Winthrop Professor of General Practice

INFORMATION FOR CANDIDATES — SEPTEMBER 2013
Appointment of

Winthrop Professor of General Practice

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This is an attractive and exciting position in a cohesive and dynamic group of clinical academics, primary care researchers and support staff. The appointee will be expected to provide academic leadership in General Practice teaching and research.

Applications are invited from appropriately qualified medical practitioners for the position of Winthrop Professor of General Practice. Applicants must possess a higher clinical qualification such as the Fellowship of the Royal Australian College of General Practitioners or its equivalent. Possession of a higher academic qualification such as PhD, MD or its equivalent is essential.

General Practice is a vibrant, growing discipline and a key unit in the School of Primary, Aboriginal and Rural Health Care situated on the QEII Medical Centre site. The staff within General Practice are playing a significant role in the development of the new medical curriculum for a new graduate MD commencing in 2014 and will be teaching across all four years of the new course.

Professor Paul Johnson
Vice-Chancellor
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
Role, key responsibilities, selection criteria and conditions of employment

Role
The Chair in General Practice is responsible to the Head of the School of Primary, Aboriginal and Rural Health Care. The Chair is expected to provide a visionary perspective to the discipline, academic leadership in teaching, research, and policy development, and be actively involved in contemporary clinical practice.

Key responsibilities

Leadership and teaching
• Provide active leadership in teaching within the discipline, in the maintenance of academic standards and the development of educational policy and curriculum;
• Lead the development and introduction of the revised general practice curriculum in the new MD degree due to commence in 2014;
• Make a significant contribution to all levels of undergraduate and postgraduate teaching.

Research
• Provide academic leadership in research (which will include publication in refereed journals, books and other scholarly works, invitations to present keynote addresses at international meetings and other recognition such as awards and prizes);
• Foster research groups and individuals who wish to conduct research;
• Initiate and conduct scholarly research;
• Actively seek and attract research funding;
• Link research to clinical practice and teaching;
• Supervise postgraduate research including PhD, Masters and Honours students.

Clinical
• Actively participate in clinical general practice;
• Provide leadership in contemporary clinical practice.

Service
• Liaise and effectively communicate with relevant sections of the profession, government and industry bodies as well as the wider community;
• Provide leadership in the development of academic general practice;
• Effectively represent and advocate for the discipline in the School, the University and the community.

General
• Work within the legislative requirements of the University and support the principles of equity and diversity;
• Ensure relevant occupational safety and health practices and standards are implemented and maintained;
• Other duties as directed.
Selection criteria

Qualifications
- Registrable as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA);
- Fellowship of the Royal Australian College of General Practitioners, Australian College of Rural and Remote Medicine or a recognised equivalent professional college;
- A higher academic degree (doctorate or masters) is essential.

Leadership and teaching
- Demonstrated considerable experience in clinical general practice;
- Evidence of a strong personal contribution and commitment to high quality teaching at all levels;
- Experience in the development of educational policy and curriculum within the discipline;
- Capacity to provide academic leadership and maintain high academic standards in all facets of academic life;
- Demonstrated ability to represent the discipline within the University and more broadly;
- Exemplary interpersonal and organisational skills and the ability to communicate effectively at all levels.

Research and scholarship
- Academic leadership and personal commitment to scholarly research;
- Evidence of quality research output and communication of that output to others;
- Ability to attract research funding;
- Ability to foster research groups and individuals, including guiding general practitioners who wish to conduct research;
- Experience in the supervision of postgraduate research students;
- Experience in the development of research policy and the ability to link research to clinical practice and teaching.

Immediate challenges facing the Winthrop Professor of General Practice over the next 12-18 months
- Contribute to the leadership and management of the School, ensuring the development of a positive academic working environment, aligned to the priorities of both the University and Faculty;
- Develop and foster research activity across the General Practice discipline group, the School and its associated clinical sites;
- Engage and mentor colleagues at all levels in research (and teaching) activity, resulting in an enthusiastic, collaborative and engaged culture;
- Develop appropriate new research groups. Expected outputs will include increased research performance and capability, broader research income, growing higher degree research students, demonstrated clinical and academic collaboration, and multi-disciplinary interaction;
- Support colleagues through the establishment and implementation of a new MD curriculum, especially given the significant involvement of small group GP teaching across all 4 years;
- Promote internally and externally the work of the General Practice discipline, and continue to develop partnerships and relationships with relevant stakeholders across the University, its clinical partners, and elsewhere.

Conditions of employment

The appointment will be tenurable and is subject to annual performance reviews.

An attractive and flexibly constructed remuneration package will be negotiated and will include:
- Winthrop Professorial salary and Clinical Loading;
- Employer contribution to superannuation of 17% (standard employee contribution is 7%);
- Eligibility for sabbatical leave;
- Generous leave provisions and salary packaging;
- Relocation assistance including airfares (if applicable).
The Faculty of Medicine was founded in 1956 with the Faculty of Dentistry being established ten years earlier. The Faculty now teaches courses in medicine, dentistry, podiatry and health science as well as in the science disciplines of pharmacology and pathology. The combined Faculty is now known as the Faculty of Medicine, Dentistry and Health Sciences.

The medical course is undertaken in a variety of settings – at the University’s Crawley Campus; in primary care and community health settings, and in urban and regional hospitals across the State. Some of the urban hospitals include Sir Charles Gairdner, Royal Perth and Fremantle Hospitals, Joondalup Health Campus, Princess Margaret Hospital for Children, King Edward Memorial Hospital for Women. Students are also taught in hospitals in 12 towns/regional centres ranging from Broome, Derby and Kununurra in the North, to Bunbury, Albany, Esperance and Kalgoorlie in the South.

General Practice

General Practice is a small but growing body of dedicated clinical academics, primary care researchers and support staff. It has a growing role in the Faculty as medical education becomes increasingly community-based and focused.

Academic general practice at The University of Western Australia began in 1977 when the Faculty of Medicine established a new department and Chair of General Practice, the first-named Chair of General Practice in Australia. General Practice is now firmly established within the Faculty of Medicine, Dentistry and Health Sciences and plays a key role in community-based education and research.

General Practice is a key unit within the School of Primary, Aboriginal and Rural Health Care (SPARHC). The School comprises the disciplines of General Practice and Emergency Medicine, the Rural Clinical School of Western Australia, the Combined Universities Centre for Rural and Remote Health and the Centre for Aboriginal Medical and Dental Health.

Teaching

General Practice teaches in all six years of the current medical course. In the first three years General Practice contributes to the Foundations of Clinical Practice, a series of integrated units delivered with Population Health, Aboriginal Health and Psychiatry and Behavioural Sciences. Foundations of Clinical Practice provides early clinical experience looking at why patients attend doctors, the effects of illness on the patient, family and community and the teaching of basic clinical skills including communication, consulting and physical examination skills. The fifth-year course uses problem-based learning to focus on the presentation and diagnosis of the twenty most common illnesses in general practice and on more complex consultation skills.

Rural general practice, Aboriginal health and emergency care in rural areas are a strong feature of the sixth year course which is based around a 4-week attachment in a rural general practice and jointly administered with the Rural Clinical School of WA. Students have their attachments from Esperance to Kununurra and from Exmouth to Katherine. This course is consistently highly rated by students and even fifteen years after graduation is regarded as one of the highlights of the medical course.

Of the 180 SPARHC staff statewide, 60 are housed in the Urban Centre of which 25 are General Practice staff.

The medical student intake for 2014 (and per year beyond) is 240 with General Practice holding a central teaching role across all 4 years.
Teaching innovations

General Practice has been highly innovative in its teaching methods and content. It was one of the first of its kind in Australia to use video recording to teach consultation skills and to conduct distance education through e-mail discussion groups. It was among the first to teach palliative care, Aboriginal, multicultural and rural health. It initiated residential medical career workshops for Year 10 students; rural electives for fifth-year students and the integrated clinical methods examination used in fifth year. It was the first in the country to start a club for future rural doctors and nurses (the SPINRPHEX Club). This has been taken up by every medical school in Australia and increasingly by schools training allied health professionals. General Practice led the development and piloting of the Outer Urban Clinical School based at Joondalup Health Campus. The initiative was one of the new strategies developed in response to increased medical student numbers and reflects a new approach to teaching fourth-year Psychiatry across the primary-secondary care interface.

In 2014 the new graduate MD will commence. This is a four-year program which will gradually replace the current undergraduate six year course, due to end in 2017. General Practice has played a major role in the development of the new MD curriculum, and will teach across all four years including integrated clinical skills, and general practice in metropolitan and rural settings. The new MD has led to a review and updating of the current General Practice curriculum, based on the RACGP curriculum for general practice which will form the basis our teaching throughout the MD.

Research

Despite its small number of academic staff, General Practice has been one of the most productive of all Australian general practice departments over the last 20 years. Historically General Practice at UWA has been highly influential in the areas of Aboriginal health, rural health, the management of chronic disorders and various conceptual aspects of general practice. In recent years the major areas of research activity have been in chronic disease management, cancer in primary care and genetic medicine. General Practice currently receives funding from several NHMRC grants in addition to other State and Commonwealth research funds. It led the establishment of a national cancer clinical trials group (PC4) funded by Cancer Australia. General Practice also has a growing research group working on State health datasets to explore variations in health outcomes and service delivery.

General Practice offers a number of opportunities for postgraduate research training, contributing to the Masters of Clinical Research and supervising several PhD students. It has also been active in training general practice registrars in both teaching and research.

Community service

General Practice staff are active on advisory committees to State and Commonwealth governments, particularly in areas of medical education, primary care research, cancer and chronic disease management. Staff are also closely involved with professional bodies such as the Royal Australian College of General Practitioners, Medicare Locals, the Australian Association of Academic Primary Care and non-governmental organisations such as the Primary Health Care Research Information Service and The Cancer Council.
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: tourism.wa.gov.au

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 – uwa.edu.au/perthfestival

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 – studypерth.com.au
Applications

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 5.

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 you are the successful candidate for this position and you are not an Australian or New Zealand citizen, or a permanent resident of Australia, you will be required to obtain an entry visa to work here. The University of Western Australia will sponsor you for 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: Winthrop Professor of General Practice

BY MAIL – Please address your application package as follows:
Mr Alun Parry
Crown & Marks
GPO Box 2715
Sydney NSW 2001
Australia

Closing date

Monday, 28 October 2013

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
www.crownmarks.com

Timeline

The University expects to short-list in the week commencing 25 November 2013 and final interviews will take place in Perth in the week commencing 9 December 2013.