Appointment of
Centre Coordinator, Health and Wellness Centre

A conjoint appointment between The University of Queensland and Darling Downs Hospital and Health Service
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Health and Wellness Centre

The Health and Wellness Centre is a facility on the campus of the Baillie Henderson Hospital, Toowoomba which includes a 25 meter indoor swimming pool, hydro-therapy pool, rehabilitation area, general gym area and a number of consultation rooms for the improvement of general health and wellness outcomes and the management of a range of chronic disease conditions.

This community-based Centre will include as its core, the student-led Southern Queensland Rural Health (SQRH) Health and Wellness Clinic in addition to services provided by Darling Downs Health (DDH) and various programs provided by relevant community groups. A primary driver of the Centre is to provide an important community health service whilst providing student placements for pre-registration health students from UQ, USQ and other Universities as negotiated and facilitate the achievement of clinical/practice competency standards of their respective professional accreditation requirements.

The SQRH Health and Wellness Clinic will involve a range of health disciplines including physiotherapy, exercise physiology, occupational therapy, dietetics, nursing, psychology, social work, pharmacy and medicine. It will allow health students to come together and learn about, from and with each other to enable effective health outcomes; this is achievable through collaboration and an inter-professional team-based approach to care. Services and programs will promote prevention, rehabilitation, wellness and better management of health conditions for adults in the Toowoomba region.

The Centre’s overriding goal is excellence in clinical practice, education and research. The ambition is to create a Centre of excellence renowned for its work in reducing the burden of chronic disease and address the rising risk factors of chronic illness. The opportunity exists to expand from this core of student-led services to provide a range of complementary services in a way that maximises use and sustainability of the Centre and promotes positive client, student and community outcomes.
Southern Queensland Rural Health (SQRH) is a joint initiative of The University of Queensland (Faculty of Health and Behavioural Sciences), University of Southern Queensland (USQ), Darling Downs Health (DDH) and South West Hospital and Health Service (SWHHS) funded by the Commonwealth Department of Health as a University Department of Rural Health. Funding is tied to a contract between UQ and the Commonwealth Department of Health under the Rural Health Multidisciplinary Training Program (RHMT).

Under the funding agreement SQRH is expected to:

1. Deliver effective rural training experiences for allied health, nursing and midwifery students (prior to gaining professional registration).
2. Ensure rural training experiences are of a high quality.
3. Develop processes to improve rural student recruitment.
4. Engage with the local community to support the delivery of training to students.
5. Maintain and progress an evidence base and the rural health research agenda.
6. Support improvements in Aboriginal and Torres Strait Islander health.
7. Provide regional leadership in developing innovative training solutions to address rural workforce recruitment retention.

SQRH is governed by a joint venture agreement between the four parties. The Joint Venture establishes an Advisory Board (Board) comprising five voting members – an independent chair and one representative from each of the parties.

The University of Queensland Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences (HABS) at The University of Queensland (UQ) is a world-class Faculty that has a coherent focus on health, well-being and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty presently consists of six schools and six research centres:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
- School of Psychology
- Centre for Youth Substance Abuse Research (CYSAR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- POCHÉ Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

habs.uq.edu.au
University of Southern Queensland
The University of Southern Queensland (USQ) is a dynamic regional University committed to developing research solutions that deliver a global impact. With a vision to be a leading discovery partner in priority research areas, USQ aligns its research with regional and global agendas in agriculture and natural resource management, regional development, regional health and wellbeing, education and digital literacy. USQ has forged a reputation as one of Australia’s leading providers of on campus and online distance education programs in Australia. With more than 75% of students studying via distance or online, our delivery of external education resources continues to lead the way. Recently named as one of the top five Universities to work for in Australia, USQ provides staff with a positive and friendly environment where they are supported to fulfil their personal and career goals and contribute to the university’s success.

usq.edu.au

Darling Downs Health
The Darling Downs Health (DDH) provides a comprehensive range of high-quality acute, sub-acute, mental health, drug and alcohol, oral health, residential aged care, and community health services. We deliver clinical services to approximately 300,000 people across 26 locations, including the major hospital in Toowoomba, regional and rural community hospitals, residential aged care facilities, multipurpose health services and community clinic facilities. Our services cover the Regional Council areas of Toowoomba, Western Downs, Southern Downs, South Burnett and Goondiwindi as well as Cherbourg Aboriginal Shire Council and part of the Banana Shire Council (community of Taroom), representing an area of approximately 90,000 square kilometres. The Hospital and Health Service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. We have a strong focus on, and commitment to, service delivery and education and training and a thriving culture of research that delivers continuous service improvement and evidence-based care. We are the largest employer in the Darling Downs, employing more than 5,000 people, with revenue of more than $700 million annually.

health.qld.gov.au/darlingdowns/home

South West Hospital and Health Service
The purpose of the South West Hospital and Health Service is to provide safe, effective and sustainable health services that people trust and value. Our purpose, not only gives our Health Service shape and direction but it inspires, motivates and guides us in everything we do as we provide quality health care to our communities.

There are over 26,000 people who live in our catchment area and rely on the public healthcare services that our 700 plus employees provide. We are responsible for the delivery of medical, surgical, emergency, obstetrics, paediatrics, specialist outpatient clinics, mental health, critical care and clinical support services in an area spanning over 319,000 square kilometres. We are responsible for the direct management of four hospitals, seven multipurpose health services, four community clinics and two aged care facilities.

Our culture is one that empowers staff, and encourages leadership, innovation and new ideas, and every single day our workforce makes a positive impact on the community they serve.

southwest.health.qld.gov.au
Role of the Centre Coordinator

Primary purpose of the position
• To provide clinical leadership in the development, coordination and delivery of a range of health services in the Centre.
• To identify, pursue and establish opportunities for the Centre’s further development and growth, including the establishment of partnerships and other collaborations with internal and external groups.
• To champion a student-led model of care with an emphasis on inter-professional team-based care.
• To champion the integration of complementary student supported activities and initiatives into existing DDH programs and services run out of the centre.

Duties

Centre management
• Develop and coordinate the policies, program operating procedures, clinical guidelines and process standardization for the Centre.
• Manage the day-to-day operations of the Centre through the coordination of professional and administrative support and the coordination of services delivered within the facility.
• Provide induction to students and staff on the operational procedures of the Clinic such as OHS and client management system
• Provide training and support for staff and students in the use of equipment and resources.
• Foster the development of the Centre to meet the shared objectives of Darling Downs Health and SQRH
• Monitor and evaluate client, student and operational outcomes.
• Collaborate in the development of, and implementation of a marketing plan for the Centre.
• Monitor, evaluate and report on activities and services run out of the centre

Clinical leadership
• Lead the establishment and implementation of new and innovative models of student resourced services.
• Develop, monitor and regularly review clinical guidelines, policies and procedures in consultation with discipline expertise.
• Provide oversight of all relevant clinical professionals and students operating within the Centre.
• Provide orientation, information and guidance on policies and clinical procedures for service delivery within the Centre.

Clinical education
• Coordinate the clinical education program in consultation with relevant course or practicum coordinators.
• Develop and implement appropriate student education processes and models of clinical supervision to support students’ learning as appropriate for their existing knowledge and skill level.
• Consult and communicate with clinical education and academic staff within and across professions.
• Contribute to problem solving around clinical education issues.
• Provide clinical education and supervision to individual students and groups of students.
• Monitor, evaluate and report on students’ development of clinical skills and knowledge.
• Foster the development of interprofessional education (IPE)

Research
• Facilitate requests for approved research activities within the Centre.
• Promote use of the Centre for research, including student-led research.

Travel and out of hours work
• Support programs and/or events outside normal business hours if required.
• The position will be required to travel within its market catchment area.

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: ppl.app.uq.edu.au/content/1.50.01-code-conduct
• Requirements of the Queensland Work Health and Safety legislation and related responsibilities and procedures developed by the University: uq.edu.au/ohs/index.html?page=133956
• The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University sustainability responsibilities and procedures: sustainability.uq.edu.au/policies-and-procedures/responsibilities
• 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: ppl.app.uq.edu.au/content/3.30.13-esos-compliance-commitment

Organisational relationships
The position reports to Director, Southern Queensland Rural Health.
The Centre Coordinator will be a member of the SQRH Senior Leadership group and the Centre Governance Committee which is chaired by the Executive Director Allied Health, DDH. This reference group will provide strategic advice and support to the Centre Coordinator.
**Selection criteria**

**Essential**
- A degree in a health discipline
- Current accreditation, general registration or certificate to practice in Australia,
- Experience in the development and management of a clinic/health centre or service unit with proven skill in operational planning and implementation to achieve key performance indicators.
- Experience with rehabilitation and management of chronic conditions.
- Experience in student clinical education and the management of clinical education programs, including knowledge of clinical education issues, and accreditation requirements.
- An understanding of inter-professional education
- Ability to facilitate student learning in clinical environments.
- Ability to establish effective relationships and to represent and promote the Centre with stakeholders and at a community level.
- Ability to work effectively with technology systems and master software applications.
- Ability to work collaboratively with colleagues and with high levels of initiative and autonomy.
- High level attention to detail and problem-solving skills.
- Excellent communication and interpersonal skills (written/spoken).
- High level organisational, prioritisation and time management skills.

**Desirable**
- Completion of, or progression towards, postgraduate qualifications.
- Experience liaising and collaborating with external agencies to develop clinical services.
- Experience in higher education.
- Understanding of marketing principles.
- Experience in research and/or evaluation of clinical services.
Conditions of employment

**Employment type**
This is a full-time, fixed term appointment until 31 December 2020, with the possibility of extension subject to performance and funding.

**Classification**
This appointment will be made at Clinical Academic Level C. The base salary will be in the range $119,548 – $137,846 plus super of up to 17%. The total package will be in the range $139,871 – $161,280.

**Practising status or registration**
The successful applicant must possess current practising status or registration of their relevant profession.

**Vaccinations and immunisation**
It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role, or will be required to perform work tasks that put you at risk of exposure to vaccine- preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University’s Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs.

How to apply

To discuss this role please contact Associate Professor Geoff Argus, Director, email g.argus@uq.edu.au

For application queries, please contact recruitment@uq.edu.au stating the job number #509718 in the subject line.

To submit an application for this role, use the apply button. All applicants must supply the following documents:
- Cover letter
- Resume
- Responses to key selection criteria

To satisfy pre-requisite questions and ensure your application can be considered in full, all candidates must apply via the UQJobs portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.
For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change by delivering knowledge leadership for a better world. UQ ranks among the world’s top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (40), U.S. News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and Times Higher Education World University Rankings (66).

At UQ, we’re changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 53,600 students, including the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students, study across UQ’s three beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include more than 18,600 postgraduate and approximately 18,000 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ’s 276,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include approximately 14,800 PhDs.

UQ’s six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1500 scientists, social scientists and engineers who champion research excellence and continue UQ’s tradition of research leadership. This is reflected in UQ being Australia’s number one recipient of Australian Research Council fellowships and awards (364 awards worth $257 million across all scheme years).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $22 billion.

In 2019, UQ was ranked first in Australia by the prestigious Nature Index tables, and 79th overall in the world.

UQ is one of only three Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; and one of only three Australian charter members of the prestigious edX consortium, the world’s leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 6600 academic and professional staff (full-time equivalent) and has a $1.9 billion annual operating budget.
Governance

The University is governed by a 22-member Senate representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the University of Queensland Act 1998 to appoint staff, manage and control University affairs and property, and manage and control finances.

uq.edu.au/about/governance

Strategic directions

The University of Queensland sets its agenda within a truly global context. It is a university that is connected with the global community, addressing the issues that are impacting on the modern world. UQ’s aim is to attract the best minds of today, and to develop and support the leaders of tomorrow. The University has an ongoing commitment to strengthening its impact and reputation by building greater research capacity and through the delivery of high quality teaching and learning programs.

The 2018–2021 period will be a challenging and exciting time as the University adapts to a rapidly changing environment. Our plan encapsulates a commitment to remaining comprehensive while emphasising the importance of collaboration, diversity and partnered innovation as a critical means of solving complex global challenges.

We will transform our students into game-changing graduates ensuring that they are not only prepared to succeed in their chosen pathway, but will also provide the leadership necessary to create change.

MEDIUM-TERM STRATEGIC FOCUS AREAS

1. Transforming our student experience through a flexible, integrated and partnered learning environment

2. Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact

3. Building engaged and strategic partnerships with a broad range of local and global networks

4. Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students

5. Building an agile, responsive and efficient University operation

6. Diversifying our income streams and managing our resources to establish a sustainable financial base

LONG-TERM OBJECTIVES

Transform students into game-changing graduates who make outstanding contributions and address complex issues with a global perspective

Develop a diverse community of knowledge seekers and leaders who embody a One UQ culture and use collaborative partnerships to connect and co-create

Deliver globally significant solutions to challenges by generating new knowledge and partnered innovation

OUR VISION

Knowledge leadership for a better world. Create change.
The University of Queensland positively influences society by engaging in the pursuit of excellence through 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.

Transforming students into game-changing graduates through excellent teaching, support, and exposure to world-leading research is a focus of UQ’s Strategic Plan 2018–2021. The world is changing at a breakneck pace, and it is vital that we prepare our students to not only adapt to this change, but also to make a positive impact on society and collectively build a beneficial global legacy. Evidence-based knowledge, the ability to work collaboratively to solve complex problems, and a passion for innovation will be essential attributes for our students, regardless of the exact future shape of society. UQ’s Strategic Plan 2018–2021 focuses on graduate employability, collaboration and diversity and inclusivity.

UQ’s Strategic Plan 2018–2021 is available to download from the following website:
about.uq.edu.au/strategic-plan

Our values

Pursuit of excellence
We strive for excellence, seeking to apply the highest standards to benefit our communities.

Creativity and independent thinking
We welcome new ideas from our staff and students as well as from our alumni and our external partners. We support intellectual freedom, courage and creativity. We encourage the pursuit of innovation and opportunities.

Honesty and accountability
We act with integrity and professionalism and uphold the highest ethical standards. We are committed to transparency and accountability. Our decisions ensure responsible stewardship of the University’s resources, reputation and values. We lead by example in all areas including our approaches to sustainability.

Mutual respect and diversity
We promote diversity in the University community – through our people, ideas and cultures. We create a vibrant, inclusive environment in which ideas flourish and future generations, regardless of background, are empowered. We respect our colleagues and work together for shared success.

Supporting our people
UQ ensures the safety and wellbeing of our people. We create an inclusive and supportive university community in which achievements are celebrated and rewarded. Our people have the opportunity to enrich their lives and pursue their goals.
Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, and mission, vision and values.

**Achieves results and drives accountability**
Leaders ensure engagement and performance, and motivate and empower others to achieve results.

**Communicates and collaborates with influence**
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

**Exemplifies personal credibility and integrity**
Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

**Fosters learning, inquiry and innovation**
Leaders nurture an environment that allows for multiple perspectives and challenges assumptions, and model openness to new ideas.

**Purposefully leads change**
Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

**Thinks and works strategically**
Leaders create and communicate a clear direction for the future, aligned with UQ’s vision.

**Values people and builds culture**
Leaders create a positive, constructive workplace where people feel connected and valued.
Further information

Information about life at The University of Queensland including staff benefits, relocation and UQ campuses is available at:
staff.uq.edu.au/information-and-services/human-resources

The University of Queensland facts and figures, basic statistical information describing students, staff and research and finance is available at:
uq.edu.au/about/fast-facts

General information on the University is available through the University’s website at uq.edu.au

Other documents which you may wish to refer to include:
• Annual Report: uq.edu.au/about/annual-reports
• Governance: uq.edu.au/about/governance
• Key statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
• Organisation chart: uq.edu.au/about/docs/org-chart.pdf
• Research at UQ: research.uq.edu.au
• UQ Global Strategy: global-strategy.uq.edu.au

Other useful links
brisbane.qld.gov.au
goldcoast.qld.gov.au
qld.gov.au/about/moving-to-queensland
ato.gov.au