



# Position Description

## Lecturer in Medicine (Indigenous Health)

The School of Rural Medicine

Faculty of Science and Health

This is an identified position, and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).

<b>Classification</b>	Level B
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	This appointment is conditional upon the successful applicant satisfying and maintaining a Working with Children Check in accordance with the Child Protection Act 1998.
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	September 2024

# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our Purpose and Vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities all staff will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

<b>Our Students</b>	Commencing Progress Rate Student Experience
<b>Our Research</b>	Research Income Research Quality and Impact
<b>Our People</b>	Engagement All Injury Frequency Rate
<b>Our Social Responsibility</b>	Underlying Operating Result Community and Partner Sentiment

## Faculty of Science and Health

### School of Rural Medicine

Supported by funding from the Commonwealth Department of Health through the Rural Health Multidisciplinary Training (RHMT) program, the School of Rural Medicine focuses on excellence in teaching, research initiatives supporting rural health outcomes and a doctrine promoting student opportunity and aspiration, and rural medical workforce retention and planning.

We are committed to engaging with and supporting local doctors and medical professionals across rural NSW and VIC, and together we are building a highly motivated and dedicated team with a passion for teaching, community and rural health, delivering high quality clinical educational experiences for our medical students as well as supporting Junior Medical Officers and Interns.

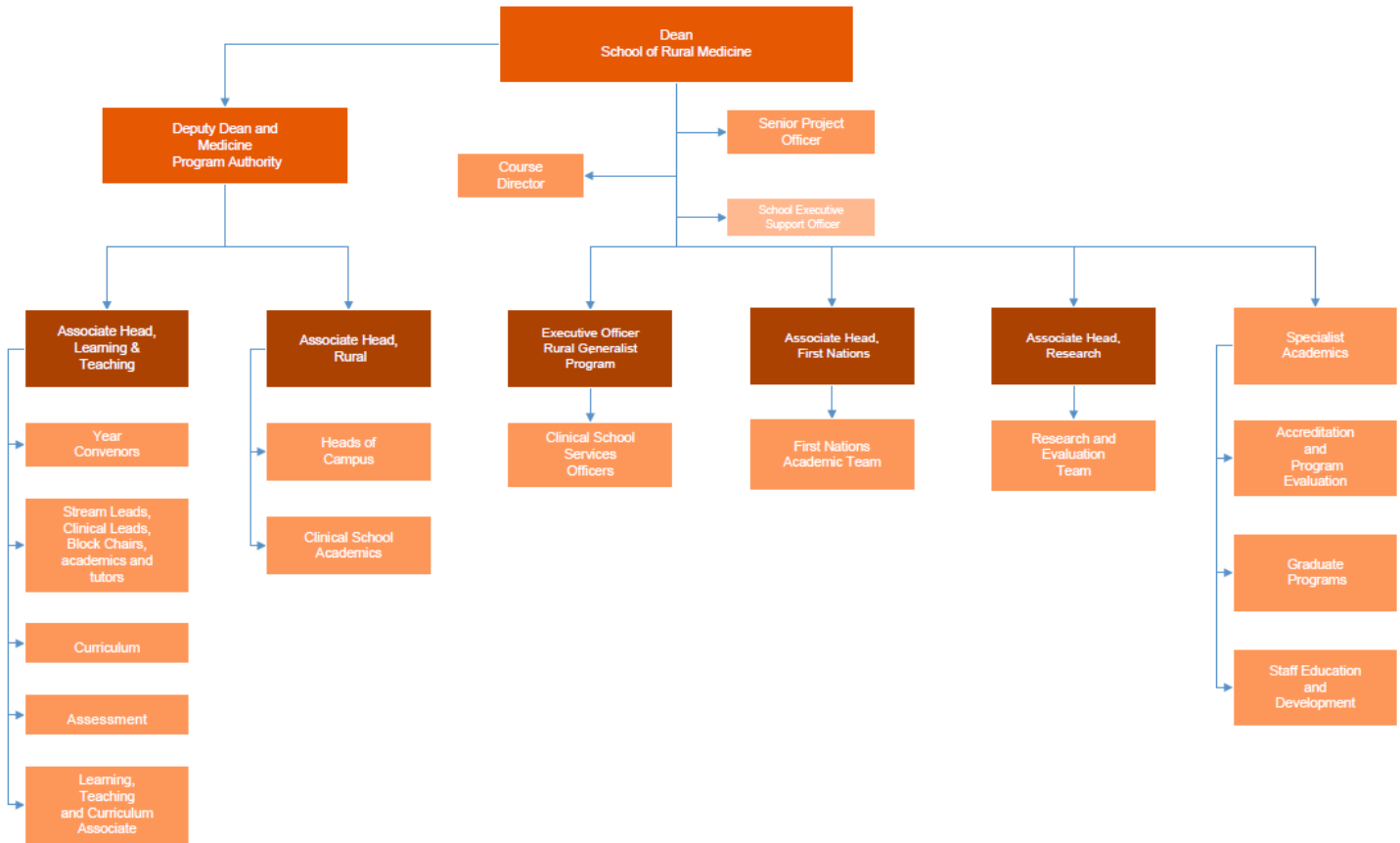
The School aims to produce graduates who are competent, capable of working independently in areas of need and who are keen to work in rural environments. The School also works to develop curiosity in its students and provides the opportunity and motivation for involvement in research to enhance rural medical knowledge and practice. Every facet of the academic and support programs is designed to achieve these aims.

The key focusses of activities within the School of Rural Medicine are:

- Raising the aspiration, recruitment and success of rural and First Nations students within the footprint of the School of Rural Medicine;
- Growing capacity for collaborative quality community-led rural clinical training, particularly in smaller regional communities and across primary care and other identified disciplines;
- Evaluating the activities of the Program, in its research of the rural health workforce, and approaches to service delivery that enhance the health of rural Australians; and
- In line with Commonwealth RHMT core goals and program outcomes, develop collaborative and close working relationships with other universities delivering rural medical training, fostering the development of future joint rural medical and health training capabilities and developing new multidisciplinary resources and training opportunities.



## Organisational chart



### Reporting relationship

**This position reports to:** Dean of Rural Medicine or their delegate

**This position supervises:** Nil

### Key working relationships

- Dean of Rural Medicine
- Associate Head of School
- Associate Head Learning and Teaching
- Associate Head Indigenous Health
- Course Director
- School of Rural Medicine Staff
- Joint Partnership | Academics from Western Sydney University (WSU)
- Local First Nations Community and communities in RGP regions
- Faculty of Science and Health staff
- Students

## Position overview

The successful candidate will join a team engaged in teaching an MD degree program that prepares students for a career in Medicine.

Along with the Associate Head of School, Indigenous Health and other team members, the Indigenous Lecturer will play a critical role in advancing Indigenous health education within the medical school. This position aims to help integrate Indigenous knowledge, perspectives, and health issues into the curriculum, ensuring that future healthcare professionals are equipped with the cultural competence and understanding necessary to provide quality care to Indigenous communities. The lecturer will collaborate with staff and students to foster an inclusive and respectful learning environment, promoting health equity and reconciliation in medical education and practice.

Additional roles may include, but are not limited to, tutoring in problem-based learning (PBL), personal and professional development (PPD) or clinical skills, coordination of subjects/courses, research and evaluation, and curriculum development.

## Principal responsibilities

- Teach and facilitate learning in lectures, seminars, tutorials, and clinical settings, using culturally sensitive and inclusive approaches. Assist in development, implementation, and delivery of educational modules focused on Indigenous health, culture, and history within the medical school curriculum.
- Provide mentorship and support to Indigenous medical students, creating an empowering environment for their academic and personal growth.
- Engage with non-Indigenous students to enhance their understanding of Indigenous health and cultural safety in healthcare settings.
- Lead the School of Rural Medicine's Indigenous cadetship program.
- Contribute to research and scholarship in Indigenous health, cultural safety, or related areas, with the aim of advancing knowledge and evidence-based practices. Collaborate on interdisciplinary research projects focused on improving health outcomes for Indigenous communities.
- Supervise MD Research Project students.
- Establish and maintain strong relationships with Indigenous communities, health organizations, and leaders to inform and enhance the medical school's approach to Indigenous health education. Facilitate opportunities for medical students to engage in community-based learning and research that benefits Indigenous populations. Act as a liaison between the medical school and Indigenous stakeholders, advocating for the integration of community needs and perspectives in medical education.
- Undertake other duties appropriate to the classification, and as required.

## Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#).

<b>Focus on service</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways.
<b>Take action</b>	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).
<b>Adapt to change</b>	Explore the reasons for change and be willing to accept new ideas and initiatives.
<b>Influence</b>	Create compelling arguments to persuade others and promote ideas that add strategic value.
<b>Apply expertise and technology</b>	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
<b>Analyse</b>	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.
<b>Learn and research</b>	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning.
<b>Plan and organise</b>	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#).

## Selection criteria

Applicants are expected to have the following requirements to be considered for this position.

### Essential

- A. Identify as an Indigenous Australian with a demonstrated knowledge and understanding of Indigenous Australian cultures and issues affecting Aboriginal and Torres Strait Islander people and have the ability to sensitively and effectively communicate with Indigenous Communities. *(Please be aware you will be required to provide proof of your Indigenous identity).*
- B. A degree in Medicine or relevant bachelor degree and experience commensurate with appointment at Level B.
- C. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- D. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.
- E. Demonstrated capacity to work both collaboratively and independently in a complex health or medical education setting with an outcome focus.
- F. Demonstrated experience in communicating sensitively and effectively with First Nations Peoples, Traditional Owner groups and custodians, including the use of effective and appropriate cultural protocols.
- G. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.
- H. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

### Desirable

- I. A record of research/creative works or professional activity relevant to the discipline, which demonstrate a capacity to make an autonomous contribution.
- J. Evidence of the delivery of high quality student centred learning and teaching.



● - Capital city ● - Campus location

