

POSITION DESCRIPTION

Academic Positions

(In addition to the Position Classification Standards)

Position Title:	Professor: Surgery
Level:	E
Faculty:	Faculty of Science, Medicine & Health
Department:	School of Medicine (SOM), Graduate School of Medicine (GSM)
Location:	ISLHD Teaching Hospitals and Wollongong Campus

Primary Purpose of the Position:

The Professor: Surgery will lead the teaching and learning of Surgery in the University of Wollongong medical curriculum. The Professor has the primary role of Academic Leader: Surgery and will be expected to provide leadership in the areas of research, teaching and clinical practice.

The Professor; Surgery will be based at the Wollongong Hospital, and will form a point of liaison between the GSM and staff of the ISLHD in the clinical area of Surgery to contribute to curriculum design and development in relation to Surgery, and assist the GSM by identification and facilitation of clinical placements.

As a consequence of this position and the relationship between the Graduate School of Medicine and the Illawarra Shoalhaven Local Health District (ISLHD), this position exists concurrently with appointment to the ISLHD as a Clinical Academic. In addition to the responsibilities required by UOW as contained in this document, ISLHD will communicate the responsibilities required of the position holder within their organisation. These may include though are not limited to:

- Participation in the Surgical (+/- Sub specialty) roster as required by clinical participation within the hospitals of the ISLHD.
- Specialist medical clinical practice at a level commensurate with appointment as a specialist clinical academic at UOW and within the UOW teaching hospitals of the ISLHD.

Position Environment:

The Faculty of Science, Medicine and Health (SMAH) is one of UOW's five faculties and incorporates the Schools of Chemistry, Biological Sciences, Earth and Environmental Science, Nursing and Midwifery, and the School of Medicine incorporating the Graduate School of Medicine (GSM). The School of Medicine offers the MBBS as well as courses in Exercise Science and Rehabilitation, Nutrition and Dietetics, Medical and Health Sciences and Health Sciences (Indigenous Studies). This structure provides opportunities for cross-disciplinary teaching and research. The GSM aims to graduate excellent medical practitioners with a commitment to patient-centred, evidence-based, reflective and cost-effective medical practice, who have the capacity and desire to contribute to the enhancement of health care for persons in all geographic settings, but particularly in regional, rural and remote communities. The medical curriculum covers a diversity of content, encompassing biological and social sciences, clinical medicine, law, ethics, research and critical analysis, and personal and professional development. This provides a variety of opportunities for involvement in curriculum delivery for academic staff working alone and in interdisciplinary teams. The GSM operates primarily on two campuses, located in Wollongong and Shoalhaven, as well as in numerous rural sites throughout NSW.

Major Responsibilities & Outcomes:

<p>Postgraduate Quality Assurance and Research Assume the senior leadership role for the development and implementation of surgical research initiatives. This involves assembling teams to contribute towards achievement of the initiatives. Contribute to the development of clinical, laboratory and education research programs, including supervision of higher degree research students in the GSM, IHMRI or other faculties or schools of the UOW</p>	<p>To ensure the GSM has research activities that address issues important to regional, rural and remote Australia.</p> <p>The GSM maintains national recognition for excellence and achieves international recognition in the area of medical education research.</p>	
<p>Undergraduate Education Assume the position of Academic Leader: Surgery within the GSM. The primary function of this position is to ensure the curriculum, including the planned clinical experiences, are reflective of what is considered required knowledge and skills of graduating medical students within the context of surgery. Contribute to the teaching, the development, implementation and grading of assessment activities throughout the medical course.</p>	<p>To ensure the GSM curriculum reflects the advances in knowledge and skills that relate to surgery and delivers a quality curriculum to its students.</p> <p>To ensure that assessment activities reflect the curriculum and its associated learning outcomes.</p>	
<p>Clinical Service Participate in the clinical services of the Division of Surgery. As outlined in the ISLHD position description.</p>	<p>ISLHD Requirements of Clinical appointment are met.</p>	
<p>Governance Participate in UOW governance as appropriate and as directed by UOW's Vice Chancellor or nominee. Participate, as requested by the Dean, on GSM Senior Executive Committee plus other senior GSM committees. Represent the GSM on local, state and national committees and task forces, as requested by the Dean. Perform other duties as the Dean and /or the Associate Dean: Teaching Hospitals may determine from time to time.</p>	<p>To ensure the clinical disciplines are represented in an appropriate manner.</p>	
<p>Legislative Observe principles and practices of Equal Employment Opportunity and have WH&S responsibilities, accountabilities and authorities as outlined in the OHS Roles and Responsibilities Document</p>	<p>To ensure fair treatment in the Workplace. To ensure a safe working environment.</p>	

Inherent Requirements:

This position description outlines the major accountabilities/responsibilities and the selection criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements. Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position. The University wants to place you in the best situation to use your skills effectively in the position you are applying for at the University.

Reporting Relationships:

Position Reports to:	Associate Dean: Teaching Hospitals
This Position Supervises the Following:	Surgery Teaching Staff

Key Relationships:

Contact/Organisation:

Frequency of contact:

Associate Dean: Teaching Hospitals	Regular
Director, Division of Surgery	Regular
Surgery Teaching staff	Regular
Phase Committee Chairs	Regular
Academic Staff – Teaching Hospitals	Regular
GSM Curriculum Manager	Regular
GSM Professional Staff – Teaching Hospitals	Regular
Dean of Medicine	As Required

Key Challenges:

1. Developing a research agenda to address surgical issues that has the potential to be of benefit to the local community and regional and rural Australia.
2. Developing strong relationships with other researchers locally and more widely to promote effective research teams.
3. Developing effective working relationships with Academic Leaders from across the breadth of the Faculty and the school and with Clinical Academic staff located in ISLHD.
4. Be an ambassador for UOW, the GSM, the GSM MBBS program and ISLHD whilst ensuring an appropriate work balance is achieved between the two employers.

Selection Criteria: Knowledge & Skills

Essential:

- A record of successfully teaching medical students and/or registrars.
- Excellent interpersonal and communication skills.
- A record of leadership within a hospital and/or academic environment.

Selection Criteria: Education & Experience

Essential:

- Undergraduate medical degree (MBBS or equivalent) qualifying the candidate for medical registration in Australia.
- Specialist qualifications accredited by the RACS in a discipline of surgery for service delivery to the teaching hospitals of ISLHD.
- FRACS or equivalent acceptable to the RACS, Medical Board of Australia Specialist Registration and the Clinical Privileges and Credentialing Committees of the teaching hospitals and health care facilities of ISLHD.
- A research record appropriate for the level of appointment and a demonstrated ability in developing and implementing research and research supervision in medicine or a related scientific and/or educational field.

Desirable:

- Post-graduate degree such as PhD or MD, completed or nearing completion in a relevant discipline.
- Post-graduate qualification in higher education teaching (E.g., M.Ed) or other teaching qualification.

Personal Attributes

Essential:

- Demonstrated understanding of and enthusiasm for the mission and the curriculum of the GSM.
- A personal commitment to quality medical teaching.

Special Job Requirements:

This position has been classified as “child-related work”. In accordance with relevant legislation, prohibited persons are not permitted to apply for positions that are classified as “child-related work”. Accordingly, candidates will be required to undertake a Working with Children Check as part of the recruitment process.

The appointee will be required to travel to confer with other GSM staff or attend meetings at other GSM locations.

Organizational Chart:

Available on request.

Approval:

Approval by Head of Unit: _____ Date: _____

Approved by Personnel: _____ Date: _____

POSITION CLASSIFICATION STANDARD - Teaching and Research

Level: E
Title: Professor

Description

A position classification standard describes the broad categories of responsibility attached to academic staff at different levels. The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. **Therefore the standards should not be applied mechanistically. Quality of performance is the principal factor governing level of appointment of individuals, and a broadly worded skill base is set out for each level.**

All levels of academic staff can expect to make a contribution to a diversity of functions within their institutions. Such functions include teaching research participation in professional activities and participation in the academic planning and governance of the institution. The balance of functions will vary according to level and position and over time.

- General Standard
- Specific Duties
- Skill Base

General Standard

A Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching and policy development in the academic discipline within the department or other comparable organisational unit, within the institution and within the community, both scholarly and general.

Specific Duties

Specific duties required of a level E academic may include

- Provision of a continuing high level of personal commitment to, and achievement in, a particular scholarly area.
- The conduct of research.
- Fostering the research of other groups and individuals within the department or other comparable organisational unit and within the discipline and within related disciplines .
- Development of research policy.
- Supervision of the program of study of honours students or of postgraduate students engaged in course work.
- Supervision of major honours or postgraduate research projects.
- Making a distinguished personal contribution to teaching at all levels.
- The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- The preparation and delivery of lectures and seminars.
- Consultation with students.
- Marking and assessment.
- Playing an active role in the maintenance of academic standards and in the development of educational policy and of curriculum areas within the discipline.
- Developing policy and being involved in administrative matters within the department or other comparable organisational unit and within the institution.
- Participating in and providing leadership in community affairs, particularly those related to the discipline, in professional, commercial and industrial sectors where appropriate.

Skill Base

A Level E academic shall have the same skill base as a level D academic but will be recognised as a leading authority in the relevant discipline area.