

Position Description	
POSITION TITLE	Centre Director - Sex and Gender Equity in Health and Medicine (CSGEHM)
CAREER STEP	Associate Professor/Professor
REPORTING RELATIONSHIP	Chair, Advisory Board, CSGEHM; Director, Global Women's Health Program, The George Institute for Global Health
STARTING DATE	<i>From March 2024</i>

The Centre for Sex and Gender Equity in Health and Medicine

The Centre for Sex and Gender Equity in Health and Medicine (CSGEHM) involves a collaboration of partners across Australia, led by The George Institute of Global Health and the Australian Human Rights Institute (AHRI) at UNSW, Sydney; Deakin University; and the Victorian Department of Health. The Centre is being launched in late March 2024. The vision of the Centre is to ensure that sex and gender are routinely considered in health and medical research, policy, and practice, with a view to improving health outcomes and reducing health inequities for all Australians.

This vision will be achieved by creating a Centre that:

- Undertakes and supports the conduct of high-quality research.
- Facilitates the translation of research into evidence-informed policies and practices.
- Builds capacity in addressing sex and gender health and medical inequities, via training and education.
- Communicates and advocates for the integration of sex and gender in health and medicine.
- Engages and collaborates with end-users and other stakeholders.

The George Institute for Global Health

The George Institute ('TGI') is 700+ people around the world, all focused on improving the health of millions of people worldwide. As a medical research institute affiliated with leading universities and with projects in approximately 50 countries, we are challenging the status quo in healthcare to:

- Find better treatments for the world's biggest health problems
- Transform health systems to support better health for more people
- Harness the power of communities, governments and markets to improve population health

Our innovative commercial enterprises help maximise our impact.

Here is a sample of the things we are doing to achieve our goal of having the greatest possible impact on global health:

- We are identifying better and safer treatments for our biggest killers like stroke, heart disease and high blood pressure
- In China, we ran a successful education and awareness program to reduce the amount of salt eaten by people by 25% each day, potentially saving up to 125,000 lives a year
- In rural India, we have shown that mobile technology can help diagnose mental health, as well as help treat cardiovascular disease, and we're looking at similar approaches to treating chronic diseases in Indonesia and China. We have also adapted this system to integrate non-communicable disease screening into pregnancy and postnatal care in rural India.
- Together with Aboriginal communities in NSW, Australia, we have developed an innovative community led program to assist young Aboriginal drivers attain their license, now implemented in a dozen of locations



- We are developing an affordable dialysis machine, with potential to save millions of lives each year and transform the way kidney disease is treated globally.
- And much more...

Context of the Role

The CSGEHM is a national Centre with two hubs, one based at UNSW, Sydney and one based at Deakin University, Melbourne with collaborating partner organisations and individuals throughout Australia. The UNSW-based hub will involve partners at both TGI and AHRI. The position of Director of the Centre is a newly created leadership role and will be based at TGI, Sydney, but working with teams based at both AHRI and Deakin University.

The CSGEHM's TGI hub will be based within TGI's Global Women's Health Program. This Program was established in 2018 and involves staff and students working across all TGI's regional offices (Australia, China, India and the UK). Regardless of where TGI's Programs are implemented, it remains paramount that they prioritise meaningful local engagement, establishing deep connections with local communities, civil society, government bodies, and other stakeholders.

The Role

The Director will be responsible for leading, developing and maintaining a national program of work focused on the integration of sex and gender in health and medical research, policy and practice. The Director will work with academic and operational colleagues affiliated with the Centre at TGI, AHRI and Deakin as well as partner organizations and individuals nationally and internationally. In consultation with the Centre's Advisory Board, the Director will be responsible for developing and delivering the Centre's vision and goals, managing the Centre's team, and setting and meeting annual budgets.

Reporting Relationships

The Centre Director will report to the Advisory Board of the CSGEHM, through its Chair, and have an operational reporting relationship to the Director of the Global Women's Health Program at TGI. They will also have a series of direct reports within their team.

Key Duties and Responsibilities

- Lead the establishment and growth of the new national Centre for Sex and Gender Equity for Health and Medicine, ensuring, as a priority, the creation of a strong research program that will underpin the Centre's translation, capacity building and advocacy activities
- Identify and prioritise critical resources required to grow the Centre; build and manage relationships with key funders
- Recruit, develop and retain staff that have the essential capabilities and experience to support the Centre's vision
- Develop capability and resources to engage key stakeholders to assist in achieving the Centre's vision; this would include consumer and community organisations, healthcare providers, government and the business community
- Establish and maintain strong relationships with internal stakeholders within TGI, AHRI and Deakin University as well as external partner organisations and individuals

Strategy and research excellence

- Lead the establishment and growth of the new national Centre for Sex and Gender Equity for Health and Medicine, ensuring as a priority, the creation of a strong research program, that will underpin the Centre's translation, capacity building and advocacy activities
- Cultivate a national mindset to the implementation of the research program, engaging staff,



students and partners across the country

- Act on opportunities to develop global partnerships to enhance the national program
- Lead and encourage the preparation of high impact journal publications, media reports and other outputs for wider audiences
- Contribute to local, national and international meetings
- Ensure that research activities are congruent with world best practice
- Develop and report on annual performance indicators, 3 yearly milestones and 5 yearly goals for the Centre
- Through engagement with the Global Women's Health Program at TGI, contribute to TGI's strategic development and management, and support the implementation of The George Institute's mission, strategy and objectives through strategic leadership

Financial sustainability

- Identify and prioritise critical resources required to grow the Centre; build and manage relationships with key funders
- Develop, obtain funding for, manage and lead large-scale research projects
- Oversee the development of revenue generating activities in support of projects and staff
- Oversee the preparation of budgets, reports and forecasts and ensure they are presented in a timely fashion, and that budgetary targets are achieved
- Consider opportunities for undertaking commissioned research activities and contributing to the formulation of commercial initiatives

Capacity building

- Recruit, develop and retain staff that have the essential capabilities and experience to support the Centre's vision
- Mentor and develop the team, including students, to achieve research goals and career aspirations
- Promote equitable access to career opportunities for staff
- Oversee contributions to teaching and training, including the supervision of students at the Centre's affiliated universities
- Supervise postgraduate students and support early career development activities for staff

Collaboration

- Develop capability and resources to engage key stakeholders to assist in achieving the Centre's vision; this would include consumer and community organisations, healthcare providers, government and the business community
- Establish and maintain strong relationships with internal stakeholders within TGI, AHRI and Deakin University as well as external partner organisations and individuals
- Lead collaboration amongst researchers in the Centre and with operational and professional support staff
- Engage in advocacy and thought leadership and work closely with the resources available through the partner organisations, such as TGI's Impact and Engagement team

As a TGI Team Member:

- Participate in special projects to improve processes, tools, systems and organisation
- Contribute to improving the quality and reporting of data captured in the Institute's database
- Take responsibility for personal learning and development and for setting achievable and meaningful work objectives and managing personal targets, meeting obligations of TGI's Performance and Development Policy
- Demonstrate commitment to TGI's organisational values, including performing to an exceptionally high



ethical standard and focus on integrity, collaboration and teamwork in all efforts.

As a TGI Team Manager:

- Support the team to comply with TGI's policies and procedures, standard operating practices, ethical practice (with respect to research) and the legislative environment.
- Be responsible for direct reports, including the completion of plans and agreeing on work and personal objectives and reviewing such plans and objectives, in accordance with TGI's Performance Management and Development Policy.
- Act as a role model and ensure the team's commitment to TGI's values, ensuring direct reports perform to a high ethical standard and focus on integrity, collaboration and teamwork in all efforts.
- Support the Institute's Justice, Equity and Dignity initiative

Work, Health and Safety

- Comply with Work Health and Safety legislation and operate in accordance with established Occupational Health and Safety practice and procedures at the Institute;
- Promote and contribute to a safe, secure environment for staff and visitors.

Skills, Knowledge and Experience

- PhD in a relevant health related discipline, with a strong track record at a senior level (at Associate Professor or Professor level), ideally aligned to the Centre's focus on sex and gender equity in health and medicine
- Experience in conducting high-quality independent research
- Demonstrated success in achieving research funding from peer-reviewed grants or other sources
- Advanced written and verbal communication skills
- Experience in the preparation of journal publications, reports and other written materials
- Adaptable and able to work in a dynamic environment
- Excellent leadership and people management skills including experience in post graduate teaching
- Demonstrated research experience and cultural competency in international settings
- Demonstrated budgeting and financial management capacity
- Strong problem solving and analytical skills
- Ability to see the big picture, yet still focus on detail
- Availability and willingness to travel