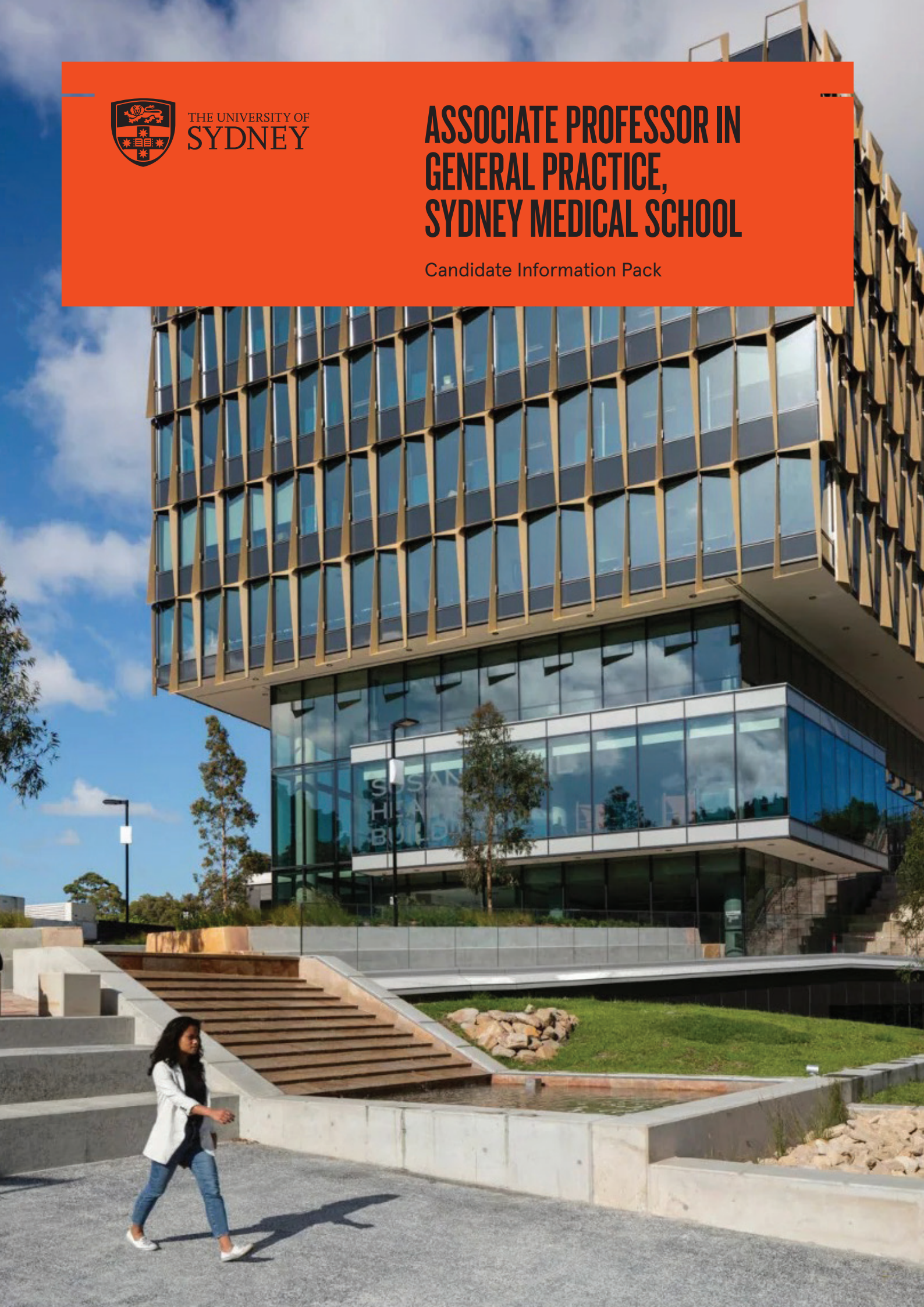




THE UNIVERSITY OF
SYDNEY

ASSOCIATE PROFESSOR IN GENERAL PRACTICE, SYDNEY MEDICAL SCHOOL

Candidate Information Pack





THE UNIVERSITY OF
SYDNEY

Faculty of Medicine and Health

ASSOCIATE PROFESSOR IN GENERAL PRACTICE, SYDNEY MEDICAL SCHOOL

Candidate Information Pack

Reference number: 0079604

| | |
|---|----|
| Advertisement..... | 2 |
| About the position | 3 |
| About the Faculty of Medicine and Health | 4 |
| About the University of Sydney | 7 |
| Benefits of working here..... | 9 |
| Conditions of employment..... | 10 |
| How to apply..... | 11 |

ASSOCIATE PROFESSOR IN GENERAL PRACTICE, SYDNEY MEDICAL SCHOOL

The **Faculty of Medicine and Health** is the largest faculty in the University. This integrated faculty brings opportunity for innovation, progressive thinking and challenging the status quo by establishing productive research units that cross traditional clinical school and discipline boundaries. We operate across four large health precincts (three metropolitan and one regional/rural) where University facilities are co-located with hospitals and medical research institutes.

About the opportunity

We are seeking an inspiring academic medical practitioner with specialist qualifications in general practice to be the Associate Professor in General Practice in **Sydney Medical School (SMS)**. This new position was created in response to the Faculty of Medicine and Health's commitment to transform health and healthcare by increasing capacity in Community and Primary Care and related disciplines.

Together with key academics in the School and the Faculty, the Associate Professor of General practice will build a vibrant academic general practice community in SMS. They in particular will work to increase the profile of Primary and Community Care research, research training and GP specialist training in Sydney Medical School, while continuing their own strong research program. They will make significant contributions to the Community rotation of the Sydney postgraduate MD Medical program, led by the Head of Community rotation.

About you

The University values courage and creativity; openness and engagement; inclusion and diversity; and respect and integrity. As such, we see the importance of recruiting talent aligned to these values and are looking for an Associate Professor in General Practice who demonstrates:

- a national or international reputation in Community or Primary Care research or other area relevant to general practice, with a supporting research profile including competitive research grants, publications and evidence of recognition within the broader research community
- a sustained record of excellence in teaching and learning design and practice, as evidenced through successful student outcomes, demonstrated impact on student learning, recognition through awards/prizes and innovation
- a wide network of established relationships with key academic, industry and professional institutions, partners and stakeholders that can be leveraged to enhance the standing of the discipline, school, faculty and University
- experience in people leadership within the higher education sector, including demonstrated success in supervising and/or mentoring others towards success
- an understanding of and ability to lead and

support an academic endeavour from curriculum design to producing leading research and providing a student enabling environment

- an in-depth knowledge and understanding of the key strategic issues in the higher education sector

Term and remuneration

The successful applicant will be offered a full-time continuing position, subject to the completion of a satisfactory probation and confirmation period for new appointees. The selected candidate will be offered an attractive remuneration package commensurate with the responsibilities of the position and the candidate's relevant experience and qualifications.

Your employment is conditional upon the completion of all role required pre-employment or background checks in terms satisfactory to the University. Similarly your ongoing employment is conditional upon the satisfactory maintenance of all relevant clearances and background check requirements. If you do not meet these conditions, the University may take any necessary step, including the termination of your employment.

Apply

All applications must be submitted via the University of Sydney careers website. Visit sydney.edu.au/recruitment/ and search by reference number **0079604** for more information and to apply. Applications close **11.30pm (AEST), Saturday 29 May 2021**.

If you are a current employee of the University and would like to submit an application, please login into your **Workday** account. Navigate to the Career icon on your Dashboard once logged into Workday and click on the USYD Find Jobs report to apply.

Intending applicants are welcome to seek further information about the position from Professor Cheryl Jones, Head of School and Dean, Sydney Medical School, on +61 2 9351 6570 or by email medicine.hosdean@sydney.edu.au

For recruitment-related enquiries, or if you require reasonable adjustment or support filling out this application, please contact: Wendy Pokato (Recruitment Consultant, Faculty of Medicine and Health) by email wendy.pokato@sydney.edu.au

ABOUT THE POSITION

Sydney Medical School is one of seven academic schools in the **Faculty of Medicine and Health** and has oversight of the four year postgraduate medical (MD) program, multiple postprofessional coursework program, and contributes to a rich clinical research and higher degree research student community across four large health precincts (three metropolitan and one regional/rural).

An Associate Professor has a national or international reputation for excellence in their discipline or area of expertise. An Associate Professor plays a significant role in leading or contributing to the academic endeavours within their discipline. The position contributes to fostering a culture of excellence through their own expertise and through guiding academic staff and students towards success. An Associate Professor maintains and builds their reputation by actively contributing to research and scholarship, academic debate, policy development and innovation within the University and beyond.

This new position has been created in response to Sydney Medical School's commitment to increase capacity in Academic General Practice. This Academic will report to the Head of School and Dean of Sydney Medical School and work with the Head of Community Rotation of MD Program/ Head Specialty of General Practice in Sydney Medical School (SMS) who leads the current strong but dispersed medical education/clinical teaching workforce in general practice. Together, they will work with the Head of School and Dean of SMS to bring this group together into a vibrant academic community in SMS, potentially into a new Clinical School of General Practice. The Academic Leader of General Practice Medical Education will particularly

work to increase opportunities for research and academic career building in this group, and to raise the profile of multidisciplinary research in Community and Primary Health Care across the Faculty of Medicine and Health (FMH).

The Associate Professor in Academic General Practice will also work with other Key Academics in SMS and FMH to increase the profile, research, research training and specialist training of Primary and Community Care and Academic General Practice at the University of Sydney, including the FMH Associate Dean of Primary and Community Care, the Head of Specialty of General Practice in SMS, the Head of School and Dean of SMS and other Academic School leaders in the Faculty.

There are currently nine clinical schools in SMS, six are in the Sydney metropolitan area and three in regional or remote areas of the State. Clinical schools have strong collaborative relationships with the Local Health Districts within which they are located. We propose to develop a tenth Clinical School, in Academic General Practice, to focus on our clinical teaching and research opportunities in community, primary care and general practice settings.

Selection criteria

| Candidates must meet the below criteria to be eligible for appointment at Level D (Associate Professor). | Essential | Desirable |
|---|-----------|-----------|
| 1. PhD in an academic field relevant to the discipline or other higher professional qualifications appropriate to their discipline. | ✓ | |
| 2. Medical Practitioner with specialist qualifications in General Practice recognised (or eligible to be recognised) by AHPRA. Registered, or eligible to be registered in Australia. | ✓ | |
| 3. A national or international reputation in their discipline or area of expertise, with a supporting research profile including competitive research grants, publications and evidence of recognition within the broader research community. | ✓ | |
| 4. A sustained record of excellence in teaching and learning design and practice, as evidenced through successful student outcomes, demonstrated impact on student learning, recognition through awards/prizes and innovation. | ✓ | |
| 5. A wide network of established relationships with key academic, industry and professional institutions, partners and stakeholders that can be leveraged to enhance the standing of the discipline, school, faculty and University. | ✓ | |
| 6. Experience in people leadership within the higher education sector, including demonstrated success in supervising and/or mentoring others towards success. | ✓ | |
| 7. An understanding of and ability to lead and support an academic endeavour from curriculum design to producing leading research and providing a student enabling environment. | ✓ | |
| 8. An in-depth knowledge and understanding of the key strategic issues in the higher education sector. | ✓ | |

ABOUT THE FACULTY OF MEDICINE AND HEALTH

The University of Sydney established a new **Faculty of Medicine and Health** in April 2018 by uniting the existing Faculties of Medicine, Dentistry, Nursing & Midwifery and Pharmacy, and Faculty of Health Sciences. The Faculty is one of the largest health and medical research and teaching enterprises in the Southern Hemisphere, and comprises seven academic schools and four Precincts (three metropolitan and one regional/rural).

Academic Schools

The Faculty comprises seven academic schools:

- Sydney Medical School
- School of Medical Sciences
- Sydney School of Health Sciences
- Sydney Pharmacy School
- Sydney Dental School
- Sydney Nursing School
- Sydney School of Public Health



The Faculty of Medicine and Health has a budget of approximately \$620 million and a total student enrolment of approximately 13,500, including 1,920 research students, 6,055 postgraduate coursework students and 5,600 undergraduate students.

Major initiatives within the University and in partnerships across the health system provide

exciting opportunities to exploit the inter-professional and inter-disciplinary collaborations that will form in the new faculty.

These initiatives include:

- The redevelopment of the Westmead Hospital site to form one of Australia's largest multidisciplinary clinical service and health research and education campuses. This will encompass Westmead Hospital (including its Dental Hospital), the Westmead Clinical School, the Westmead Children's Hospital and the Children's Hospital Clinical School, and the Sydney Dental School, as well as the Westmead Medical Research Institute and the Children's Medical Research Institute.
- The development of the Susan Wakil Health Building on the western edge of the University's Camperdown campus. This will allow the schools of Nursing, Health Sciences, and components of Medicine, Pharmacy and Dentistry to be co-located in a major new research and teaching centre.

Precincts

The Faculty comprises four Precincts (three metropolitan and one regional/rural). The Precincts integrate the Faculty's broad range of education and research activities and medicine and health disciplines dispersed across a wide geographical footprint. Activities are clustered to facilitate collaboration, knowledge flow, and spill over between our health provision partners, industry partners, researchers and entrepreneurs.

Our Sydney/Camperdown Precinct incorporates our Camperdown/Darlington campus, and engages strongly with the Sydney Local Health District. Many of our courses are taught in this Precinct including medical sciences, medicine, pharmacy, dentistry, public health and some health sciences programs. This precinct also includes two of our clinical schools (Central Clinical School, Concord Clinical School).

The North Precinct stretches across northern Sydney where we work in partnership with numerous health and industry partners to facilitate world class education and learning opportunities. Teaching is facilitated broadly across the North Precinct through the Northern Clinical School. The Kolling Institute for Medical Research, a joint venture between the University and the Northern Sydney Local Health District (NSLHD), is also located in the North Precinct in the grounds of the Royal North Shore Hospital (RNSH) and hosts both educators and researchers.

Our West Precinct encompasses facilities at both Westmead and Nepean and includes three clinical schools (Westmead Clinical School, Nepean Clinical School, Sydney Children's Hospital Clinical School). It engages with the Western Sydney Local Health District, Nepean Blue Mountains Local Health District and Sydney Children's Hospital Network. Students and researchers in the West Precinct can undertake study and research in dentistry, medicine, medical sciences, nursing and public health.

Our Regional/Rural Precinct encompasses our three rural clinical schools in Broken Hill, Dubbo/Orange and Lismore. These schools engage with the Far West, Northern NSW and Western NSW Local Health Districts.

Learn more about our precincts and other locations at sydney.edu.au/medicine-health/about/locations-and-facilities.html

ABOUT THE FACULTY OF MEDICINE AND HEALTH

Sydney Medical School

Medicine is ranked 18th in the world (QS subject 2019) and has a proud 165-year history. It accommodates 1,200 medical students undertaking a four-year graduate-entry Doctor of Medicine program, more than 1,300 postgraduate students undertaking a wide range of master's degree, graduate diploma and graduate certificate courses, and almost 1,400 students undertaking higher-degree research.

In addition to teaching and research facilities on the Camperdown and Westmead campuses, Sydney Medical School currently has six metropolitan clinical schools and three rural clinical schools:

- Central Clinical School
- Children's Hospital Westmead Clinical School
- Concord Clinical School
- Nepean Clinical School
- Northern Clinical School
- Westmead Clinical School
- Rural Clinical School (Dubbo/Orange)
- Rural Clinical School (Broken Hill)
- Rural Clinical School (Northern Rivers)

Sydney Medical School and the clinical schools have an extensive research program which ranges from the molecular basis of disease to clinical medicine and community medicine. Research is focused on six major themes – cancer; infectious diseases and immunology; neurosciences and mental health; obesity, diabetes and cardiovascular disease; healthy ageing; and reproductive, maternal and child health.

School of Medical Sciences

The School of Medical Sciences encompasses the traditional disciplines of anatomy and histology, infection and immunity, pathology, pharmacology, physiology, and is expanding into new disciplines such as biomedical informatics and digital health.

Its educational programs provide teaching for students in Sydney School of Health Sciences, Sydney Medical School, Sydney Dental School, Sydney Pharmacy School, and the Faculty of Science. Courses are delivered in the Doctor of Medicine and postgraduate medical programs, the Doctor of Medical Dentistry, and the Bachelor of Pharmacy. In the Faculty of Science, the school delivers the Bachelor of Medical Science program as well as many discipline-based courses in the Bachelor of Science program.

The School of Medical Sciences is one of the most research-intensive Schools in the University of Sydney, with a broad-ranging research agenda and extensive collaborations in Australia and internationally.

Sydney School of Health Sciences

The Sydney School of Health Sciences is ranked 2nd in the world for sport, physical therapy and rehabilitation (QS subject rankings 2018). The academics are world leaders in health sciences research and education.

The school has more than 4300 enrolments in six allied health professions. The school's researchers are global leaders in ageing, disability, exercise, physical and mental health and wellbeing, cancer diagnosis and survivorship, rehabilitation, speech and communication disorders, and arthritis and musculoskeletal conditions.

The school is focused on some of the major challenges confronting the Australian health care system including those groups living in rural and remote areas, people of Aboriginal and Torres Strait Islander descent, people who are socially and financially disadvantaged, and people with disabilities.

The school aims to graduate health professionals who are outstanding clinicians, who are leaders in health, and who have an international perspective. Their graduates are preferentially employed and are ready for the new health era. They include CEOs of Commonwealth authorities and hospitals, founders and directors of leading NGOs, government officials and presidents of professional associations. The school has a network of over 28,000 highly engaged alumni from across the globe.

Sydney Pharmacy School

Academic pharmacy in the University of Sydney began almost 120 years ago. In 2018, approximately 1,400 students were enrolled in pharmacy courses including the Bachelor of Pharmacy, Bachelor of Pharmacy and Management, Master of Pharmacy, and Graduate Certificate in Pharmacy Practice programs.

With over 100 higher degree research students, the school has the largest postgraduate pharmacy research program in Australia. Strong research collaborations have been developed across the University of Sydney and its affiliated teaching hospitals and research institutes, and with the pharmaceutical industry.

Major research themes comprise cancer, cardiovascular disease, diabetes, respiratory disease and mental health, as well as health services and patient safety. The research program brings together a broad range of pharmaceutical and clinical sciences, including drug development, formulation and delivery; health services research; and research on patient-centered pharmacy.

ABOUT THE FACULTY OF MEDICINE AND HEALTH

Sydney Dental School

Sydney Dental School is ranked amongst the top dental schools internationally, and is one of the largest dental schools in Australia. It has campuses in the Sydney Dental Hospital (in inner-eastern Sydney) and the Westmead Centre for Oral Health at Westmead Hospital (in western Sydney), and outreach service-based teaching is undertaken across the state of NSW.

The school's mission is to "put the mouth into health", integrating oral and systemic health. This is achieved by specific research and educational programs and by strengthening partnerships across the public, private, corporate and other sectors.

The school offers a four-year graduate-entry Doctor of Dental Medicine program and a three-year Bachelor of Oral Health program. It also offers a comprehensive range of postgraduate and continuing education programs designed to train specialist practitioners across a wide range of disciplines. Its undergraduate, graduate, and postgraduate programs attract large numbers of international applicants. It has a rigorous research training program to produce research scholars of international standing.

The school also has a vigorous research program, and collaborates with international universities in China, France, Japan, Thailand and the USA. Higher-degree research training is a priority.

Sydney Nursing School

Sydney Nursing School is highly ranked in Australia and internationally as a major academic centre of research and education in nursing and midwifery.

The School's major research themes are cancer, chronic disease and ageing, infection and immunity, injury and acute illness, and mental health. The research emphasises a collaborative, interdisciplinary approach to achieving excellence in health and health care.

Enrolments comprise approximately 1,200 undergraduate, and 700 postgraduate coursework students, and 75 higher-degree research students. The school is committed to inter-professional learning and collaborative practice, and its courses reflect the changing needs of health care.

Sydney School of Public Health

The School of Public Health is Australia's first established and leading school of public health with a community of academics, educators, staff, research groups and centres that offer a wide range of education and research opportunities for students. Today the school has more than 300 staff and over 1000 students.

The school's vision is for a global community where everyone's needs for good health and wellbeing are met. This vision extends to those with the greatest need, who would benefit most from improved health and reduced inequalities. The school actualises this position by providing high quality, accessible education, conducting outstanding, high impact research and working in partnership to translate knowledge into policy, action and innovation.

Our staff have an outstanding reputation for high quality teaching and research. Our academics are leaders in their field - in areas like tobacco control, chronic disease prevention, healthy ageing, infectious disease, population health metrics and physical activity. They are working with leading institutions such as the World Health Organisation, Gates Foundation, and Australian government at the local, state and federal level to bring the benefits of public health policy and practice to the people who need it most.

ABOUT THE UNIVERSITY OF SYDNEY

As Australia's first university, we have been harnessing the power of education and research to transform the world for nearly 170 years. Proud as we are of our history, we are even more excited about our future.

The University of Sydney is one of the world's leading comprehensive research and teaching universities – ranked 2nd in the world for impact¹ and 4th in the world for graduate employability.²

We teach and research across an incredible breadth and depth of subjects and disciplines with the aim of making lives better, not just by producing leaders, but by supporting the development of knowledge and innovation with genuine benefit to society.

Year after year, we are ranked among the top universities in the world for the quality of our teaching and research, graduate employability, breadth of subjects, student mobility, and generosity of scholarships.

We are a diverse community of students and staff from more than 170 countries. Our values – courage and creativity; respect and integrity; diversity and inclusion; openness and engagement – are embedded into everything we do, creating a culture in which every member of our community is valued and supported to thrive.

Our teaching

Recognised as leaders in education and student experience, the University of Sydney is ranked 4th in the world and 1st in Australia for graduate employability². Looking ahead to a future of work that will be very different, it is our ambition that our students will complete their degrees with the confidence and ability to think critically, collaborate productively and influence the world.

Over the past four years, we have transformed our undergraduate curricula with our future students front of mind. The reimaged framework embeds all undergraduate degrees with graduate qualities for the 21st century, an emphasis on industry experience and global perspectives and common components to support flexibility and cross-disciplinary learning.

We have created a new high achiever's stream to extend enrichment opportunities, and a new double degree option. Through one extra year of study, students have greater access to advanced coursework and research pathways.

Our courses connect students with industry experts and potential employers through internships and collaborative projects.

We also have the largest global student mobility program in Australia, partnering with more than 250 universities in more than 40 countries to provide wide opportunities for exchange and study abroad.

We offer our students an unforgettable student experience through a diverse range of community and co-curricular opportunities. Our student union has been the heart of campus life since 1874, organising events and programs through more than 250 student clubs and societies.

Paving the way for the future of our executive education and postgraduate coursework is our first micro-credential, the new Sydney Professional Certificate. We will be delivering more opportunities for mid-career postgraduate education and lifelong learning, high quality online and hybrid models for postgraduate teaching, and shorter-form award and non-award postgraduate programs.

We are also introducing a new coursework component to our PhD degrees – a first of its kind in Australia – and broadening the coursework options for our other postgraduate research degrees to support research capabilities and the success of our students in a changing world.

Key statistics

| | |
|--|---------|
| Total student enrlments ³ | 75,605 |
| International enrolments ³ | 33,772 |
| Undergraduate students ³ | 41,464 |
| Postgraduate research students ³ | 4,916 |
| Postgraduate coursework students ³ | 29,225 |
| Student:Staff ratio ⁴ | 16:1 |
| Staff (full-time equivalent) ⁵ | 9,523 |
| Alumni across more than 170 countries ⁶ | 380,000 |

1. Times Higher Education Impact Rankings 2020

2. QS Graduate Employability Rankings 2020

3. Student enrolments as at 31 August 2020

4. Student Staff Ratio by Faculty and School as at 31 March 2019

5. Staff (FT/FFT & Casual) FTE by Classification & Appointment Term, as at 31 March 2020

6. University website March 2021

Our research

The University of Sydney is recognised as one of the top research universities in the world. All of our 22 broad fields of research are ranked at world standard or above in the latest Excellence in Research Australia report, and we are 2nd in the world in the 2020 Times Higher Education Impact Rankings.

These measures demonstrate the success of our 2016–20 Strategic Plan initiatives to triple our investment in research; establish new multidisciplinary initiatives; upgrade our facilities; develop new funding opportunities; and provide mentoring and training to support researchers at every stage of their careers.

We are particularly proud of our 9 multidisciplinary research initiatives, which bring together academics from diverse fields to lead innovation in established and developing areas of strength, while also creating educational opportunities for our students. The University of Sydney Nano Institute, for example, is taking the field of nanoscience to new levels through multidisciplinary projects and dedicated scholarships for students and research fellows.

Research excellence requires the latest technology, which is why we're investing in core research facilities that provide access to high-end infrastructure, along with a range of services to assist researchers with specialist applications. Our facilities include the Research and Prototype Foundry, which offers instruments for the fabrication of devices with features on the micro and nanoscale; Sydney Analytical, with capabilities in material, chemical and biological analysis; and Sydney Imaging, with a comprehensive suite of preclinical and clinical imaging modalities and a hybrid theatre.

We are also building strategic partnerships with leading corporate, community and government organisations to address authentic issues, and develop products, systems and services at the forefront of business. For example, our multi-year partnership with Microsoft establishes ongoing investment at the Sydney Nanoscience Hub, as Microsoft moves from research to real-world engineering of quantum machines. Meanwhile, our continuing partnership with Qantas is developing flight-planning systems that will help the airline optimise routes, reduce fuel consumption and improve operational effectiveness.

In 2020 we had significant commercialisation activity, with 31 commercial deals closed and another 52 prospects in the pipeline. Highlights included Kinosis Therapeutics, a University spin-out formed in February 2019, completing a Series A2 financing round of \$5 million, with most of these funds coming from existing shareholders. The innovation pipeline remains strong at both ends of the lifecycle, with 151 invention disclosures submitted over the course of the year and seven University spin-off companies created, of which the University continues to hold equity in five.

Learn more about our research and its impact at sydney.edu.au/research

Key statistics

| | |
|---|-----|
| Research centres | 90+ |
| Multidisciplinary research and teaching centres | 9 |
| ARC Centres of Excellence | 8 |
| Cooperative Research Centres | 5 |
| Academic research partnerships in India | 60 |

Our campuses

Located close to the heart of Australia's largest and most international city, our Camperdown/Darlington Campus features a mixture of iconic Gothic-revival buildings and state-of-the-art teaching, research and student support facilities.

The University has several other facilities across the state, for example, our farms and research units at the Camden Campus, and clinical schools in hospitals across the city and in rural NSW. Other faculties and schools have their own dedicated campuses, such as the Sydney Conservatorium of Music in the heart of Sydney's CBD, near the Sydney Opera House, and Sydney Dental School in Surry Hills.

The future of our campuses

We are investing in significant infrastructure development to meet the changing needs of 21st century students and staff and keep our work at the cutting edge.

Work is well underway on our new Engineering and Technology Precinct; and the Susan Wakil Health Building, a multidisciplinary facility that co-locates the faculties of nursing and health sciences near the Royal Prince Alfred Hospital, has recently opened.

The Chau Chak Wing Museum, near the Quadrangle on our Camperdown Campus, also opened in 2021 and facilitates better object-based learning and public access to our significant collections of art, antiquities, culture and natural history. Exhibitions display historic and contemporary art and tell diverse stories from the perspective of Australia's First Nations People alongside the ancient cultures of the Mediterranean, Middle East, China and beyond.

A key focus of the University's next era of strategic growth is western Sydney, where we are working towards the establishment of a large scale multidisciplinary research and teaching campus at Parramatta/Westmead, focusing on areas that address the challenges of disruption at the intersection of technology and the human experience.

The upgraded Westmead Hospital Clinical Precinct will position us at the centre of transformational health services, research and education in western Sydney. To date, we have invested around \$80 million at Westmead, providing new education facilities, upgrades to existing spaces, and a suite of programs and initiatives alongside our partners at the precinct.

Learn more about campus developments at sydney.edu.au/building-projects

BENEFITS OF WORKING HERE

At the University of Sydney we attract the most vibrant thinkers to form a community dedicated to the pursuit of transformative education and research.

Achieve your ambitions

If you want to engage with brilliant minds, are willing to push boundaries, and believe in making a positive difference, you've come to the right place. Our people come from all cultures and backgrounds and enjoy a true sense of community and belonging.

We recognise that our talented staff are invaluable and we support them to achieve their career ambitions and follow their dreams. Using our outstanding local and global networks, we can offer flexibility, responsibility, personal and professional development, and much more.

Academic planning and development

The academic planning and development process (AP&D) helps academic staff at the University to reach their full career potential and to achieve their work goals through:

- setting clear expectations, actions and priorities for the year ahead
- providing professional development opportunities
- enabling meaningful, open and regular review discussions that incorporate coaching and mentoring.



We reward our staff

We welcome open minds, curiosity, and a readiness to tackle big questions – and we reward it accordingly. Our people are part of an exciting environment where development is encouraged and intellectual pursuits foster a sense of purpose and confidence. We are also committed to diversity and equal opportunity. We're proud to be recognised as a silver employer of choice for the Australian Workplace Equality Index. To find out more about our work on diversity and inclusion, please visit: sydney.edu.au/about-us/vision-and-values/diversity.html

In addition to a competitive base salary, we offer a wide variety of financial and non-financial benefits to our staff.

These include:

- working arrangements which assist staff in managing their work and personal/family responsibilities and provide flexibility in meeting business needs.
- family-friendly working hours
- generous leave entitlements
- a University contribution of up to 17% of base salary to your superannuation (pension) fund
- opportunities for tax-efficient salary packaging, including motor vehicles, laptops and additional personal contributions to your superannuation fund
- a variety of training and development opportunities
- exceptional health and wellbeing services, including sports and fitness centres, medical clinics and free counselling via the Employee Assistance Program
- University Parents Network which offers support to parents throughout the University
- on-campus parking and convenient transport services
- contribution to professional membership fees
- a free Staff Benefits Program providing online discounts across an extensive range of goods and services
- access to the cultural life on campus which includes our museums and art galleries; music and theatre at the Conservatorium of Music and Seymour Centre; and Sydney Ideas which is the University's premier public lecture series program that aims to bring some of Sydney's, Australia's and the world's, leading thinkers to the wider Sydney community.

To find out more, please visit: sydney.edu.au/about-us/careers-at-sydney/staff-benefits.html

CONDITIONS OF EMPLOYMENT

The University of Sydney offers excellent employment conditions and a highly rewarding working environment. We seek to attract and retain staff of the highest calibre, and take pride in our reputation.

Conditions

This section provides a summary of conditions of employment currently applicable to senior staff of the University of Sydney. It has been prepared to provide general guidance to prospective candidates, and does not form part of the terms of any employment offer or any staff member's contract of employment.

In addition to specific selection criteria for each role, candidates must also demonstrate the following:

- Equal employment opportunity/gender equality: Demonstrated understanding of the incorporation of the principles of equal employment opportunity and gender equality; and ability to work positively with staff and students from a diverse range of backgrounds.
- Work health and safety (WHS): Understand your WHS responsibilities and actively ensure the health, safety and wellbeing of yourself and others at work in accordance with your delegated authority, as described in the University WHS policy and guidelines.

Salary

The successful candidate will be offered an attractive remuneration package commensurate with the responsibilities of the position and the candidate's relevant experience and qualifications.

Salary sacrificing options are also available under the University's Flexible Remuneration Packaging Scheme. Provision is also made for limited private consulting in accordance with the University's regulations.

A range of superannuation options will be available to the successful candidate. By law, the University is required to make employer superannuation contributions equivalent to 10% of salary (called 'Superannuation Guarantee' contributions). The successful candidate may elect to have Superannuation Guarantee contributions made to a complying fund of their choice, or to have a higher level of contributions (currently 17% of salary) made to 'UniSuper'. The components of the successful candidate's remuneration package will reflect their choice of superannuation arrangements.

Candidates Moving to Sydney

Where the successful candidate is required to move to Sydney from their present place of residence, the University will assist with reasonable air travel and relocation expenses for the candidate and accompanying family members. Visa sponsorship will be made available if required.



Australia's biggest city, Sydney is consistently ranked as one of the world's best cities for quality of living and safety.¹

From stunning Sydney Harbour to iconic beaches such as Bondi, Sydney's natural beauty is world famous. The wider city area is home to gorgeous national parks where you can encounter Australian wildlife, hidden waterfalls and private beaches. The city is surrounded by coastline to the east, the Blue Mountains to the west and bushland to the north and south.

Sydney is one of the most multicultural cities in the world, with a proudly diverse and inclusive culture; only 17% of inhabitants were born in Australia.² This multiculturalism has shaped the local customs, leisure activities, cultural scene, shops and cuisine. Within a short walk of our Camperdown Campus, you can find restaurants serving Thai, Vietnamese, Japanese, Korean, Italian, Mexican, Indian, Pakistani, Spanish, Chinese, Malaysian, Greek, Lebanese and Turkish food.

1. Mercer Quality of Living survey 2019; PwC Cities of Opportunity report; Economist's Safe Cities Index 2019
2. Australian Bureau of Statistics 2016 census

HOW TO APPLY

The University of Sydney is committed to diversity and social inclusion. Applications from people of culturally and linguistically diverse backgrounds; equity target groups including women, people with disabilities, people who identify as LGBTIQ; and people of Aboriginal and Torres Strait Islander descent, are encouraged.

Address for Applications

All applications must be submitted online via the University of Sydney careers website. Visit sydney.edu.au/recruitment/ and search by reference number **0079604** for more information and to apply.

If you are a current employee of the University and would like to submit an application, please login into your **Workday** account. Navigate to the Career icon on your Dashboard once logged into Workday and click on the USYD Find Jobs report to apply.

Your employment is conditional upon the completion of all role required pre-employment or background checks in terms satisfactory to the University. Similarly your ongoing employment is conditional upon the satisfactory maintenance of all relevant clearances and background check requirements. If you do not meet these conditions, the University may take any necessary step, including the termination of your employment.

For further information

Intending applicants are welcome to seek further information about the position from Professor Cheryl Jones, Head of School and Dean, Sydney Medical School, on +61 2 9351 6570 or by email medicine.hosdean@sydney.edu.au

For recruitment-related enquiries, or if you require reasonable adjustment or support filling out this application, please contact: Wendy Pokato (Recruitment Consultant, Faculty of Medicine and Health) by email wendy.pokato@sydney.edu.au

Indicative dates

Closing date for applications: Saturday 29 May 2021

Shortlisting: early-June 2021

Interviews: mid/late-June 2021

Commencement: To be negotiated