



sydney.edu.au



THE UNIVERSITY OF
SYDNEY

**Associate Professor or Professor
of Restorative Dentistry**



THE UNIVERSITY OF
SYDNEY

Associate Professor or Professor of Restorative Dentistry

Reference number: 653/0420C

Closing date: Sunday 28 June 2020

Contents

Advertisement	3
About the position	4
About the Faculty	6
About the University	9
Benefits of working here.....	10
Conditions of employment	11
How to apply	12

Advertisement

Associate Professor or Professor of Restorative Dentistry Faculty of Medicine and Health, Sydney Dental School Reference no. 653/0420C

About the opportunity

The University of Sydney is Australia's premier University with an outstanding global reputation for academic and research excellence. It employs over 8,100 permanent staff supporting over 73,000 students.

The **Faculty of Medicine and Health** is the largest faculty in the University, and contains seven academic schools: Sydney Medical School, Sydney Dental School, Sydney School of Health Sciences, School of Medical Sciences, Sydney Nursing School, Sydney Pharmacy School and Sydney School of Public Health. 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 are seeking to appoint an outstanding senior academic at the level of Associate Professor or Professor of Restorative Dentistry. The position requires an extensive and deep expertise in the treatment of the whole range of cariology, trauma induced lesions and developmental tooth malformations. The successful candidate must have extensive and broad expertise regarding all types of contemporary direct filling techniques and filling materials, indirect filling techniques and materials including modern ceramics and zirconia, minimal invasive filling techniques and materials as well as the use of modern scanning, 3D-printing and milling techniques to establish the full range of the digital dentistry work flow in Restorative Dentistry. The successful candidate must also have experience in aesthetic rehabilitation by using minimal invasive methods, like direct or indirect veneering.

The successful candidate will be required to provide academic leadership in all the clinical aspects mentioned above, and to initiate, conduct and provide academic leadership in preclinical and clinical research within the scope of Restorative Dentistry.

Applicants must be registered or registerable as dentists with the Dental Board of Australia.

About us

Our school is based around integrated research, teaching and clinical practice. We have connections not only with Sydney Dental Hospital, Nepean Hospital and the Westmead Centre for Oral Health, but also with other local health district dental hospitals in remote, regional and rural NSW such as Ballina, Broken Hill, Dubbo, Orange and Armidale.

Teaching in functioning dental hospitals allows students the opportunity to meet patients, learn from diverse real-world oral health issues, interact with dental and medical professionals, and develop an understanding of current healthcare issues. Our simulation clinics based at Sydney Dental Hospital and the Westmead Centre for Oral Health also help students develop their confidence and skills to perform new procedures in a safe environment.

Term and remuneration

The position is offered on a continuing basis, subject to completion of a satisfactory probation (1 year) and confirmation (3 years) period for new appointees. 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.

Apply

All applications (including cover letter, CV and response to selection criteria) must be submitted via the University of Sydney careers website. Visit sydney.edu.au/recruitment and search by the reference number for more information and to apply.

Closing date: 11.30pm (AEDT) Sunday 28 June 2020

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

The University reserves the right not to proceed with any appointment.

© The University of Sydney.

About the position

Overview

The position requires a senior academic who is a leading authority within their discipline and has an international reputation for excellence. The position will contribute to the leadership and strategic direction of the University by participating in collegial governance and decision-making and fosters a culture of excellence through guiding academic staff and students towards success. The successful candidate will be expected to maintain their reputation by actively contributing to research and scholarship, academic debate, policy development and innovation within the University and the broader community.

The position requires an extensive and deep expertise in the treatment of the whole range of cariology, trauma induced lesions and developmental tooth malformations. The successful candidate must have extensive and broad expertise regarding all types of contemporary direct filling techniques and filling materials, indirect filling techniques and materials including modern ceramics and zirconia, minimal invasive filling techniques and materials as well as the use of modern scanning, 3D-printing and milling techniques to establish the full range of the digital dentistry work flow in Restorative Dentistry. The successful candidate must also have experience in aesthetic rehabilitation by using minimal invasive methods, like direct or indirect veneering.

In general, the Discipline of Restorative Dentistry embraces the majority of dental treatment tasks delivered by a general dental practitioner today. Applicants for this role must demonstrate a proven experience in clinical restorative dentistry and be experienced clinicians, competent in all areas of restorative dentistry mentioned above. The successful candidate will be expected to contribute to maintaining the high quality of clinical education of undergraduate students at the Sydney Dental School at both the Westmead Centre for Oral Health and the Sydney Dental Hospital. Responsibilities include pre-clinical and clinical teaching, the supervision and instruction of students in Restorative Dentistry, as well as administrative duties related to the provision of patient care and student education. Further accountabilities include the development and support of excellence and innovation in clinical practice and patient care, to serve as a role model in professional behaviour and leadership, to monitor and ensure clinical as well as professional and academic standards and procedures, to participate in and monitor interdisciplinary teaching and treatment, to maintain an ongoing quality management plan and to supervise and guide a clinical team.

The successful candidate will also be required to provide academic leadership in all clinical aspects mentioned above. This involves the development and management of the complete educational program in Restorative Dentistry as well as that of the discipline's academics. Other important tasks included in this role are to represent the Sydney Dental School at national and international conferences as well as in national and international organisations and to initiate, conduct and provide academic lead in preclinical and clinical research within the scope of Restorative Dentistry. Applicants must demonstrate research excellence and commitment in the field of Restorative Dentistry and be able to develop and guide research activities of the academic team in Restorative Dentistry according to the Sydney Dental School's research plan and in alignment with the broader Faculty's Strategic Plan 2025.

Candidates with a demonstrated excellence and commitment to team-based clinic education and care and superior interpersonal skills are encouraged to apply.

Applicants must be registered or registerable as dentists with the Dental Board of Australia.

About the position

Selection criteria

Associate Professor or Professor: Candidates must meet the below criteria to be eligible for appointment.

Level of appointment will be determined during the selection process, based on experience and track record. The below specifies the essential and desirable criteria for appointment at Level E (Professor). Applications for appointment at Level D (Associate Professor) will be considered from outstanding candidates who do not completely fulfil all criteria to the level specified.

Criterion	Essential	Desirable
1. PhD in an academic field relevant to the discipline or other higher professional qualifications appropriate to their discipline.	✓	
2. An international reputation as an authority 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.	✓	
3. A distinguished record of scholarly teaching excellence as evidenced through successful student outcomes, demonstrated impact on student learning, recognition through awards/prizes and innovation.	✓	
4. 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.	✓	
5. Significant experience in people leadership and management within the higher education sector, including demonstrated excellence in supervising and/or mentoring others to success.	✓	
6. Demonstrated success in leading an academic endeavour from curriculum design to producing leading research and providing a student enabling environment.	✓	
7. An in-depth knowledge and understanding of the key strategic issues in the higher education sector.	✓	
8. Demonstrated understanding of the University's organisational culture and values as outlined in the 2016-20 Strategic Plan .	✓	

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. When fully established, it will be one of the largest health and medical research and teaching enterprises in the Southern Hemisphere, and it will comprise seven academic schools and ten clinical schools.

The academic schools are:

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



Seven of the ten clinical schools are in metropolitan Sydney, and three are in rural NSW (at Dubbo and Orange, in the State's central west; Broken Hill in the far west; and Lismore, in the Northern Rivers district of northern NSW). One of the clinical schools – the Northern Clinical School – is co-located with the Kolling Institute.

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 Health Precinct 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.

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 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 seven 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

About the Faculty of Medicine and Health (continued)

- Sydney Adventist Hospital Clinical School
- Westmead Clinical School
- Rural Clinical School (Dubbo/Orange)
- Rural Clinical School (Broken Hill)
- Rural Clinical School (Northern Rivers)

The clinical schools are recognised as organisational units of the new Faculty and are led by a Head of Clinical School reporting to the Head of School and Dean, Sydney Medical School.

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.

Sydney School of Health Sciences

The 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.

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 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.

About the Faculty of Medicine and Health (continued)

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.

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

The University of Sydney is a leading, comprehensive research and teaching university. We are committed to harnessing the transformative power of education to foster greater knowledge and a better understanding of the world and its people.

We are highly influential in shaping Australia's national and international agenda, and delivering solutions to the challenges facing society. We achieve this through critical analysis, intellectual leadership and active contribution to public debate.

Our primary objective is to create and sustain a university in which, for the benefit of both Australia and the wider world, the brightest researchers and the most promising students, whatever their social or cultural background, can thrive and realise their full potential.

This central purpose underpins our strategic goals. It challenges us to develop and support a community of scholars, where interdisciplinary research can flourish and where the student experience is enriched.

To learn more about our strategic objectives, including how we developed those goals and our progress towards achieving them, visit sydney.edu.au/strategy/about

Our research

The University of Sydney is recognised as one of the best universities in the world, with a breadth and depth of disciplinary excellence unequalled by any other Australian university.

Our research, all of which is ranked at world standard or above (ERA 2018), is driven by the big picture and aims to solve the most important problems and the most exciting new challenges facing society.

The University of Sydney invests in research excellence. Initiatives that contribute to outstanding research outcomes are key to our University strategy and are being supported by an unprecedented investment in our research activities.

For more information about our research and its impact, visit sydney.edu.au/research

Our teaching

The University of Sydney attracts highly talented undergraduate and postgraduate students, drawn by our comprehensive range of quality degrees and a strong track record for postgraduate research programs.

Our students study alongside top researchers and, in some cases, contribute to their research. We expect them to excel and challenge them to succeed as leaders in whatever career field they choose.

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 also has an extensive footprint throughout Sydney. Some faculties are based in Camperdown/Darlington but have facilities elsewhere. For example, Veterinary Science and Agriculture & Environment have farms and research units at the Camden Campus, while the Faculty of Medicine and Health has clinical schools in hospitals across the city and in rural NSW with very close cooperative links and affiliations with a range of independent medical research institutes.

Other faculties and schools have their own dedicated campuses, such as the Sydney Conservatorium of Music in the central city, Sydney Dental School in Surry Hills and Westmead, Health Sciences at Lidcombe (moving to Camperdown Campus in 2020), and Sydney Nursing School at Mallett Street, Camperdown.

Our researchers and students have access to excellent library resources. These will soon be enhanced by a range of new technology-enabled learning environments, thanks to a project currently underway on the Camperdown/Darlington Campus.

Useful links

Careers website: sydney.edu.au/recruitment

Home page: sydney.edu.au

Organisational structure: sydney.edu.au/about-us/governance-and-structure/organisational-structure

Annual Report: sydney.edu.au/about-us/vision-and-values/annual-report

News: sydney.edu.au/news-opinion/news

Statistical snapshot 2019

Enrolments, total	73,804
Enrolments, international	32,671
Staff (full-time equivalent)	9123.9
Faculties and University schools	8
Research centres and institutes	90+
Student:Staff ratio	16:4
ARC Centres of Excellence	9
Cooperative Research Centres (CRC)	5
HERDC research income (2017)	\$387 million
Sporting clubs	40+
Clubs and societies	240+

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.



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.

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.

Conditions of employment

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.

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.

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.

Term of the position

The position is available as a full-time continuing role, subject to the completion of a satisfactory probation and confirmation period for new appointees.

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.

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.

Relocation assistance for 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.

Sydney is acknowledged as the gateway to Australia – a truly international location. Along with a cost of living comparable to other major cities around the world, Sydney's world-renowned outdoor lifestyle makes it one of the world's easiest and most pleasant cities in which to live and work. Indeed it ranks in the top ten places to live in the world and the Asia-Pacific in the Mercer 2018 Quality of Living Survey.

See [mercerc.com/qualityofliving](https://www.mercer.com/qualityofliving)

How to apply

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 for more information and to apply.

Prepare your application to include the below. Once your documents are prepared and saved, click the 'Apply Now' button located at the bottom of the advertisement. Complete the application form attaching your documents in the appropriate sections. Do not submit more than one application per position.

- Covering letter including a statement that summarises how your experience, skills, qualifications and knowledge meet each of the selection criteria.
- Response to each of the selection criteria.
- Your curriculum vitae or resume including:
 - degrees, qualifications
 - positions held (including details of the most recent and significant career appointments) and major achievements
 - details of management and/or professional experience
 - current and proposed research interests
 - research outputs including a list of your publications (in chronological order, with your most recent publication listed first)
 - competitive grants won and current/future involvement
 - courses taught, students supervised and curriculum development activities
 - fellowships, professional memberships and contributions to professional associations
 - contributions to your academic field, for example, involvement with editorial and review boards, invitations to conferences, consultancies undertaken

Include the names and contact details of a broad mix of a minimum of five referees who can collectively comment on all aspects of your background and experience.

For further information

Intending applicants are welcome to seek further information from:

Ms Lucy Porter
Recruitment Business Partner
Recruitment Operations, Human Resources
+61 2 8627 9411
lucy.porter@sydney.edu.au

Indicative dates

Closing date for applications: Sunday 28 June 2020

Shortlisting: early-July 2020

Interviews: late-July 2020

Commencement: To be negotiated