



MONASH
University

Professor and Head of
Theme, Centre for Drug
Candidate Optimisation

Monash University



Candidate Pack

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01. Executive Summary

Monash is a modern, global, research-intensive university, delivering education and research excellence in Australia and across the Indo-Pacific.

Monash University invites applications for the role of Professor and Head of Theme, Centre for Drug Candidate Optimisation (CDCO) within the faculty of Pharmacy and Pharmaceutical Sciences.

The Theme Leader, CDCO will be expected to exercise a special responsibility in providing leadership and fostering excellence in research, teaching, professional activities, and staff development within the CDCO theme at Monash Institute of Pharmaceutical Sciences (MIPS). They are also expected to take an active role in mentoring and staff development to inspire and motivate academic and research support staff across the Theme to achieve their full potential. The role will lead a dynamic research theme within MIPS working on translational drug discovery projects.

Our client is particularly keen to hear from individuals who can further enhance the reputation of the Theme within industry and academia, creating an environment that fosters and supports sustained growth, and allows the Theme and its research staff to showcase their combined expertise and research capability on a global scale.

The successful candidate will be expected to lead their own internationally competitive research program aligned with the interests of MIPS and to lead the process to determine the progress and directions of the CDCO Theme. The aims and outcomes of the research seek to influence the development of new therapeutics with an emphasis in the key therapeutic areas of (i) global health, (ii) cardiovascular & metabolic health and (iii) neuroscience and mental health.

Monash University welcomes and values diversity. The University encourages applications from First Nations people, culturally and linguistically diverse people, people with disabilities, neurodiverse people, and people of all genders, sexualities, and age groups. Monash University is being assisted in this appointment process by the executive search firm Society.

To book a confidential conversation, contact Salma Malik at salma.malik@society-search.com or call +44 (0) 20 3653 0484. To apply online please upload your CV via Society's website [here](#).

The deadline for receipt of applications is midday AEST Friday 31ST May 2024.



02. About Monash University

Monash University's research and education is focused on addressing the challenges of the age for the betterment of communities, both locally and globally.

Named after engineer, military leader and public administrator [Sir John Monash](#), Monash University was established by an Act of Parliament in 1958. From a single campus at Clayton with fewer than 400 students, Monash has grown into a network of campuses, education centres and partnerships spanning the globe.

Monash University has a strong global reputation supported by impressive credentials. The Faculty of Pharmacy and Pharmaceutical Sciences at Monash is rated as number two in Pharmacy and Pharmacology world-wide (QS World University Rankings by Subject 2024) and has ranked in the top three over the past eight years. The Monash Institute of Pharmaceutical Sciences is the flagship vehicle that drives the Faculty's world-leading research.

Monash's vibrant and diverse community consists of **86,000 students**, **17,000 staff**, and more than **440,000 alumni**. The University has more than **150** active fields of research, **10 faculties**, and over **4700** Higher Degree by Research students.

Monash University is committed to building and maintaining a sound ethical culture, one which demonstrates integrity and respect. The University fosters an environment of honesty, fairness, and mutual respect.

Monash University's research and education is focused on addressing the challenges of the age for the betterment of our communities, both locally and globally. Monash's new strategic plan, Impact 2030, charts the path for how the University will actively contribute to addressing these challenges through its research and education, and in collaboration with government, industry, alumni, donors, and community. Further information about University's strategic plans can be found [here](#).

Monash University values and protects freedom of speech and academic freedom. Monash holds these freedoms as fundamental to the nature of a university, and at Monash they are defining values. Monash University's research and engagement shapes global dialogues, students aspire to change

the world, and the graduates contribute to the communities to which they belong. With a presence on three continents, international partnerships, and study abroad programs around the globe, Monash is Australia's largest university.

Institute Leadership – Monash Institute of Pharmaceutical Sciences



[Professor Christopher Porter](#)
Director MIPS



To be appointed
Theme Leader and
Director, CDCO



[Professor Michelle McIntosh](#)
Theme Leader
Drug Delivery Disposition
and Dynamics



[Professor Rebecca Ritchie](#)
Theme Leader
Drug Discovery Biology



[Professor Martin Scanlon](#)
Theme Leader
Medicinal Chemistry



[Professor Simon Bell](#)
Theme Leader
Centre for Medicine
Use and Safety

02. About Monash University Continued

Monash University is a modern, global, research-intensive university, delivering education and research excellence. They are making a positive impact on today's global challenges – whether that is by mitigating climate change, easing geopolitical insecurity, or fostering healthy communities.

At Monash, work feels different. There is a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you are part of something special and purposeful because, like Monash, your ambitions drive you to make change.

The University has a clear purpose to deliver ground-breaking intensive research; world-class education; a global ecosystem of enterprise – and they activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

Monash University welcomes and values difference and diversity. When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring, and committed people and teams driven to make an impact – just like you. Together with their commitment to academic freedom, you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

The University champions an inclusive workplace culture for their staff, regardless of ethnicity or cultural background. Monash has also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #Changelt with us.

Monash Research Infrastructure

The **Deputy Vice-Chancellor (Research) and Senior Vice-President (DVCR)** is responsible for the development, implementation, and continuous improvement of the University's research vision within the changing landscape of higher education, ensuring delivery of accountabilities within the context of the University's strategic plan. Reporting to the President and Vice-Chancellor, and as an

integral member of the University's executive team, the DVCR further advances the University's research performance, diversifies research funding, oversees research infrastructure strategy, and fosters interdisciplinary and transdisciplinary areas of excellence, collaboration, and innovation within Monash and with global research partners. Further information about the University's organisational and governance structure is available [here](#).

The **Office of the Pro Vice-Chancellor (Research Infrastructure)** is responsible for managing the development and implementation of infrastructure strategy, which is aligned with the University's grand challenges as well as the needs of industry. This places Monash in the best position to address the major scientific, technical, and social challenges and opportunities facing Australia now and in the future. Investing in leading-edge infrastructure and equipment supports the University's research and helps us achieve our vision.

We are attracting funding from various sources and developing strategic partnerships with major industry partners. Coordinated by the Office or the Pro Vice-Chancellor (Research Infrastructure), Monash University has established a network of core Monash Research Platforms (MRP), including the Centre for Drug Candidate Optimisation (CDCO), situated within the Monash Institute of Pharmaceutical Sciences.

As part of this, the University aims to operate core research platforms, comprising cutting-edge capabilities and promoting cross-disciplinary and cross-organisational collaborative research. Each of the MRP's comprise world leading technologies, strong management, and governance to provide access to high-quality, specialist research services and expertise to the broad research community and industry.



The Faculty of Pharmacy and Pharmaceutical Sciences

The Monash Institute of Pharmaceutical Sciences (MIPS) is comprised of over 500 scientists engaged in research in drug discovery, design, delivery, and use.

As Australia's leading Faculty of Pharmacy and Pharmaceutical Sciences, The Faculty of Pharmacy and Pharmaceutical Sciences is at the forefront of both research and education.

Their research, undertaken by Australia's leading pharmaceutical scientists, is having an impact on health around the globe. They are committed to research translation and have made major contributions to collaborative drug discovery programs that have progressed more than 35 novel drug candidates into clinical development.

Their **educators** are working to train the next generation of healthcare and pharmaceutical science experts to improve human health worldwide.

Their courses combine work experience and creative teaching methods to expose students to current practices and challenges they'll face as highly qualified pharmacists and pharmaceutical scientists.

Monash Institute of Pharmaceutical Sciences (MIPS)

Monash Institute of Pharmaceutical Sciences (MIPS) is a dynamic, innovative, and ambitious research institute. As part of one of the top ranked Pharmacy Faculties in the world, they collaborate with leading pharmaceutical partners with discoveries that have impact worldwide.

MIPS therapeutic strengths lie in neuroscience and mental health, cardiovascular and metabolic health, and global health.

The Faculty's challenging undergraduate, postgraduate and research courses prepare students for frontline roles in modern patient care, drug discovery and development. Their graduates are highly employable locally and internationally. You'll find them in hospitals, communities, research centres and drug companies the world over. The Faculty regularly updates its courses that are taught by experts in first class facilities recently upgraded with the aid of innovative teaching technologies.

The Faculty is based in a specialist campus, located in the Melbourne Biomedical Precinct, Australia's premier health and biomedical precinct, which is close to central Melbourne and the famous cafes and street life of Lygon Street and Sydney Road

The Monash Institute of Pharmaceutical Sciences is home to more than 500 research staff and postgraduate students who apply advances in drug discovery biology, medicinal chemistry, drug delivery and the broader pharmaceutical sciences to improve treatments across a range of therapeutic strengths.

MIPS research is supported by strong links with industry partners and other research centres in Australia and overseas.

Research Themes

MIPS research is divided into five themes that align with the drug discovery, development, and medicine use pipeline.

- Drug Discovery Biology (DDB)
- Medicinal Chemistry
- Centre for Drug Candidate Optimisation (CDCO)
- Drug Delivery, Disposition and Dynamics (D4)
- Centre for Medicine Use and Safety (CMUS)



Centre For Drug Candidate Optimisation



Dr David Shackelford
Research Director and Biopharmaceutics
Section Leader



Dr Michael Campbell
Chem-Analytical
Section Leader

A collaborative research centre based within the Monash Institute of Pharmaceutical Sciences.

The centre provides expertise and infrastructure in physicochemical property evaluation, drug metabolism and pharmacokinetics to multidisciplinary drug discovery teams for improved compound design, selection, and progression.

Drug candidate optimisation fills a crucial gap between discovery and development by integrating medicinal chemistry and biology with the pharmaceutical sciences to provide a rational means of identifying drug candidates suitable for progression into preclinical and clinical development. This process has become an essential, value-creating component of modern drug discovery.

The centre utilises fully validated scientific platforms to help researchers enhance their chemistry and

biology programs. Rather than a 'one-size-fits-all' model, we work with our collaborators to tailor study designs to the needs of each specific project and ensure we are running the right study at the right time. The focus is the timely delivery of high impact, decision-quality data to inform and enhance drug discovery projects, leading to an enhanced IP position for improved commercial attractiveness.

The CDCO provides lead optimisation support to drug discovery programs focussed on a range of disease indications including cancer, CNS disorders, cardiovascular and metabolic disease, and infectious diseases. Their partners and collaborators include biotechnology and pharmaceutical companies, global not-for-profit organisations, Australian research institutes, universities and federally funded cooperative research centres.

CDCO's mission is to play a significant role in translating Australian chemical and biological discoveries into viable drug candidates that are well-positioned for further development.

CDCO is supporting Australian Biotech through creating value within Australian drug discovery by the support of University spin-out companies and major licencing deals for Australian academic and commercial groups.

CDCO holds long standing relationships with global Product Development Partnerships (PDPs) including the Medicines for Malaria Venture (MMV) and the Drugs for Neglected Diseases initiative (DNDi). Through these collaborations, one new drug and a number of preclinical candidates have been delivered.

Expertise and Capabilities

CDCO offers expertise and capability in physicochemical, metabolic, and pharmacokinetic profiling to progress small molecule drug discovery programs.

Initial profiling is conducted using cost effective in silico and high throughput in vitro screening methods o provide rapid data on the "drug-like" properties of a structural series.

Further in vitro absorption, distribution, metabolism, and excretion (ADME) and pharmacokinetic (PK) assessment is then used to identify structural liabilities that may impact the in vivo performance of a compound or series.

Infrastructure

Acoustic Ejection Mass Spectrometer (AEMS)

The Centre for Drug Candidate Optimisation (CDCO) recently installed a SCIEX Acoustic Ejection Mass Spectrometer (AEMS) to greatly expedite bioanalytical processing and increase throughput for pharmaceutical profiling of new drug candidates. The purchase of this instrument was made possible by a grant from the Victorian Higher Education State Investment Fund (VHESIF), Therapeutic Innovation Australia (TIA), and Monash University.

Liquid Chromatography Tandem Mass Spectrometry (LC/MS/MS)

CDCO has 4 Waters Triple Quadrupole instruments coupled to Acquity UPLC systems that provide high specificity and sensitivity for quantitative analysis. We also have two Waters QToF Time-of-Flight mass

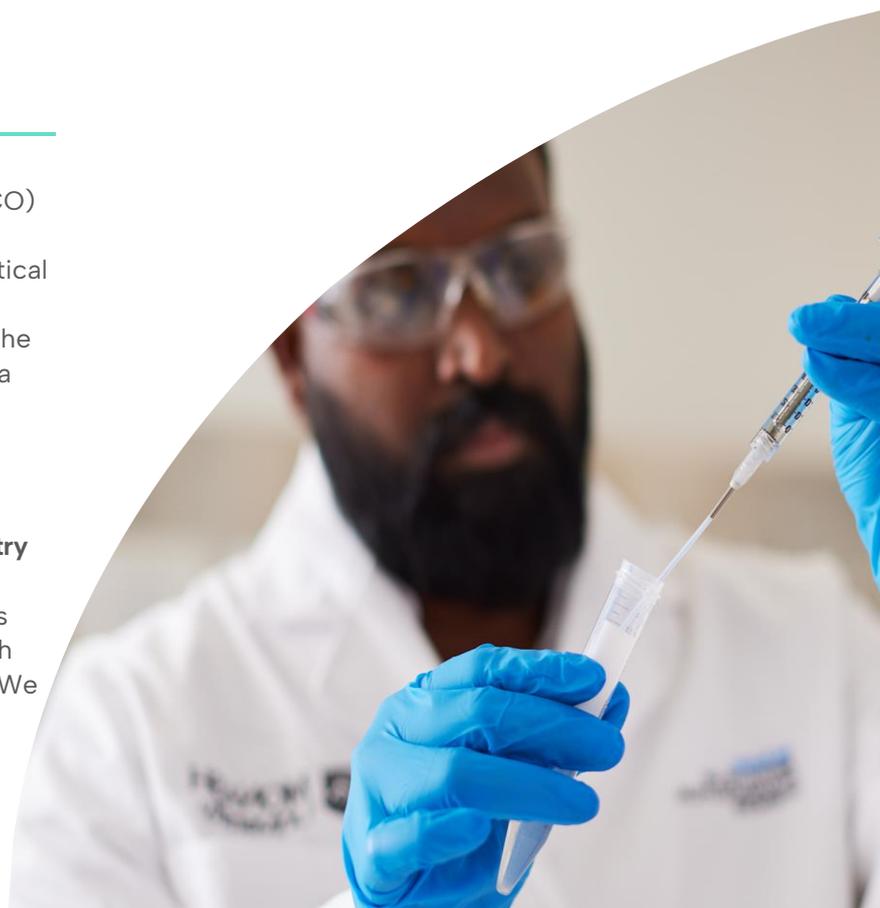
spectrometers for highly accurate mass determination to support metabolite identification.

Laboratory Automation

In vitro assays and bioanalysis are facilitated by a Hamilton MICROLAB® STAR automated liquid handling robot and two Waters Andrew+ liquid handlers for plate-based sample preparation. In vivo studies are facilitated by the use of a BASi Culex™ ABS system for automated blood collection.

General Laboratories Facilities

The CDCO occupies approximately 700 m² of custom designed laboratories and office space. General laboratory equipment includes micro- and ultra-centrifuges, plate readers, multiple CO² incubators, microscopes, high sensitivity balances, surgical facilities, vented microisolator cages and PC2 cell culture facilities.





03. Role Description

The Theme Leader, CDCO will be expected to exercise a special responsibility in providing leadership and fostering excellence in research, teaching, professional activities, and staff development within the CDCO theme at MIPS.

The Theme Leader will take an active role in mentoring and staff development to inspire and motivate academic and research support staff across the Theme to achieve their full potential.

Reporting Line: The position reports to the Director, Monash Institute of Pharmaceutical Sciences

Supervisory Responsibilities: This position provides direct supervision to a group of research staff and will be expected to supervise honours and postgraduate research students.

Financial Delegation: Yes, in accordance with the University delegations

Budgetary Responsibilities: The position is responsible for managing an annual budget of approximately \$4–6M.

Specific duties that the Theme Leader, CDCO, is responsible for include, to:

- Develop and implement a future-facing strategic vision for the Theme that aligns with MIPS, Faculty and University strategy, and supports the growth of its international reputation and success.
- Provide strategic hands-on leadership to the Theme, that is aligned with Faculty and University strategic plans by managing, administering, and fostering excellence in teaching, research, and professional activities both locally and across its international campuses and affiliations.
- Exercise strong budget management for the Theme.
- Lead and manage staff in an equitable manner through team building, strategic recruitment and selection, performance management and staff development ensuring appropriate management of staff workloads, and the development and mentoring of staff throughout their career in order to support career progression.
- Develop, maintain, and broaden enduring collaborative partnerships with external agencies and industry both nationally and internationally, working closely with the MIPS Director and Associate Dean (Research) to ensure a culture of industry partnership and collaboration is created and supported.
- Actively engage in a specialist research area in line with MIPS areas of research strength, by maintaining a substantial high-quality publication record and supervising and mentoring early career researchers and research students
- Contribute to Faculty education activities via undergraduate, postgraduate and HDR programs.
- Foster research excellence through procuring competitive research grants and commercial/industrial funding, leading significant research projects, and working with other staff to develop research links.
- Provide visible, innovative, and committed leadership across teaching and research by participating in the faculty's planning and development processes, academic committees, and translational and commercial development activities.
- Provide innovative and effective leadership to grow the Theme's HDR program and to attract high quality HDR students.
- Work collaboratively with key staff across MIPS, the Faculty and broader University community and

support the MIPS Director and Dean as a trusted advisor in the development of a Faculty that is acknowledged as world class.

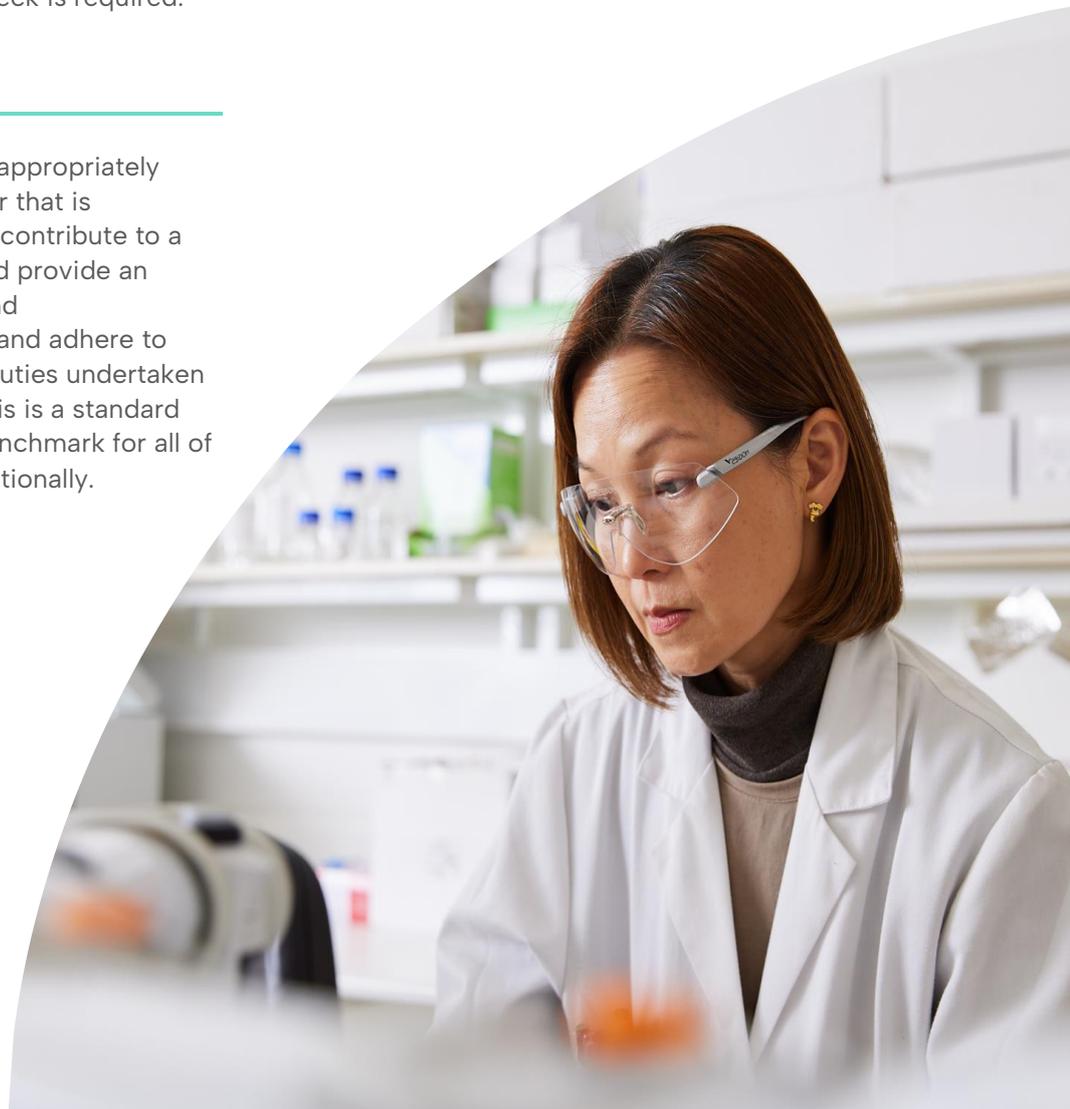
- Maintain and broaden collaborative partnerships with relevant Faculties and Departments/Schools within the University and community.
- Provide strategic contributions to create a culture of staff equity, diversity, and inclusion, and demonstrate a best-practice example.

Other Job Related Information

- Travel to other campuses of the University may be required.
- Interstate travel to attend relevant conferences may be required.
- There may be a requirement to work additional hours from time to time.
- There may be peak periods of work during which taking of leave may be restricted.
- This position will require a successful National Police Record check.
- A current satisfactory Finance Check is required.

Governance

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure, and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.



06. Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities, and experience:

Education/Qualifications

The appointee will have:

- a doctoral qualification and be recognised as a leading authority in pharmaceutical and biopharmaceutical lead optimisation.

Knowledge and Skills

- Evidence of outstanding scholarly activity of an international standard, with a strong emphasis on pharmaceutical and biopharmaceutical drug candidate optimisation, drug metabolism and pharmacokinetics. To include significant publications in the highest impact journals or significant relevant industry experience, a consistent record of high-level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research.
- A vision for the future needs and development of drug discovery and development within Australia and internationally, from both research and educational perspectives.
- Proven capabilities in leading, or making a significant contribution to, change management programs and creating an environment that provides growth opportunities.
- Highly developed interpersonal and communication skills including the demonstrated ability to liaise effectively with other academics, to mentor and develop staff, and to represent and advocate for the Department/Faculty/University as a contributing member on various boards and committees.
- Demonstrated ability to attract external funding in the form of both competitive grants and other research income and in building strong, collaborative links with industry, government, philanthropy, and other funding and professional bodies.
- Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources, and decision-making skills needed to manage CDCO (in practice a department-like size/structure).
- Evidence of collaborative interdisciplinary research projects and the ability to foster a research culture with less experienced researchers.
- Demonstrated commitment through strategic contributions and actions to staff equity, diversity, and inclusive work practices.



05. Appointment Details and How to Apply

Monash University is being assisted in this appointment process by the executive search firm Society (www.society-search.com).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
2. an up-to-date curriculum vitae;
3. names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, click [here](#).

The deadline for receipt of applications is midday AEST Friday 31st May 2024.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

We are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com. We also welcome suggestions or comments about any more general access improvements we should consider.





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Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

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