WELCOME TO TELETHON KIDS INSTITUTE

We’re seeking an outstanding researcher who leads by example and inspires and enables others to achieve the highest levels of performance to be the next Deputy Director (Research) of the Telethon Kids Institute.

I invite you to read through this booklet to find out more about Telethon Kids, our research and the opportunity to become our next Deputy Director (Research).

As Executive Director of Telethon Kids, I’m incredibly proud to be leading more than 750 passionate and committed staff, students and honoraries who are undertaking world-class research that is really making a difference to the health and wellbeing of children and young people, not just in Western Australia but around the world.

If you’re also interested in making a difference and working in a dynamic and diverse environment, I encourage you to apply. And if you have any questions, I’d welcome the chance to talk with you more about this exceptional opportunity.

Thank you for your interest in working at Telethon Kids.

Jonathan Carapetis
Executive Director

Telethon Kids Institute acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and waters of Australia. We also acknowledge the Nyoongar Wadjuk, Yawuru, Kariyarra and Kaurna Elders, their people and their land upon which the Institute is located and seek their wisdom in our work to improve the health and development of all children.
THE ROLE – DEPUTY DIRECTOR (RESEARCH)

Purpose of Position

The Deputy Director will be an active researcher with an outstanding research track record. They will have a passion for research strategy and a commitment to growing the organisation’s research capacity and people.

The role will work with the Heads of the Research Focus Areas, Directors and other senior staff to ensure research excellence, engagement, collaboration, innovation and translation.

They will capably combine their own research with Institute leadership duties, working closely with the Institute’s Executive Director to implement the Institute’s 2019-2023 Strategic Plan with a specific focus on research strategy and excellence. Key to the role is the ability to represent the Institute and Executive Director with all stakeholders.

Key Responsibilities

The Deputy Director (Research) will be responsible for Leadership and Research Excellence and Translation (both within own research area and across the Institute) including:

- Providing Strategic Leadership to the research teams across the Institute, including supervising and guiding Research Focus Area Heads, to drive innovative research related activities consistent with the Institute’s strategic goals.
- Taking a leadership role in defining and implementing the Institute’s research strategy and longer-term sustainability.
- Being a role model for effective and positive leadership which is ethical, results driven and future oriented.
- Working with the Institute Science Committee to provide advice to the Executive Director around promotions and internal funding.
- Contributing to raising the public profile of the Institute and the medical research sector across government, partnerships and the wider community.
- Deputising for the Executive Director as needed, including representing the Institute at external events, consultations etc.
- Effectively supporting change management processes, encouraging innovation, diversity and continuous improvement.
- Successfully implementing a research program in line with the Institute’s Strategic Plan.
- Generating a substantial body of high-quality research at an international level.
- Fostering and growing research excellence, collaboration and impact across Telethon Kids Institute.
- Increasing collaboration and engagement externally.

Please refer to the Job Description for a complete outline of all responsibilities and accountabilities.
Essential Skills, Knowledge and Experience

To undertake this role, you will have:

- An outstanding research track record, including successful grant applications, publications in leading international peer-reviewed journals and other research outputs including translational outputs.
- Strong recognition within the broader research and professional community.
- Proven capacity as a leader in a research setting.
- Excellent communication and interpersonal skills with a proven ability to work closely and harmoniously in a multidisciplinary, multi-institutional team environment.
- Experience representing institutional positions to government, funders and the community.
- Demonstrated capacity to engage with leadership across a range of settings and disciplines, including clinical and policy environments.
- Demonstrated record of ensuring that the research activities of the group meet all Work Health and Safety legislation, ethical standards and other regulatory compliance requirements.

Please refer to the Job Description for full details of this role.

Applications close 5pm, Wednesday, 11 December 2019
ABOUT TELETHON KIDS INSTITUTE

Telethon Kids Institute is an extraordinarily successful organisation. The institute has shown tremendous growth and built a strong positive culture in the last six years under the leadership of Professor Jonathan Carapetis. This success is not only evident in the research programs and quantifiable metrics but also in the overwhelmingly positive attitudes and enthusiasm of the staff and students at the institute and the wider community.

Professor Stephen Holgate  
Chair, International Scientific Review Panel  
November 2018

Telethon Kids Institute is based within the Perth Children’s Hospital, and is one of the largest and most successful medical research institutes in Australia, comprising a dedicated and diverse team of more than 750 staff and students.

Founded in 1990, we’ve created a bold blueprint that brings together community, researchers, practitioners, policy makers and funders, who share our vision to improve the health and wellbeing of children through excellence in research.

The Institute is headed by leading paediatrician and infectious diseases expert Professor Jonathan Carapetis AM, with Founding Director Professor Fiona Stanley AC now Patron. Telethon Kids is independent and not-for-profit.

In August 2018, we moved to our new purpose-built facility on the QEII Medical Centre campus (QEIIMC) - the largest centre of excellence in healthcare, research and education in the southern hemisphere. Situated 4km from the Perth central business district in Nedlands Western Australia, the QEIIMC has grown over 45 years to include over 40 health related organisations, including three other significant medical research institutes.

With a footprint across seven floors, our state-of-the art facility features more than 7000sqm of work-space and 2000sqm of laboratories (including specialty suites, equipment rooms and freezer farms), as well as dedicated clinical suites and a cryogenics facility. Our co-location with the Perth Children’s Hospital enhances our collaboration with clinicians, nursing staff and other allied health professionals, leading to better care, better treatments and better health and development outcomes for our children and young people.

In addition to our main location, Telethon Kids has staff based in the north of Western Australia at Telethon Kids Kimberley and Telethon Kids Pilbara, at our first stand-alone clinical service – CliniKids in nearby Subiaco, and at the Fraser Mustard Centre in South Australia.

Telethon Kids is affiliated with the State’s major universities including The University of Western Australia and Curtin University. Our research is primarily funded through national and international competitive grants, research contracts and philanthropy.
UP FOR THE CHALLENGE

In late 2018, an International Scientific Review Panel of independent, world-leading researchers chaired by Professor Stephen Holgate, undertook a review of the Institute. The Panel identified the Institute’s five key strengths:

- broad technical diversity and highly skilled personnel
- exceptional community engagement and support
- life-course approach to child health research
- research focus on health issues affecting vulnerable populations
- high level of enthusiasm for the Institute’s mission and brand

The recommendations of the International Scientific Review Panel informed the development of the Institute’s new Strategic Plan, Up for the Challenge, which was released in May 2018.

Our new Strategic Plan sets out our vision of Happy, Healthy Kids.

Our values:

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<tr>
<th>COLLABORATION</th>
<th>COURAGE</th>
<th>EVIDENCE</th>
<th>RESPECT</th>
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<tbody>
<tr>
<td>Our work is better when we work together</td>
<td>No problem is too big or too difficult</td>
<td>We do not compromise on quality</td>
<td>We are honest, ethical and fair</td>
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Our Strategic Pillars:

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<th>IMPACT</th>
<th>PARTNERSHIPS</th>
<th>PEOPLE</th>
<th>SUSTAINABILITY</th>
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<tr>
<td>Making a measurable difference</td>
<td>We work better when we work with others</td>
<td>Capacity to take on the toughest challenges</td>
<td>Meeting needs now and for the future</td>
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We will make a measurable difference through our commitment to:
- Research excellence and innovation
- Ensuring research is useful and used
- Closing the gap for Aboriginal kids

When we work with others we can achieve faster, more effective change.

Collaboration is integral to achieving our mission.

With shared and mutual respect, we will build our strategic partnerships with:
- Our campus partners
- Like-minded organisations and people
- Community
- Government

We will build our capacity to take on the biggest research challenges by prioritising:
- Developing and recruiting great researchers
- Excellent support services
- Being a great place to work

So that we can meet needs now and in the future we will focus on:
- Growing our reputation
- Long-term financial viability
- Effective commercialisation and innovation
- Strategic research investment
- Optimal technology

We have committed to taking on Grand Challenges where we will address those big issues impacting the health and wellbeing of our kids. Our first Grand Challenge – the 1,000 Families Initiative – will see us work in close collaboration with Aboriginal families to develop an unprecedented understanding of the cultural, environmental and policy settings that bring about the best outcomes, particularly for kids under five.
OUR RESEARCH

We’re searching for answers to address some of the most devastating, complex and common childhood diseases, conditions and developmental issues.

Our research is structured into four Research Focus Areas, which contain programs of work and teams. We are committed to collaboration and working with other research organisations, clinicians, practitioners, policy makers, consumers and the community to understand the complexity of factors that impact on a child's health and wellbeing and the translation of research findings into action.

ABORIGINAL HEALTH: Aboriginal child health is everyone’s business and improving the health and wellbeing of Aboriginal children and families is an overarching priority for all researchers at the Institute. Our Aboriginal Health team provides technical advice and cultural support across the Institute to ensure effective collaboration and consultation with Aboriginal communities and families.

BRAIN AND BEHAVIOUR: encompasses a child's learning, development and mental health & the impact of disability. The focus of our research is on the developmental, genetic, family and environmental determinants of child wellbeing in order to ensure that clinical, educational and community practices support optimal health and development for all children.

Specific research program areas include Development and Education; Disability; Mental Health and Youth; Population Health.

CHRONIC AND SEVERE DISEASES: focuses on understanding the complex interactions between genetic and environmental factors to develop better ways of diagnosing, treating, controlling and preventing disease at the individual and population level.

Specific research program areas include Cancer; Diabetes and Obesity; Genetics and Rare Diseases; Respiratory Health.

EARLY ENVIRONMENT: focuses on understanding these exposures and their impact on early growth with a view to preventing and treating a number of common childhood conditions.

Specific research program areas include Developmental Origins of Child Health; Infection and Vaccines; Inflammation and Immunity; Neonatal Health and Development.
ACCESS TO RESEARCH PLATFORMS

Telethon Kids has specialised platforms, tools and technology to enable our world-class research and enhance the cross-disciplinary skills of scientists, all supported by experienced and skilled staff with the expertise to make the most of these research platforms.

Our research platforms enable Research Focus Areas to collect, link and analyse samples and datasets to create new knowledge in the underlying mechanisms and risk factors leading to childhood disease, disability and disadvantage.

Some of the specialty research platforms and services available to Telethon Kids researchers include:

**Bioinformatics**: empowers Telethon Kids researchers to perform their own data analysis and interpretation through the creation and advancement of databases, algorithms, computational and statistical techniques and theory to solve formal and practical problems arising from the management and analysis of biological data.

**Bioresources**: at Telethon Kids is a PC2 Facility for breeding and holding experimental animals, particularly rats and mice.

**Biostatistics**: provides researchers with advice and support to ensure their data is both structured and coded appropriately to facilitate analysis. Includes consistent, open, and equitable access to biostatistical expertise for all researchers within Telethon Kids through all stages of the research project lifecycle.

**Clinical Research**: Telethon Kids is committed to ensuring clinical research is conducted to the highest ethical and safety standards. Our Clinical Trials team works with researchers to ensure that clinical studies and trials are of the highest quality, timely and comply with good clinical practice as well as local and international guidelines.

**Data Services**: These services include database creation, data manipulation, application development and data analysis. Our data linkage capabilities allow Telethon Kids researchers to connect Western Australia’s databases and registers to gain a deeper and comprehensive picture of health and wellbeing in this State.
Genomics WA: A new initiative established through a partnership between the Telethon Kids Institute, Harry Perkins Institute for Medical Research, University of Western Australia, Murdoch University, Marshall Centre and Australian Genome Research Facility. Aims to provide cutting edge genomics and data analysis services to biomedical and non-biomedical researchers in WA. This includes but is not limited to library preparation for NGS, long and short read next generation sequencing and data analysis services:

- WGS/WES/Target capture
- RNAseq / Small RNAseq
- WGBS / Targeted Bisulfite sequencing / ATACseq
- Metagenomics /16S
- Single cell Genomics / Transcriptomics / Epigenomics
- Spatial Transcriptomics

The Institute also provides researchers with the expertise and support of professional services including:

- Research Governance and Platforms
- Research Development
- Innovation and Commercialisation
- Laboratory Management
- Communications and Development (Fundraising)
- Consumer and Community Involvement
- Kulunga Aboriginal Research Development Unit
- People and Culture
- Finance
- Information Technology
- Procurement
- Risk and Compliance
- Facilities
- Corporate Governance and Strategy
- Legal Counsel
WORKING AT TELETHON KIDS

One of our key strategic goals at Telethon Kids is to be a great place to work. At Telethon Kids, we provide a supportive and flexible workplace that is safe, family-friendly, eco-friendly and culturally sensitive.

We encourage our staff and students to contribute to our culture of generosity, sharing and collaboration. We embrace modern ways of working, with a focus on flexibility, adaptability and teamwork.

The Institute is committed to being champions of diversity and equity and is proud to be part of the SAGE Athena Swan project, having just completed the Bronze Award Submission.

In addition to excellent training and development opportunities and generous staff benefits, the Institute has a number of initiatives to recognise and reward outstanding research effort and achievement including:

- **The Plus 10 Incentive Scheme** which offers additional funding assistance to researchers that have been successful in securing Category 1 Project Grants as well as funding for NHMRC and ARC Research Centres.

- **Supporting Research Leaders Scheme** – provision of salary underwriting and additional research allowance for outstanding research leaders

- **Salary Support** – salary underwriting for 12 months for high-achieving researchers who have not secured external funding

- **Telethon Kids Innovation Fund** – a competitive grant funding scheme to encourage creative thinking and foster innovation. There are two streams of grants within the Fund: Blue Sky Grants for high risk / high reward ideas and Proof-of-Concept Grants.

- **Fellowship support** including top-ups for Category 1 research fellowships and an annual allowance for research activities.

- **Publication Excellence Awards** for high quality research journal articles in high impact factor journals (IF>10) or a top 5% journal in the field.
At Telethon Kids, we encourage our people to lead healthy, balanced and active lives through a range of benefits including:

- Generous **salary sacrificing**
- **Four weeks of annual leave each year, plus WA public holidays.**
- As a bonus, staff also get extra paid leave over the Christmas/New Year period and Easter Tuesday to enjoy with family and friends
- Access to an **Employee Assistance Program** which provides professional counselling for employees and their immediate families with a choice of experienced and qualified Counsellors and Psychologists
- **Free vaccination** program
- Access to **Corporate Health Insurance**
- An active **social club** who run events throughout the year
- On campus end-of-trip **facilities, gym and fitness classes**
- **On campus childcare** facilities
ABOUT PERTH, WESTERN AUSTRALIA

Telethon Kids is located in the capital city of Perth, Western Australia. As Australia’s sunniest capital and fourth largest city, Perth is home to approximately 2.6 million locals who enjoy an average of 3,000 hours of sunshine a year.

Our coastline is dotted with idyllic beaches where you can enjoy some of the many water-based activities including swimming, boating, fishing, surfing, kite surfing and snorkelling.

Our natural showstoppers such as Kings Park, Rottnest Island and the Swan and Canning Rivers hold special significance for our traditional owners, the Wadjuk people from the Nyoongar nation. The Nyoongar people have lived in harmony with the natural environment for at least 45,000 years and have a strong spiritual connection to country (Noongar Boodjar).

Culturally, Perth boasts a thriving arts and entertainment scene, with an abundance of festivals, museums, theatres, art galleries, concert halls, quirky bars and award-winning restaurants and cafes. With such a moderate climate, many of these activities are enjoyed outdoors, with open-air cinemas, concerts and performances very popular during the summer months.

In true Aussie style, Perth is also home to an active sporting culture, with professional teams in basketball, cricket, netball, Australian Rules football, rugby union and soccer as well as multiple international competitions.

Beyond Perth, Western Australia boasts outstanding and diverse landscapes from Margaret River and the South West, to an arid desert landscape in Esperance and the Golden Outback, to one of the largest fringing reefs in Exmouth and the Coral Coast, and sub-tropical wilderness in Broome and the North West. Amongst these very distinct five regions, you can experience natural adventures like swimming with whale sharks, taking a roadtrip through the wildflowers, kayaking in gorges, or getting up close with a quokka.

Perth is home to five universities: Curtin University, The University of Western Australia, Murdoch University, Edith Cowan University and The University of Notre Dame. There are excellent public (government) and private primary and secondary schools throughout the metropolitan region, with some of the most prestigious located a short distance from the Institute.

For more information about Western Australia, visit: https://www.westernaustralia.com/au/Pages/Welcome_to_Western_Australia.aspx
For more information about the role:
Professor Jonathan Carapetis, Executive Director
Via email: emma.frost@telethonkids.org.au

For more information about Telethon Kids Institute:
- www.telethonkids.org.au
- Up for the Challenge: 2019-2023 Strategic Plan

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