POSITION DESCRIPTION

Position Title: Senior Academic Clinician
Organisation Unit: Rural Clinical School, Faculty of Medicine
Position Number: TBA
Type of Employment: 3 part-time (0.2FTE to 0.4FTE) fixed-term positions for 12 months.
Classification: Clinical Academic Level D

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (45), the US News Best Global Universities Rankings (52), QS World University Rankings (51), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (60). UQ again topped the nation in the prestigious Nature Index; and secured a greater share of Australian Research Council grants in 2016 ($24.5 million) than any other university nationally.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience –the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 230,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.7 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences,
sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.

**Faculty of Medicine**

The University of Queensland’s Faculty of Medicine is an internationally recognised provider of world-class education and research. The research-intensive Faculty has a gross budget of almost $300 million, employs approximately 1000 continuing and fixed-term staff (headcount), has a community of more than 4000 non-salaried academic appointees and around 3200 students (headcount).

The Faculty of Medicine offers Australia’s largest medical degree program for graduates and school-leavers. Undergraduate and postgraduate programs are available in the disciplines of Medicine, Health Sciences, E-Health, Mental Health, Biomedical Sciences and Public Health.

The Faculty possesses enormous strengths spanning research, teaching, industry engagement and clinical practice in disciplines ranging from the basic sciences, biomedical research and development, to clinical trials and public health. Research projects within the Faculty have already led to discoveries with far-reaching social and economic impacts, including the revolutionary Gardasil (TM) vaccine for cervical cancer (Professor Ian Frazer) and a drug discovery EMA401 (Professor Maree Smith), a first-in-class oral treatment for chronic pain which through Spinafex Pharmaceuticals led to Australia’s largest biotechnology commercialisation deal. Faculty staff include three highly cited authors, one Fellow of the Royal Society (FRS), three Fellows of the Australian Academy of Science (FAA) and 12 Fellows of the Academy of Health and Medical Sciences (AAHMS). The Faculty is a core member of Brisbane Diamantina Health Partners, the Brisbane-wide academic health science system.

Educational offerings in biomedical sciences, medicine and public health are informed and supported by research activity across a range of fundamental and clinical areas of importance including recognised strengths in cancer, skin diseases, brain and mental health, maternal and child health and genomics. Cutting-edge facilities such as the Herston Imaging Research Facility (HIRF), the UQ Centre for Clinical Research (UQCCR), our laboratories in the Translational Research Institute (TRI) and the new Centre for Children’s Health Research (CCHR) enable outstanding research outcomes and sharpen our understanding of cancer, autoimmunity, mental disorders, infectious diseases and neurological disease. Further details are available at [www.medicine.uq.edu.au](http://www.medicine.uq.edu.au).
The University of Queensland Rural Clinical School

The University of Queensland Rural Clinical School (UQRCS) envisages securing a self-sustaining medical workforce for regional Queensland through excellence in medical education, research and community service. With a footprint encompassing the greater part of central and western regional Queensland, the School comprises four clinical sites – Rockhampton, Bundaberg, Hervey Bay and Toowoomba. Significant investment in people and training infrastructure at each site provides the operational focus for a network of smaller clinical training locations in host communities across the state. With a recurrent budget of up to $9 million per annum provided through the Australian Government’s Multidisciplinary rural Health Training (MRHT) program and a capital works portfolio in excess of $20 million, UQRCS is a substantial enterprise.

The Clinical School is the rural base for the delivery of the UQ medical program. There is a long tradition of success working in partnership with healthcare systems and service providers to train senior (Phase 2) medical students. Each year, more than 500 medical students engage with the rural experience through a range of long term (1-2 years) placements or shorter term (4-16 weeks) learning opportunities.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-ug

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.
DUTY STATEMENT

Primary Purpose of Position

The primary purpose of the position is to provide academic oversight to the UQ Rural Hub Project which aims to improve the retention of medical graduates to rural and regional areas by better coordinating the different stages of medical training within the region and building additional rural training capacity. The position will assume a key leadership role within UQRCS to establish, lead and build UQ’s Regional Training Hub model in the identified catchment (Central Queensland, Southern Queensland and Wide Bay) across the footprint of the UQRCS and respective Hospital and Health Service Regions. The position will work closely with the Professional Colleges, Junior Doctors and medical students to establish rural career pathways, building on the requirements of the Rural Health Multidisciplinary Training (RHMT) Commonwealth grant and social accountability principles of the UQRCS to improve the health and wellbeing of the community it serves.

There are three part-time positions which will be recruited to which will be based at: The Central Queensland Hub in Rockhampton, the Wide Bay Hub position in Bundaberg and the Southern Queensland Hub in Toowoomba. Other locations may be negotiated in the identified catchment (Central Queensland, Southern Queensland and Wide Bay) across the footprint of the UQRCS and respective Hospital and Health Service Regions. A joint clinical academic appointment with a Hospital and Health Service may be negotiated.

Duties

Duties and responsibilities include, but are not limited to the following:

Regional Training Hub role

- Strategically lead the local establishment and work of the Regional Training Hub teams, providing professional supervision and direct line management to the Academic Clinicians.

- Work strategically and collaboratively with the other UQ appointed Senior Academic Clinicians and equivalent positions both in Queensland and nationally, Universities (in particular JCU), the State Department of Health, junior doctor training organisations (generalist, specialist and general practice) and placement providers to promote and facilitate an effective state-wide hub network and build rural doctor career pathways.

- Scope, advocate for and evaluate the case to expand postgraduate/vocational training posts in close collaboration with local Hospital and Health Services and Hospitals, private hospitals and practices, regional training providers and in accordance with requirements of the relevant jurisdictions, Professional Colleges and the Department of Health, so junior doctors feel well supported to establish their careers in rural and regional areas of Queensland as determined by predictions of community needs within funding and capacity restraints.

- Manage stakeholder relations, building effective partnerships with the multiple Professional Colleges to acquire knowledge of accreditation processes and work to remove existing barriers, adding transparency to the process.

- Build a Community of Practice of clinical supervisors of medical students and junior doctors through the provision or facilitation of access to supervisor support e.g. Continuing Medical Education, higher studies, supervisor and teacher training as determined by individual supervisor.
• Champion the establishment of an individual mentor-mentee program for undergraduate medical students and junior doctors, ensuring doctors in training have access to professional, personal and social support.

• Adopt a learner-centred approach to minimise attrition and boost retention of junior doctors in the local rural health workforce by:
  o Leveraging UQRCS expertise and resources to provide CPD for local practitioners, supervisors and junior doctors
  o Working with the Director Indigenous Health to improve training in Indigenous Health across the continuum of learning
  o Identifying and supporting junior doctor training placements in Indigenous Health for all disciplines
  o Identifying further strategies to increase rural training for medical trainees.

• Contribute to the internal and external evaluation requirements of the Regional Training Hubs (RTH) as specified by the Head of UQ RTH Research and Commonwealth Department of Health.

• Contribute to the overall reporting requirements as specified by the Commonwealth Department of Health’s RHMT Program Reporting schedule and prepare reports and other communications as required by the Project.

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

• the University’s Code of Conduct

• requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School

• the adoption sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures

• requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

Organisational Relationships

The position reports to the respective UQRCS Director, Faculty of Medicine, The University of Queensland.

A joint clinical academic appointment with a Hospital and Health Service may be negotiated.
SELECTION CRITERIA

Essential

- A medical qualification including fellowship of a Professional College (or equivalent) and eligibility for registration as a medical practitioner in the State of Queensland.
- Proven leadership capacity at a senior level in a complex organisational environment.
- Experience and demonstrated record of achievement and innovation in a clinical educational role at a senior level.
- Demonstrated understanding and proficiency in the provision of medical education programs at the undergraduate and postgraduate levels.
- Experience in rural, remote and/or Indigenous Health issues, rural health education and training and/or related research and a demonstrated commitment to improving access for rural and remote Australians to quality health services.
- Demonstrated ability to supervise, mentor and nurture staff, medical students and junior doctors.
- A record of building effective multi-disciplinary collaborative relationships within academic or health sectors and with strategic partners in rural health.
- Demonstrated understanding of the challenges facing the rural health workforce and the communities they serve and a track record of successfully addressing these challenges.

Desirable

- A relevant postgraduate qualification.
- A vision for the future needs and development of medicine and the provision of services within rural and regional Australia, from educational, research and clinical service perspectives.
- Evidence of quality and impact of their work through publications in internationally-recognised outlets.

Qualification Verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion.

Applications are particularly encouraged from Aboriginal and Torres Strait Islander peoples. For further information please contact our Australian Indigenous Employment Coordinator at: atsi_recruitment@uq.edu.au

Applications are also encouraged from women.