Department of Audiology and Speech Pathology  
Faculty of Medicine, Dentistry & Health Sciences

Associate Lecturer

POSITION NO 0040659

CLASSIFICATION Level A or B (Academic Teaching)

SALARY
- Level A - $80,258 - $108,906 p.a. (pro rata)
- Level B - $114,645 - $136,136 p.a (pro rata)

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Full-time or part-time

BASIS OF EMPLOYMENT Fixed-term position 2nd Jan 2024 until 31st December 2024

OTHER BENEFITS https://about.unimelb.edu.au/careers/staff-benefits

HOW TO APPLY Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number.

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Please do not send your application to this contact

For information about working for the University of Melbourne, visit our website: about.unimelb.edu.au/careers
Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

The successful applicant for this position, as a teaching scholar within the Department of Audiology and Speech Pathology, will join an enthusiastic and dynamic team of teaching and research dedicated to providing the optimal learning experience for audiology students. The successful applicant will contribute to and enhance the academic teaching in the discipline of Audiology at The University of Melbourne and will be instrumental in the ongoing development, delivery and evaluation of the Master of Clinical Audiology course.

The appointee will have eligibility for membership with Audiology Australia. The appointee will bring previous experience in tertiary-level teaching along a passion and interest in providing learning experiences across a broad range of topic-areas in audiology, while maintaining clinical currency and an understanding of trends and issues in Audiology and Clinical Education.

As a member of the Melbourne School of Health Sciences academic team, the successful candidate will be expected to support the broad ethos of the School and the School’s compliance with University policies and procedures, including environmental health and safety.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

• Collaboration and teamwork
• Compassion
• Respect
• Integrity
• Accountability
1. **Key Responsibilities**

The University of Melbourne sets ‘Minimum Standards for Academic Levels’ (MSALs) which are expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic and may be amended from time to time.

Below is the MSALs for Level B academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

1.1 **TEACHING AND LEARNING**

- Provide supervision and support for Master of Clinical Audiology students as well as providing subject coordination of programs of study in the Department.
- Actively contribute to the ongoing development and delivery of the clinical education program in the Master of Clinical Audiology program.
- Prepare and deliver lectures and seminars, conduct tutorials, practical classes and assessment of these tasks.
- Participate in peer review of teaching.
- Collaborate with the Director of Teaching (Audiology) and other teaching staff in the review of the course structure and curriculum on a regular basis including the preparation of key documents for accreditation of the program.
- Contribute to the day-to-day management of the theoretical and clinical examination of the Master of Clinical Audiology degree.

1.2 **LEADERSHIP AND SERVICE**

- Liaison with professional organisations outside the Department (including the provision of in-service training for external supervisors, and professional development activities for audiologists and other clinicians working in related areas).
- Engage in activities promoting the discipline of audiology in the wider University and external communities, through membership of professional societies, participation in activities such as Graduate Information Week and by seeking interaction with business and community activities.
- Contribute to the discipline by participating in professional bodies and in scholarly meetings and conferences, and by undertaking professional activity in the field.
- Make significant contribution to Department, School and Faculty meetings and committees, as well as contribute to strategic planning and policy development of the Department.
- Other duties commensurate with the position as directed by the Head of Department.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.

1.3 **RESPONSIBILITY AND COMPLIANCE**

- Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others.
- Reliably follow communications protocols and/or policies as appropriate.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
Behavioural Expectations - All staff are expected to maintain the following behaviours:

- Treat everyone equitably; act fairly with staff and demonstrate respect for diversity.
- Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.
- Create ethics applications and report to the ethics committees.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address Essential Selection Criteria

2.1 ESSENTIAL

- Aural rehabilitation experience in both practice and teaching.
- Eligibility for membership of Audiology Australia or similar professional organisation.
- Experience in teaching with the flexibility to participate in and teach a broad range of subjects with a commitment to maintaining clinical currency.
- A profile in teaching and scholarly activity as evidenced by the ability to develop assessment materials linked to learning goals, as well as the capacity to develop teaching materials, deliver lectures, facilitate problem based tutorials and practical sessions and support on-line activities.
- Demonstrated ability to work independently and collaboratively in a team to achieve project goals and meet agreed deadlines.
- Excellent written and verbal communication skills, including the ability to communicate with a range of stakeholders in order to maintain strong working relationships.
- Ability and willingness to contribute to the activities of the department through internal administration, and liaison with associated external organisations.

2.2 DESIRABLE

- A sound understanding of contemporary issues in the profession of audiology and audiology education at regional, national and international levels.
- An evidenced academic background in clinical audiology.
- Sustained clinical exposure/experience in the field of audiology.
- Experience in the analysis of student needs, improving practice in response to feedback and embedding reflective practice into curriculum.
- Previous experience with academic administration such as subject coordination, curriculum development, project coordination and committee work.
- Demonstrated ability to teach effectively at all levels including research higher degree supervision.

2.3 SPECIAL REQUIREMENTS OF THE ROLE

- This position requires the incumbent to hold a current and valid Working with Children Check
3. **Equal Opportunity, Diversity and Inclusion**

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. **Occupational Health and Safety (OHS)**

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. **Other Information**

5.1 **MELBOURNE SCHOOL OF HEALTH SCIENCES**

www.healthsciences.unimelb.edu.au

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and knowledge exchange that contributes to local, national and global efforts to improve health and wellbeing. The Health Sciences School educates graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy and other non-medical health sciences through accredited programs tailored to workforce needs nationally and internationally. The School provides national and international health sciences students with professional training to enable them to be competent and effective health professionals who are work ready, eligible for registration. It also delivers professional education courses and training for the health sciences professions and builds strong relationships and active programs of
interaction with the alumni in each discipline. A key aim is to continue to build effective collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 60 full continuing academic staff and 30 continuing professional staff as well as more than 200 sessional and contract staff. In addition, there are more than 200 honorary appointments within Health Sciences.

The School has a student teaching load in excess of 1,000 equivalent full-time students including more than 100 research higher degree students.

5.2 FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty’s annual revenue is $628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia’s first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty’s Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty’s RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers

5.4 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.
Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance