

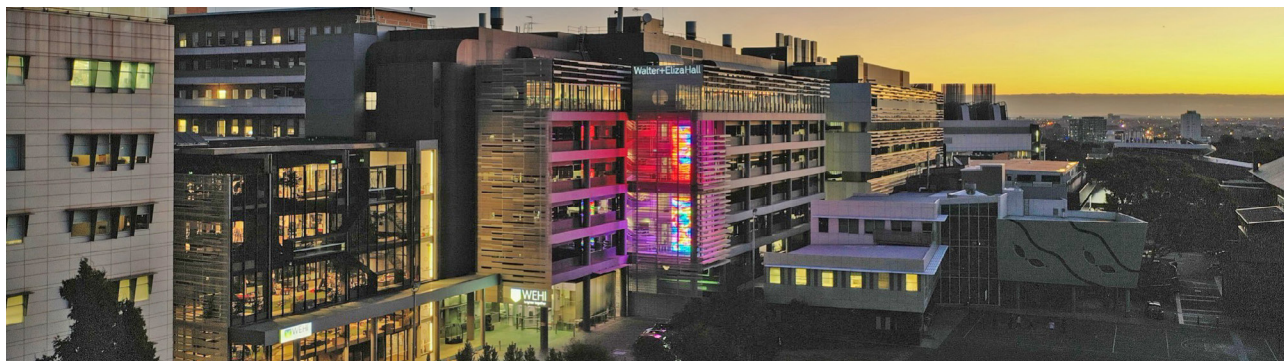
# Lead the next wave of discovery

## Information for prospective WEHI laboratory heads



Bringing together the world's brightest minds to solve major health problems.





## About WEHI

WEHI (Walter and Eliza Hall Institute of Medical Research) is where bright minds come to solve major health problems, through innovation arising from deep molecular and cellular understanding of the causes of disease.

We bring together people from around the world with diverse skills and experience, who are dedicated to discovery and committed to the long-term teamwork that will improve health and deliver new therapies in the future. WEHI has a strong national and international reputation for performing highly influential fundamental and translational research, and our researchers have been recognised with international accolades including the Nobel Prize and Lasker Awards.

Our research focuses on cancer, infection, inflammation, immune disorders, developmental and degenerative diseases. We are dedicated to uncovering the causes of these diseases and developing better ways to diagnose, treat, or even prevent them. We see that the key to transforming health outcomes starts with discovery and is delivered through enabling partnerships with like-minded organisations around the world.

There are millions of people around the world living healthier lives today because of WEHI breakthroughs leading to vaccines, growth factors, blood stem cell transplantation and novel anti-cancer treatment.

WEHI has a strong commitment to excellence and our scientists are at the forefront of research innovation in computational biology, advanced imaging and omics technologies, and in developing new medicines and diagnostics.

WEHI's laboratory heads have access to state-of-the research technologies and platforms including:

- High throughput drug screening including the National Drug Discovery Centre and medicinal chemistry capabilities
- Antibody discovery and optimisation platforms through the Centre for Biologic Therapies (in partnership with CSL)
- The Centre for Dynamic Imaging
- Multiple omics platforms including genomics, proteomics and spatial omics
- Cryo-electron microscopy (in partnership with Bio21) and access to the Australian Synchrotron

## Why choose WEHI?

WEHI offers attractive 7-year start up packages for new laboratory heads and a supportive environment that accelerates success. As an independent institute, we are uniquely positioned to set our own scientific priorities, ensuring that research remains at the heart of everything we do.

Partnerships with established teams, collaborations with experts in complementary disciplines, access to cutting edge platform services and an accomplished business development office will enhance your research.

Faculty have opportunities to access venture capital funding, engage in start-up companies, clinical trials and global research activities. Co-appointments with healthcare facilities and teaching hospitals are encouraged for clinically trained laboratory heads.

At WEHI, we back you to make a difference through your research.



## Melbourne Biomedical Precinct

With more than 80 Faculty and over 1,400 staff and students, WEHI is embedded in Melbourne's Parkville biomedical precinct, with close associations with the University of Melbourne, leading hospitals and industry.

Collaborative connections between WEHI and hospitals in Parkville facilitate clinical co-appointment opportunities. WEHI's Clinical Discovery and Translation team supports a vibrant cadre of clinician scientists and collaborators across the precinct and the world.



The Melbourne Biomedical Precinct includes over 40 hospitals, research, teaching and biotechnology organisations, delivering outstanding patient care, research, discoveries and training to some of the world's brightest minds.

The precinct is home to over 10,000 researchers and about 7000 biomedical, health and medical students. It has been supported through more than \$3 billion in capital investment over 10 years, in research and health care facilities.





## Position overview

WEHI's Laboratory Heads display leadership in research creativity, people management and collaboration.

Initial appointments are for 7 years, with re-appointment available every 5 years subsequently, subject to performance.

WEHI provides a highly attractive start-up package, leadership training and professional services support for Laboratory Heads.

The Laboratory Head will be a basic or clinician scientist who will develop and lead a team conducting innovative, internationally significant research aligned with WEHI's areas of focus.

The Laboratory Head will be responsible for ensuring that their laboratory is financially sustainable and operates in an intellectually stimulating and safe environment in which staff and students have opportunities to flourish. They will also ensure research is carried out in compliance with ethical, regulatory and commercial obligations.

### Key relationships

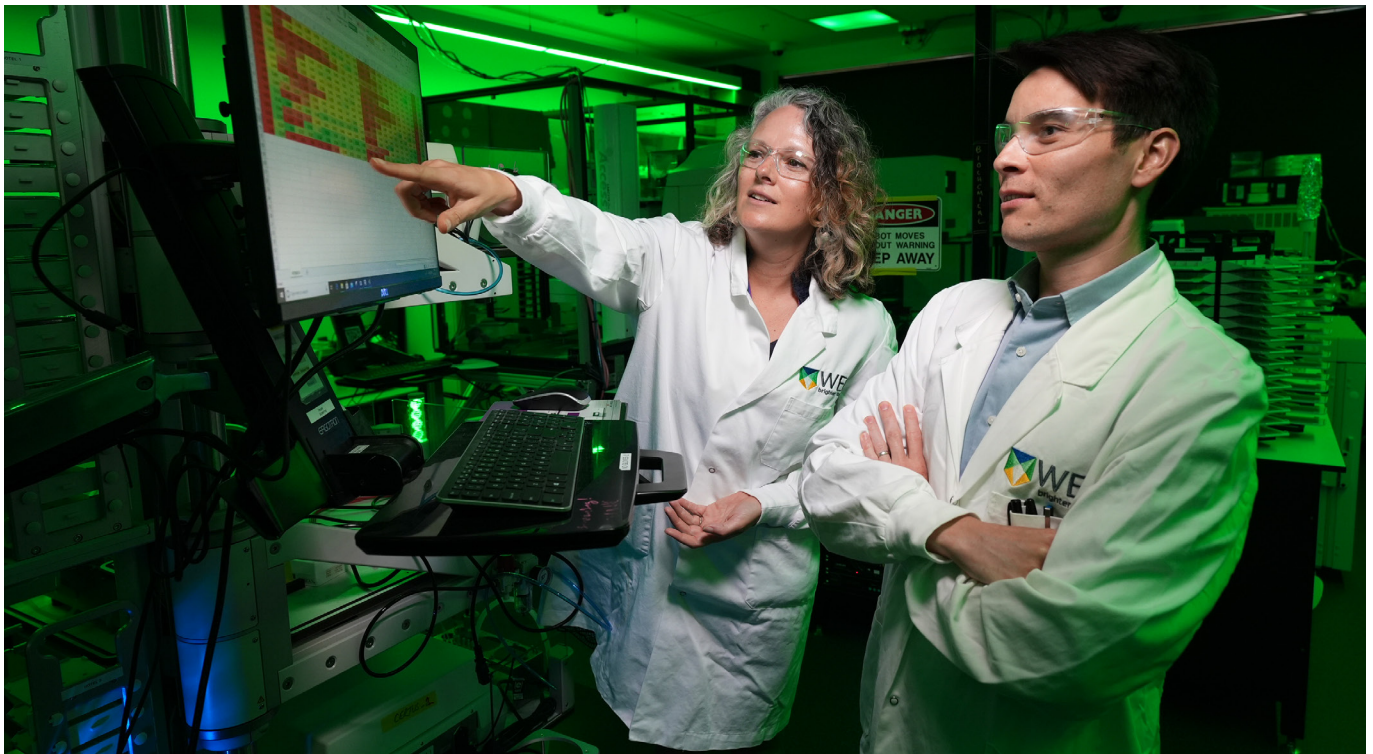
- Division Heads – to coordinate resources and support strategic technology directions
- Director – to confer on WEHI's goals

- Deputy Directors – to confer on finances, compliance, risk, safety and scientific strategy
- Laboratory Heads – for scientific activities and collaborations.
- Laboratory staff and students – to engage and encourage them to achieve their best
- Expert panels and committees – to contribute to the wider development of research
- Community and donors – to communicate the work of WEHI and the laboratory
- Professional Services team – to support for the operations of the laboratory

### Key accountabilities

#### Scientific research

- Develop a program of internationally competitive research that addresses major biological questions in human health and where appropriate pursue translational outcomes
- Build and sustain research collaborations within the Division, across the Institute, locally, nationally and internationally
- Ensure an environment that maintains good scientific practice and safety



### **Key accountabilities (cont'd)**

- Publish regularly, demonstrating good judgement in aiming for impactful journals
- Represent WEHI at conferences in the field of expertise, communicate to the community about research, and contribute to appropriate internal and external committees and organisations
- Contribute to peer-review of grants and publications
- Train and guide laboratory members in the selection and use of research design, experimental techniques, data collections, information analysis and/or development of new methods and theories.

### **People development and management**

- Recruit, train and build a sustainable and diverse lab team and facilitate productive internal and external relationships
- Ensure that the people in the lab grow as scientists while also developing capabilities across other domains

### **Institute culture**

- Lead and model the highest standards of scientific and professional integrity
- Model WEHI's values and behaviours

### **Clinical relations**

- Where relevant, make high quality contributions to patient care and maintain excellent relations with our clinical partner organisations.

### **Research commercial relations**

- Ensure protection of intellectual property and other research outputs
- Encourage scientific entrepreneurship

### **Key selection criteria**

#### **Knowledge and skills**

- Outstanding performance at Postdoctoral or Faculty level
- Record of high-quality publication and achievement of a body of research
- Recognition, or emerging recognition, as an authority in their field of research

#### **Personal qualities**

- Identify with WEHI's values
- Work effectively as team leader by recruiting, managing and developing team members
- Excellent interpersonal communication skills
- Strong multi-tasking, time management and organisational skills
- Collaborative ethos



## Diversity

At WEHI we embrace diversity and actively support inclusion, equity, and flexibility to enable our staff and students to reach their full potential. We believe that a collaborative and diverse research community leads to better science.

We are actively committed to achieving gender equality across our workforce. WEHI has policies and practical initiatives in place to address under-representation of women at senior levels and to support people with caring responsibilities. These include technical support during parental leave, childcare

support packages, onsite childcare and family-friendly meeting times.

WEHI has a strong commitment to reconciliation and creating meaningful employment and training opportunities for Aboriginal and Torres Strait Islander Peoples.

We encourage applications from people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander Peoples, people with a disability, and people from the LGBTQIA+ community.



## Our values

### Contribution to society

We contribute to discoveries that improve health outcomes for everyone.

### Integrity and respect

We show respect, inclusivity, high ethical standards and appreciate differences in ideas.

### Collaboration and teamwork

We celebrate the benefits of a diverse and inclusive organisation and build positive relationships that support everyone's successes.

### Pursuit of excellence

We are dedicated to excellence, and inspiring others to excel.

### Creativity

We're creating an environment where new ideas flourish and existing paradigms can be questioned, opening doors to transformative approaches.

### Accountability

We're committed to excel in meeting expectations, taking ownership of responsibilities and creating a safe working environment for all.

## Benefits

A range of benefits empower WEHI's staff and students to make a difference.



### Competitive remuneration

- Reduce your income tax by participating in WEHI's generous salary packing opportunities and Smartrewards discount program
- Leasing options through SmartSalary (vehicles and e-bikes)
- Purchased leave options
- Enjoy up to 17% employer-matched superannuation
- 17.5% leave loading paid annually



### Inclusion and belonging

- Opportunities to engage with a range of institute groups, and participate in WEHI sporting, social and cultural activities
- Have your say in our annual WEHI Voice culture survey to drive positive change
- All-staff celebrations of special occasions such as International Women's Day or NAIDOC Week



### Awards and recognition

- Students can access a range of scholarships and allowances tailored to different study types
- Specific awards in place designed to assist in mitigating the impact of parental leave career breaks and caregiving on women researchers (e.g Craven & Shearer & Page Betheras Awards)
- A range of leadership, management and student scholarships and sponsored opportunities
- Recognition of staff and student achievements through the annual Kellaway Excellence Awards



### Facilities

- Fully equipped lecture theatre (Parkville)
- Large communal tearooms
- Sound-proof work pods for private work or meetings
- Family and lactation rooms
- Prayer rooms
- Bicycle storage and end-of-ride facilities



### Support for international recruits

- Experienced specialist support for visa applications and attractive relocation packages
- Assistance for overseas medical graduates with local registration applications and gaining recognition of specialist qualifications
- WEHI is home to people from around the world; its Overseas Staff and Student Engagement Group provides support for this community and celebrates WEHI's cultural diversity
- Enjoy life in Melbourne, a safe, culturally diverse and socially inclusive city



### Professional development

- Internal and external workshops as well as on-the-job learning, mentoring and networking, and professional development and career planning support
- Specific career development opportunities provided to women to support them to advance in their careers
- Tailored support and investment that focuses on the development and career progression of First Nations staff and students



### Health and wellbeing

- Flexible work arrangements related to role, schedule and leave
- Employee Assistance Program
- Access to Mental Health First Aid trained internal Wellbeing Contact Officers
- Free yearly flu vaccinations
- Medibank corporate health insurance access
- Participate in wellbeing initiatives such as financial wellbeing, yoga, mindfulness, sleep and stress management, emotional intelligence and more



### Lifestyle friendly

- Lifestyle-friendly meeting times
- Hybrid workplace arrangements
- Generous parental leave of 14 weeks
- Preferential access to WEHI's onsite childcare
- Support for work-related studies

To find out more about working at WEHI visit [wehi.edu.au/careers](http://wehi.edu.au/careers)

WEHI acknowledges the Traditional Owners and custodians of the land on which our campuses are located, the Wurundjeri people of the Kulin Nation. We pay our respects to their Elders past and present and embrace their continued connection to Country and community.



**Scan to explore the  
WEHI Careers page**

**Contact**  
[recruitment@wehi.edu.au](mailto:recruitment@wehi.edu.au)



1G Royal Parade  
Parkville Victoria 3052 Australia  
[www.wehi.edu.au](http://www.wehi.edu.au)

      
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