



**Position title:** Professor Director of Paediatric Endocrinology and Diabetes

**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:** Endocrinology and Diabetes

## 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 18,000 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 hospital 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](http://www.monashchildrenshospital.org)

## About the Department of Paediatric Endocrinology & Diabetes

The Department of Paediatric Endocrinology & Diabetes (DPED) provides tertiary care to children and adolescents living in the South East of Melbourne and consultation to the Gippsland region. Paediatric endocrinology services are predominantly delivered in an outpatient setting within the Monash Children's Hospital. There are regular paediatric endocrinology clinics, including general endocrinology, a multidisciplinary endocrine and nutrition clinic, late effects of cancer and a paediatric metabolic bone clinic. There is also a strong liaison with obstetric, neonatal and adult services, including endocrine surgery and neurosurgery and chemical pathology which offers a unique opportunity within Victorian Hospitals, by providing tertiary clinical care across all age groups. There is also provision of endocrine inpatient service for endocrine testing, inpatient referrals and for inpatient treatment of children and adolescents with endocrine conditions.

The paediatric diabetes service currently manages over 800 patients aged less than 18 years, with approximately 160 newly diagnosed patients aged less than 19 years annually. Multidisciplinary paediatric diabetes clinics (for children and adolescents aged 15 years and younger) are held weekly, A multidisciplinary young adult diabetes service (YADS) transition clinic caters for young people with diabetes aged 15 – 25 years, and this clinic is now attended by approximately 400 young adults aged 15 – 25 years with both paediatric and adult medical, nursing/allied health support, and a strong emphasis on psychosocial support. The DPED ambulatory clinical area also provides the space for clinical assessment, diabetes education and to perform any procedures required, enabling both ambulatory stabilization of newly diagnosed children and adolescents, and direct assessment of children and adolescents with inter-current illnesses, thereby reducing or completely eliminating presentation to the Emergency Department. The Unit strongly supports teaching and research activities.

The Dandenong paediatric diabetes clinic provides care for patients with diabetes from 0 to 18 years in a location which is geographically closer to the patients it serves. This is a multidisciplinary clinic staffed by 2 paediatric endocrinologists, one registrar and the allied health team (diabetes nurse educator, dietician, social worker) from DPED.

The department engages in teaching, basic and translational research with interdisciplinary colleagues locally, nationally and internationally. Active research areas include diabetes, metabolic bone disease, obesity, ovarian biology and disorders of sex differentiation. The department has participated in industry funded and NHMRC funded clinical trials.

## 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. 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 Monash Medical Centre Clayton campus, nearby to the main University campus. Monash Medical Centre is the major tertiary referral hospital for Monash Health which serves a population of over 1.5 million people.

Basic, clinical and translation research activities are undertaken by the school's clinical departments: Medicine, Nutrition Dietetics & Food, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Radiology, 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. Annual revenue is ~\$165M and annual research revenue is ~\$70M. SCSMH currently has 250 PhD students enrolled. It is also the University home of the Hudson Institute of Medical Research (see below), a leading centre for childrens cancer basic and translational research

The **Department of Paediatrics** is the University's academic headquarters for 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.

The Department of Paediatrics was recently ranked number 1 in Australia in health and medical sciences research in The Australian Research Magazine 2023. It has established clinician researcher leaders in neurodevelopment and neurology, neonatal paediatrics, inflammatory disorders, emergency and acute medicine, surgery and simulation training, sleep medicine, and gastroenterology. In 2022 the annual revenue for Paediatrics was ~\$14M with ~\$7M in research funding. There are 11 PhD students enrolled currently. The department 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 can undertake a higher degree or are transitioning to independent research funding. The department is closely aligned with the Hudson Institute of Medical Research, the Ritchie Centre, and the Turner Institute. Research revenue and student numbers have doubled in the last three years and continue to increase.

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

## Job summary

### Purpose

The successful applicant for this joint appointment will lead the clinical paediatric endocrinology and diabetes service in Monash Children's Hospital and research and education at Monash University in paediatric endocrinology and diabetes and harness opportunities to innovate and support excellence in health care, research and education. The appointment will be for 5 years in the first instance.

### Core clinical requirements include:

- Weekly multidisciplinary meetings
- Weekly paediatric diabetes outpatients
- Weekly paediatric endocrinology outpatients
- Daily ward rounds when on-call

### Professional Development:

- Regular attendance at endocrinology journal clubs and scientific meetings
- Conduct evidence-based/best-practice clinical practice

## Scope

### Key internal relationships:

- Department of Adult Endocrinology and Diabetes

- General paediatrics
- Paediatric medical and surgical specialist units
- Newborn services
- Department of Paediatrics, Monash University

#### Key external relationships:

- Royal Childrens Hospital
- Department of Health, Victoria
- National and International research collaborators

## Responsibilities

- Lead an active team of consultant paediatric endocrinology and diabetes physicians providing inpatient and outpatient subspecialty services 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 endocrinology and diabetes Services within allocated resources and meets the needs of Monash Health patients.
- Provide clinical leadership through active involvement in patient care and participate in the clinical service roster as a Specialist in Endocrinology and Diabetes
- Increase research and education activity and success in the Department of Paediatric Endocrinology and Diabetes, 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 Paediatric Endocrinology and Diabetes.
- Foster and grow research and further develop the interaction with scientists with the aim of placing Monash at the forefront of bidirectional translational research internationally.
- 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 Endocrinology and Diabetes.
- 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 employee and develop systems plus measurements to ensure high quality of care for each patient
- Be responsible for the quality of care in each/service department

## 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 employee 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

- Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Appropriate health professional tertiary qualifications (MBBS or Equivalent)
- FRACP in paediatric endocrinology or recognised by the RACP as a specialist in paediatric endocrinology and diabetes
- Research qualifications including a higher degree such as PhD
- An outstanding research track record.
- Working with Children's Check
- Police check

### 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:** 18<sup>th</sup> January 2024