



Monash Health

Position title: Professor Director of Paediatric Infection & Immunity (full time)

Classification: As per Award

Reports to: Professor Nick Freezer, Medical Director, Monash Children's Hospital
Professor Katrina Williams, Head, Department of Paediatrics, Monash University

Department: Infection & Immunity

About Monash Health

Monash Health is Victoria's largest public health service. We provide safe, high-quality care to one-quarter of Melbourne's population, across the entire lifespan, from pre-birth to end-of-life.

More than 22,000 of us work at over 40 care locations across south-east Melbourne, including seven hospitals and an extensive network of rehabilitation, aged care, community health and mental health facilities. Each year:

- We provide more than 3.2 million episodes of care to our community,
- Close to 260,000 people are admitted to our hospitals,
- Close to 217,000 people receive care at our three emergency departments,
- We respond to more than 64,000 ambulance arrivals,
- We perform more than 48,000 surgical procedures, and
- We deliver more than 10,000 babies.

We are an equal opportunity employer and committed to a fair, non-discriminatory workplace that maximises the talent, potential and contribution of all.

Monash Children's Hospital (MCH)

The Monash Children's Hospital provides all tertiary paediatric and neonatal services for Monash Health across three campuses: MCH Clayton, Dandenong and Casey Hospitals. It is one of Australia's largest children's hospitals with 226 beds across three campuses and is Victoria's largest provider of neonatal services. Last year Monash Children's treated 40,000 children in its paediatric and neonatal wards, and 70,000 children attended its emergency departments.

Monash Newborn provides neonatal services to support 9000 births a year and has 72 neonatal special care and intensive care beds. On the Clayton campus, the Monash Children's has 230 beds, while the Dandenong and Casey campuses each have a paediatric ward and a Level 2 neonatal nursery.

For further information see www.monashchildrenshospital.org

Infection and Immunity

The Department of Infection and Immunity in the Monash Children's Hospital provides a range of services covering infectious diseases, allergy and immunology and antimicrobial stewardship. The Infectious Diseases Unit

provides a consulting service to all paediatric units including the Emergency Departments, Oncology, General and Specialty Medical and Surgery units, and Monash Newborn. In addition, the ID team provides care directly for children with infections under its own bed card where appropriate.

The Allergy service is primarily focussed on providing an ambulatory food allergy challenge service but also offers an ambulatory allergy consulting service. The Department's other ambulatory services include a general Immunology clinic for the investigation and management of immunodeficiency conditions, an Immunisation Safety clinic, and a general Infectious Diseases clinic. Tuberculosis and other mycobacterial infections are currently included under the broader Infectious diseases services in both inpatient and ambulatory settings.

About Monash University

Monash University is an energetic and dynamic university committed to quality education, outstanding research and international engagement. A member of Australia's Group of Eight research intensive universities, it seeks to improve the human condition and is committed to a sustainable future. Monash has six campuses in Victoria, a campus in Malaysia, a campus in South Africa, a centre in Prato, Italy, and numerous international partnerships and cooperative ventures.

Monash has over 63,000 students spread across its Australian and off-shore campuses, and over 7,200 full time equivalent staff. Almost 3,000 of these staff members are academic staff.

The Faculty of Medicine, Nursing and Health Sciences is the University's largest research faculty. World-class researchers work across disciplines including laboratory-based medical science, applied clinical research, and social and public health research.

The faculty is also home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas: *in vitro* fertilization, obesity research, drug design, cardiovascular physiology, functional genomics, infectious diseases, inflammation, psychology, neurosciences and mental health.

Further details may be found at: <http://www.med.monash.edu.au/about.html>

The School of Clinical Sciences at Monash Health is a vibrant hub of teaching and translational research in collaboration with Monash Health, Victoria's largest hospital network. A diverse range of specialities are at the forefront of medical, clinical/translational research and education. Most of the school's research and teaching activities are based at the main university campus, and at Monash Health Clayton campus. Monash Medical Centre is the major tertiary referral hospital for Monash Health which serves a population of over 1 million people.

Basic, clinical and translation research activities are undertaken by the school's clinical departments: Medicine, Nutrition and Dietetics, Obstetrics and Gynaecology, Paediatrics and Surgery. The school's researchers collaborate closely with relevant clinical areas in Monash Health and many of the school's principal investigators are clinician-scientists. The school has a strong tradition of training in this area, with large numbers of clinician and medical student research projects and higher degrees by research.

The **Department of Paediatrics** provides undergraduate teaching in Paediatrics and Child Health. It is responsible for the undergraduate curriculum and student assessment for the University, which is delivered at Monash Health, Eastern Health, Peninsula Health, Cabrini Hospital, Northern Victoria (NVRMN), Gippsland Medical School and at the University campus in Malaysia.

It also supports students wishing to undertake research by completing a BMedSc, Honours or PhD as they complete their Medical degree, and early career academic paediatricians who have recently completed a higher degree and are transitioning to independent research funding. The department is part of the Women's Children's and Reproductive Health theme of the Monash Health Translational Precinct (MHTP) and the Monash Partners Academic Health Science Centre (AHSC). The department is closely aligned with the Hudson Institute of Medical Research, the Ritchie Centre, and the Turner Institute.

Further information can be found at <https://www.monash.edu/medicine/scs/paediatrics>

Job summary

Purpose

The successful applicant for this full-time joint appointment will lead clinical services at the Monash Children's Hospital and research and education at Monash University in infection and immunity. The role will harness opportunities to innovate and support excellence in health care, research and education. A package to support research will be negotiated by Monash University with the successful applicant. The appointment will be for 5 years in the first instance.

Scope

Key internal relationships:

- Department team members
- General paediatrics
- Paediatric specialist units
- Adult infectious diseases
- Microbiology
- Antimicrobial stewardship
- Monash Immunisation
- Allergy and immunology
- Newborn services
- Infection and Immunity research groups

Key external relationships:

- Royal Children's Hospital
- Department of Health, Victoria
- National and International research groups

Responsibilities

- Lead a thriving team of consultant paediatric Infectious Diseases physicians providing inpatient and outpatient subspecialist infectious diseases care to children cared for in Monash Health
- Lead ongoing service improvement and clinical and workforce innovation to ensure Monash Health provides high quality accessible Paediatric Infectious Diseases services within allocated resources and meets the needs of Monash Health patients.
- Increase research and education activity and success in the Paediatric Infectious Diseases and Immunity, working with relevant clinicians and researchers at Monash University and national and international collaborators.
- Advance the national and international reputation of the Monash Children's Hospital as a centre of excellence in infectious diseases.
- Foster and grow research within Infectious Diseases and further develop the interaction with scientists with the aim of placing Monash at the forefront of bidirectional translational research internationally.
- Contribute to the related activities of infection control, antimicrobial stewardship and Monash Immunisation as required
- Provide clinical leadership through active involvement in patient care.
- Participate in the clinical service roster and be available for urgent consultation and assistance in the management of critically ill or injured patients.
- Support the Paediatric Infectious Diseases and Immunology outreach services within the MCH
- Lead engagement with the professional and corporate life of Monash Health by participation in appropriate committees and fora.
- Contribute to provision of advanced training for Registrars in Paediatric Infectious Diseases.

- Supervise honours, masters, and PhD students.
- Attract research funding for your area of research interest and department's activities.

Quality and safety

The following responsibilities and accountabilities exist to ensure we deliver our National Standards. Refer to Monash Health's Clinical Governance Framework for more information.

Director/Manager

- Be involved in the development and operationalising the strategic direction for high-quality care.
- Support employees and develop systems to ensure high quality of care for each patient.
- Be responsible for the quality of patient care .

Financial management

- Ensure that there is financial responsibility and accountability across the functions under the position's control and develop and implement financial strategies that will ensure budgetary targets and key performance indicators are met.
- Initiate and implement actions to improve the financial effectiveness of all functions under the position's control.

People

- Participate and co-operate in consultative processes to improve health and safety.
- Observe safe working practices and as far as you are able, protect your own and others' health and safety.
- Manage employee through effective recruitment, retention recognition and development strategies, ensure there are effective consultation and communication processes in place.
- Monitor the operations and continuous improvement of the Monash Health Occupational Health and Safety Management System within the area of responsibility and provide a safe and positive workplace
- Provide leadership and support for direct reports, appraise their performance, ensure employees complete required training and are provided with professional training and development opportunities.
- Complete all necessary personal training and professional development requirements.
- Participate in annual performance development discussions with your manager and complete all mandatory training and compliance activity.

Person specification

Qualifications/registrations/licences

- Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Appropriate health professional tertiary qualifications (MBBS or Equivalent)
- FRACP in paediatric infectious diseases or recognised by RACP as specialist in paediatric infectious diseases
- Research qualifications and an outstanding research track record.
- Working with Children's Check
- Police check

Technical skills/knowledge/experience

Specialist training in paediatric infectious diseases (consistent with RACP Advanced Training requirements)

Additional training in clinical and/or laboratory immunology or microbiology would be an advantage

Capabilities

Flexible, capable clinician able to communicate well with families and work within a multidisciplinary team

Other position requirements

- As we support a culture of safety through employee immunisation, there must be documentation provided confirming completed immunisation on employment at Monash Health
- Applicants who are new to Monash Health must provide evidence of immunisation before they can receive an offer of employment
- Current and satisfactory Police Check (must also comply with Aged Care Act 1997 Accountability Amendment Principles 2012 if working in Aged Care setting)
- Current and satisfactory Working with Children Check.
- Applicants who are new to Monash Health will be required to enter into an Employment Agreement before commencement

Our values

- **Integrity:** Honesty, open and transparent, admit mistakes, maintains confidentiality, fairness, builds trust.
- **Compassion:** Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
- **Accountability:** Understands roles, uses resources wisely, delivers on time, timely decision making, achieves stretch goals, takes responsibility for performance
- **Respect:** Builds relationships, courteous, listens and understands, gives and receives feedback, sensitivity and understanding, values difference and individual worth
- **Excellence:** Supports creativity and innovation, proactive and solution-focused, seeks out opportunities, embraces quality improvement, professionalism

Our guiding principles

1. We consistently provide safe, high quality and timely care
2. We provide experiences that exceed expectations
3. We work with humility, respect, kindness and compassion in high performing teams
4. We integrate teaching, research and innovation to continuously learn and improve
5. We orientate care towards our community to optimise access, independence and wellbeing
6. We manage our resources wisely and sustainably to provide value for our community

Document approval

Approved by: Professor Nicholas Freezer, Medical Director

Department: Monash Children's Hospital

Date: 1st May 2023