; Pathology and Laboratory Medicine; Population Health; Primary, Aboriginal and Rural Health Care; Psychiatry and Clinical Neurosciences; Surgery; Women’s and Infants’ Health. In addition there are five UWA Research Centres operating outside the school structure but under the Faculty Office: Child Health Research; Genetic Origins of Health and Disease; Medical Research; Neuromuscular and Neurological Disorders; and Ophthalmology and Visual Science.

Faculty administration

The Faculty administration includes the Dean’s Office, the Student Affairs Office, the Education Centre and the Information Technology Unit and is responsible for the overall management of the Faculty. This includes strategic management of finance, human resources, accommodation, planning and policy, fundraising, marketing and all aspects of student and course administration. The Faculty manages a total annual budget of approximately $180million (2014) including both Restricted and Unrestricted funds from various sources.

Teaching and learning

The Education Centre commenced operation in January 1999 and was established to provide the Faculty with leadership, expertise and support in all areas of medical, dental and health sciences education to ensure the highest quality teaching and learning outcomes for its students. Significant changes to undergraduate and postgraduate curricula in the Faculty over recent years have been supported by, and in the case of the MD, led by, the Education Centre staff. An articulated suite of postgraduate degrees in Health Professional Education is offered by the Education Centre.
Staff, students and courses

The Faculty has approximately 405 full-time equivalent academic staff including 56 Level E professorial appointments and approximately 1,000 adjunct and clinical staff who assist with teaching and research. They are all supported by 450 full-time equivalent professional staff across a range of administrative and research functions. The Faculty has many outstanding scholars of international repute who make a significant contribution to teaching and research within the University, including Nobel Laureate Professor Barry Marshall.

The Faculty has 2489 EFTSLs (equivalent full-time student units) enrolled in a range of undergraduate and graduate degree programs. The undergraduate medicine, dentistry and podiatric medicine courses are being taught out as the new postgraduate Doctor of Medicine, Doctor of Dental Medicine and Doctor of Podiatric Medicine have commenced. There are 272 postgraduate research EFTSLs, of whom 235 are undertaking a PhD and 36 a Masters.

Research

The establishment of UWA Research Centres within highly successful Research Institutes (Telethon Kids Institute; Harry Perkins Institute of Medical Research; Lions Eye Institute; Western Australian Neurosciences Research Institute) has provided a vehicle for inter- and intra- Faculty biomedical research.

Major research is conducted within the Faculty in many areas including respiratory diseases, especially asthma, mesothelioma and industrial lung disease, the genetic and environmental contributions of health and disease, causes and prevention of osteoporosis, tissue regeneration, skin cancer, heart disease, ophthalmological disorders and cellular and molecular biology.

Further specific information on the Faculty may be found at www.meddent.uwa.edu.au
Role, key responsibilities, selection criteria and conditions of employment

Role

The primary role of the Dean is to provide effective leadership and management to the Faculty of Medicine, Dentistry and Health Sciences.

The Dean is accountable for the strategic direction and overall performance of research, the student education experience and community engagement in the Faculty of Medicine, Dentistry and Health Sciences.

Key responsibilities

- Achieve the financial performance goals of the Faculty and ensure its financial viability by developing sound business plans which provide and support appropriate strategies for ongoing academic, education and research programs, and enable initiatives related to commercial projects, international activities, and consultancy opportunities.
- Increase and maximise fund raising by effectively representing the Faculty and developing initiatives with external partners.

Selection criteria

The successful candidate will demonstrate:

- The ability to provide academic and strategic leadership in teaching and learning, research, consultancy and internationalisation with a focus on medical, dentistry or health sciences education.
- Leadership experience including the ability to lead and motivate staff to meet the Faculty’s vision and goals.
- An understanding of the complex relationships that exist between the Faculty and its health service partners.
- The ability to manage a range of educational processes, including planning, marketing and continuous improvement of programs and courses.
- Outstanding achievement in research, including a strong publication and grant record, and evidence of the nexus between teaching and research.
- A commitment to developing the student experience and customer service approach.
- A strong track record of successfully managing partners and stakeholders relationships including health services and clinicians.
- Proven ability to work effectively as part of senior management teams.
- Success in the management of staff, finance and infrastructure including an understanding of strategic plans and business plans which incorporate financial planning procedures, monitoring procedures and quality assurance.
- An ability to represent the Faculty to external organisations such as the alumni, state and federal government agencies, industry, collaborating organisations, professional bodies and the general community.
- A commitment to equity and diversity and health, safety and well-being principles.
Immediate challenges

- Provide professional leadership and management to one of the largest and most respected faculties of Medicine, Dentistry and Health Sciences in Australia, ensuring the continued development of a cohesive culture and aligned strategy.
- Ensure that the MD program continues to develop, both in terms of its curriculum and the structures that support student learning.
- Continue to build on the outstanding research performance of the faculty, developing a stronger and mutually beneficial collaborations with world class international and domestic partners, including the Perkins, Telethon and Lions Eye Institutes, and a resulting pipeline of national and international competitive grant funding.
- Manage the ongoing positive relationships with the Western Australia Department of Health and the Australian Medical Council.
- Ensure that there continues to be an infrastructure to support and encourage world-class research across the faculty.

-Externally promote the Faculty’s work and continue to develop partnerships and relationships with key stakeholders that will impact on the success of the faculty, including with the business and philanthropic communities.
- Build efficiency and operational excellence across the structure of the faculty.

Conditions of employment

The appointment will be for a fixed term of five years with the possibility for further periods as mutually agreed, and will be subject to annual performance reviews.

An attractive and flexibly constructed remuneration package will be negotiated on the basis of the total cost to the University and will include:

- Employer contribution to superannuation of 17%;
- Recreation leave of 20 working days per annum;
- Long Service Leave.

In addition, reasonable assistance will be provided for relocation expenses for the appointee and dependents.
Western Australia and Perth

The resource-rich State of Western Australia is the economic powerhouse of Australia. Western Australia is the principal Australian supplier of natural resources and energy to international partners, including China, India, Japan, South Korea and much of South-East Asia. Western Australia’s diverse inventory of minerals and energy, as well as its agricultural and fisheries resources, account for 25 per cent of the nation’s exports and place the State at the heart of Australian economic growth and transformation.

Western Australia and its capital Perth occupy the same time zone as 60 per cent of the world’s population and the nations that promise the greatest economic growth of the 21st century. Western Australia is also Australia’s largest state, covering some 2.5 million square kilometres and 12,500 kilometres of coastline, including some of the most ancient landscapes in the world. The State’s population is matching the rapid growth of the economy and is over two million.

Perth is a cosmopolitan city, with wide ethnic and cultural diversity. The city centre is on the Swan River 12 kilometres from the Indian Ocean port of Fremantle.

The city enjoys a Mediterranean climate, with more hours of sunshine than any other capital city in Australia. Summers are hot and dry and the winters mild and wet. Perth’s world-famous beaches and rivers, extensive parklands and variety of restaurants and cafes provide a superb living environment. For more information see:

perthfestival

Perth is well served with art galleries, theatres and cinemas and is home to the WA Symphony Orchestra, the WA Ballet and the WA Opera. The cultural highlight of the year is the Perth International Arts Festival, founded and owned by The University of Western Australia –

studyperth.com.au

Western Australia’s five universities and wide variety of public and private schools, vocational institutions and English language colleges provide quality assured education with flexible study pathways and state-of-the-art facilities. Perth continues to build its reputation as a destination for international students seeking a quality education –

meddent.uwa.edu.au
Thank you for your interest. If you wish to proceed, the following information will assist you with your application. Refer also to the selection criteria on page 6.

There are no specific application forms to complete. Your application must include the following:

- A covering letter or statement that clearly demonstrates the extent to which you satisfy each of the selection criteria and the requirements of the position;
- A curriculum vitae providing personal details, qualifications, publications and work history;
- The names and contact details, including email addresses, of three referees who may be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

Please also note: If required, The University of Western Australia will sponsor your employment in Australia under the Employer Nomination Scheme.

Lodging your application

An executive search is being undertaken by Crown and Marks in conjunction with public advertisement of the position. Crown and Marks will assist the University to identify a field of candidates and assess the suitability of candidates against the selection criteria.

ELECTRONICALLY – Send your applications as an email attachment to: aparry@crownmarks.com
Please include in the subject line: Dean, Faculty of Medicine, Dentistry and Health Sciences

Enquiries and further information

If you wish to discuss the position in confidence, please contact:
Mr Alun Parry
Director
Crown & Marks
Executive Search and Leadership Development
Tel: +61 2 9225 7400
Email: aparry@crownmarks.com
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Closing date

Friday, 12 September 2014

Timeline

The University expects to short-list by late October 2014 and selection activities will take place in Perth on 24–26 November 2014.