



26 September 2005

Professor Glyn Davis
Vice Chancellor
The University of Melbourne

Dear Professor Davis

Re: Proposal to establish Professor/Director of Tissue Engineering

At its meeting on 15th September 2005 the Faculty Executive Committee of the Faculty of Medicine, Dentistry and Health Sciences approved a proposal to establish a Professor/Director of Tissue Engineering, which will be based within the Department of Surgery, St Vincent's Hospital. This fixed term appointment is funded entirely by external funds from the John Wicking Trust through ANZ trustees.

I would appreciate this item being submitted to the Planning and Budget Committee for approval. The relevant position description is enclosed.

Yours sincerely

A handwritten signature in black ink, appearing to read "Richard Frampton".

Richard Frampton
General Manager

cc Ms Jan Mariani, Secretary, Planning & Budget Committee

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POSITION DESCRIPTION

Wicking Professor/Director of Tissue Engineering **At the Bernard O'Brien Institute of Microsurgery, in conjunction with The John Wicking Trust, The University of Melbourne & St Vincent's Hospital Melbourne**

Executive Summary

Applications are invited for appointment of a Professor/Director of Tissue Engineering at the Bernard O'Brien Institute of Microsurgery (BOBIM) in association with The University of Melbourne and St Vincent's Hospital Melbourne. This position is funded by the John Wicking Trust through ANZ Trustees, for a period of five years.

About Bernard O'Brien institute of Microsurgery (BOBIM)

The Bernard O'Brien Institute of Microsurgery has developed a national and international reputation under the leadership of Professor Wayne Morrison. It has strong clinical and basic research activity in reconstructive microsurgery and tissue engineering.

The Institute includes research laboratories, the major site of basic reconstructive research in Australia. It has modern, up to date laboratory facilities over three floors, with ample room for expansion of laboratories, together with associated administrative & scientific office facilities, a lecture theatre, library and meeting room. The Institute has invested in cutting edge equipment, including a GelDoc imaging system, NanoDrop spectrophotometer for the measurement of minute quantities of DNA & RNA, sophisticated light microscopes, an autostainer for tissue analysis and advanced morphology instrumentation.

Current research income to the Bernard O'Brien Institute of Microsurgery is approximately \$2 - \$3 million per year comprising several NHMRC grants as well as grants from Philanthropic Organisations, Trusts, and Private Companies, Private Donors, Bequests and the State & Federal Government. There are currently 8 postdoctoral students in the Institute.

The Institute is supported by the Microsurgery Foundation, chaired by Mr Ronald Walker.

All the senior scientists and surgeons in the Institute have a doctorate, either a PhD or a MD in the area of their subspecialty research. The Institute has a large research output having published an average of 20 refereed journal articles annually in recent years with tissue engineering being the strongest research area.

The Plastic Surgery Department at St Vincent's Hospital plays a major role in postgraduate specialist plastic, hand surgery and microsurgery training with specialized Fellowship positions in plastic and reconstructive surgery.

About The Position

The Professor/Director will work alongside Professor Wayne Morrison (Director of BOBIM) who is also Head of Department and Hugh Devine Chair of Surgery, The University of Melbourne, at St Vincent's Hospital and Head of Department of Plastics, Hand and Maxillofacial Surgery at St Vincent's Hospital Melbourne, together with Mr Anthony Penington (Deputy Director of BOBIM and Senior Plastic Surgeon, St Vincent's Hospital). The creation of this position is to help realise the potential BOBIM has to be a highly productive, world class and internationally renowned, translational Tissue Engineering Institute. Building on a significant background of achievement in this area, this appointment will help capture the current opportunity and galvanise BOBIM's position in this arena.

Professor Morrison will retain overriding directorship of the Institute but devolve research direction and hands on management of the Tissue Engineering Program to the newly created position of Professor/Director Tissue Engineering.

The Professor/Director will have responsibilities for teaching, research and administration of the Tissue Engineering program in the Institute.

The Professor/Director will be expected to have appropriate qualifications and substantial postgraduate experience in the field of tissue repair and regeneration including education and research and will provide academic leadership and stimulus through scholarship, contribution to knowledge and professional excellence.

The success of Professor Morrison's work in tissue engineering is world-renowned, however his ongoing commitment to clinical care, which is essential in its own right for the success of the overall mission, restricts his capacity to direct the laboratory research. Appointment of a well-established, laboratory based expert in Tissue Engineering would assist Professor Morrison in co-ordinating the research and laboratory training effort. The person will co-ordinate the different Tissue Engineering groups under one umbrella, and liaise with the Directors of Research to help integrate the tissue engineering efforts with other research within the Institute and campus.

Through the appointment of the Professor/Director of Tissue Engineering, the Institute aims to:

- Increase co-ordination and efficiency amongst the various tissue engineering projects.
- Increase productivity in all tissue engineering projects.
- Installation of more current methodologies.
- Better organisation and utilisation of visiting fellows, trainees, surgical research fellows and graduate students.
- Targeted growth in specific areas (organ systems, adult stem cells, diabetes, etc).
- Development of a reputation in the area of expertise brought by the Professor/Director of Tissue Engineering.

- Enhanced funding of the tissue engineering program through new research grant success.
- Rationalisation of ongoing projects and targeted growth.
- Better personnel management with introduction of a new level of project management and supervision.
- Better co-ordination of commercially orientated projects.

Essential Educational Requirements

- Ph.D. or MD
- Have an internationally recognized developed track record in research in relevant field (publication record).

Essential Key Selection Criteria

- Excellent qualities as a researcher and good communication skills with colleagues.
- Leadership qualities with proven ability to direct, enthuse and encourage a team.
- Teaching expertise that is proven in the two areas of undergraduate, postgraduate education.
- Ongoing involvement with and/or encouragement of research in the area of Tissue Engineering that may be laboratory or clinically based, together with a record of personal achievement in medical research, evidenced by publications and/or success in peer review grant funding
- Track record in grant application success.
- Evidence of management skills.
- Experience in successful commercialising arm of research, including patents.

Accountability Objective

The Director has overall responsibility for the productivity of the Tissue Engineering Research Program.

Key Result Areas

Teaching, Education and Research

The Professor/Director will undertake and promote basic and / or clinical research and foster research activities by all members of the Institute. Funding for major equipment and additional research staff will be obtained through grant applications to funding bodies.

The appointee will conduct, supervise and encourage research projects in the general field of reconstructive microsurgery and tissue engineering.

Current research in tissue engineering demands collaborations with experts in several fields, especially cell culture including stem cells, matrix biology, vascular biology and bioengineering. We are very fortunate to have in Melbourne many experts in these fields who are generously contributing their ideas.

The Professor/Director will be a member of the Bernard O'Brien Institute of Microsurgery Executive Committee and may be appointed as an honorary in the Department of Surgery (St Vincent's), Faculty of Medicine, Dentistry and Health Sciences at the University of Melbourne. The Professor/Director will provide leadership and direction in post-graduate teaching and supervision. He/she will be involved in establishing an integrated course in advanced topics in Tissue Engineering for undergraduates students with assistance from visiting academics and surgeons:

Planning

The Professor/Director is responsible for the development and review of the Program's goals and strategies and for the formulation of an annual operational plan for the Tissue Engineering Program.

Personnel

The Professor/Director is responsible, either directly or through appropriate delegation for the supervision and training of scientific staff, such as SRO's, RO's, RA's, TA's, Ph.D students, AMS students, Science Hons. Students, Medical Students. An organisation chart is attached.

Physical Resources

The Professor/Director has overall responsibility for the care and maintenance of the physical resources available to the Program. This includes compliance with relevant occupational health and safety legislation.

The Professor/Director is responsible for identifying appropriate physical resources for the Department, including equipment needs.

Finances

In conjunction with the Director of the Institute and the CEO, the Professor/Director of the Tissue Engineering Program is responsible for the budget pertaining to the research program, including financial and activity planning and monitoring the budget and activity levels against the target levels agreed with the Director.

Performance Indicators

- Presentation of papers at national/international meetings.

- o Publication in refereed medical journals.
- o Evidence of successful research activity by department staff including success in research grant applications
- o Development of an annual operational plan in line with the Bernard O'Brien Institute of Microsurgery's strategic plan.
- o Complete documentation related to attendance and leave as per Institute policy. Ensure that staff take allocated annual leave each year or within a reasonable period after it falls due. Ensure adequate Senior Staff available throughout the year to achieve Bernard O'Brien Institute of Microsurgery activity targets.
- o Identification of equipment requirements in various categories for each financial year and submission of these to the CEO.
- o Achieve targets for budgetary performance, with minimisation of Bernard O'Brien Institute of Microsurgery costs and Department costs within agreed quality parameters.
- o Attendance at St Vincent's Hospital campus meetings within the Research Directorate.
- o Involvement in hospital committees appropriate to the skills of the Director

Conditions of Appointment

- o The appointee will be responsible to the Board of the Bernard O'Brien Institute of Microsurgery for the development and day-to-day research and management of the Tissue Engineering Program of Research.
- o As Professor/Director, the appointee will, in accordance with Statutes and Regulations of The University of Melbourne, be a member of The University of Melbourne, Department of Surgery (St Vincent's Hospital) subject to retaining the appointment as Director of Tissue Engineering at BOBIM. The appointee will be required to accept the academic responsibilities of the University with respect to research, undergraduate and postgraduate teaching. The appointment will be for five years in the first instance, but may be renewable by the Bernard O'Brien Institute of Microsurgery Board and the University.
- o With the approval of the Council of The University of Melbourne, the Professor/Director will be appointed as a Professorial Fellow of The University in accordance with Council Standing Resolution 2.3.6. The title of Professor is conferred only in respect of persons and positions where the academic standing and responsibilities correspond with those of a Professor of The University. In the event that no individual is identified as suitable for the appointment by the University as Professorial Fellow with the title of Professor, the University will reserve the right to recommend an appointment as Principal Fellow with the title of

Associate Professor or to make no appointment, although the Bernard O'Brien Institute of Microsurgery could continue to make an appointment of Director of Tissue Engineering under these circumstances.

- o Any person to whom Bernard O'Brien Institute of Microsurgery offers the appointment will be required to provide a satisfactory report from a medical adviser approved by the Institute on his/her fitness to undertake the duties or responsibilities of the appointment.
- o Institute superannuation is available from commencement of employment.

Remuneration

The Position of Professor/Director will be based on the salary of a Professor at the University of Melbourne. Salary packaging is available.

Method of Application

Enquiries regarding the position and the application may be addressed to Mr Geoff Renton, CEO, Bernard O'Brien Institute of Microsurgery, 42 Fitzroy Street, Fitzroy Vic 3065. Telephone (03) 9288 4021. Email: geoff.renton@svhm.org.au

Enquiries relating to the University may be addressed to Professor Morrison, Professor of Surgery, St Vincent's Hospital. Telephone (03) 9288 4018 Email: wayne.morrison@svhm.org.au

Application Format:

Applicants are asked to provide the following information:

- a. Full name
- b. Address and telephone and facsimile numbers, home and business, together with an indication as to which address correspondence marked 'Confidential' should be sent
- c. Date and place of birth
- d. Citizenship
- e. Full details of education, postgraduate training, present appointment and career, teaching and research experience, and other relevant data
- f. Details of published works
- g. Names of at least three referees to whom the Instituting Hospital and The University may make direct enquiries.

CLOSING DATE

The closing date for applications is (to be advised).