



# Position Description

## Associate Head of School - Indigenous Health, School of Rural Medicine

School of Rural Medicine

Faculty of Science and Health

<b>Classification</b>	Academic Institutional Leadership Position
<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>	December 2024

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

## 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.

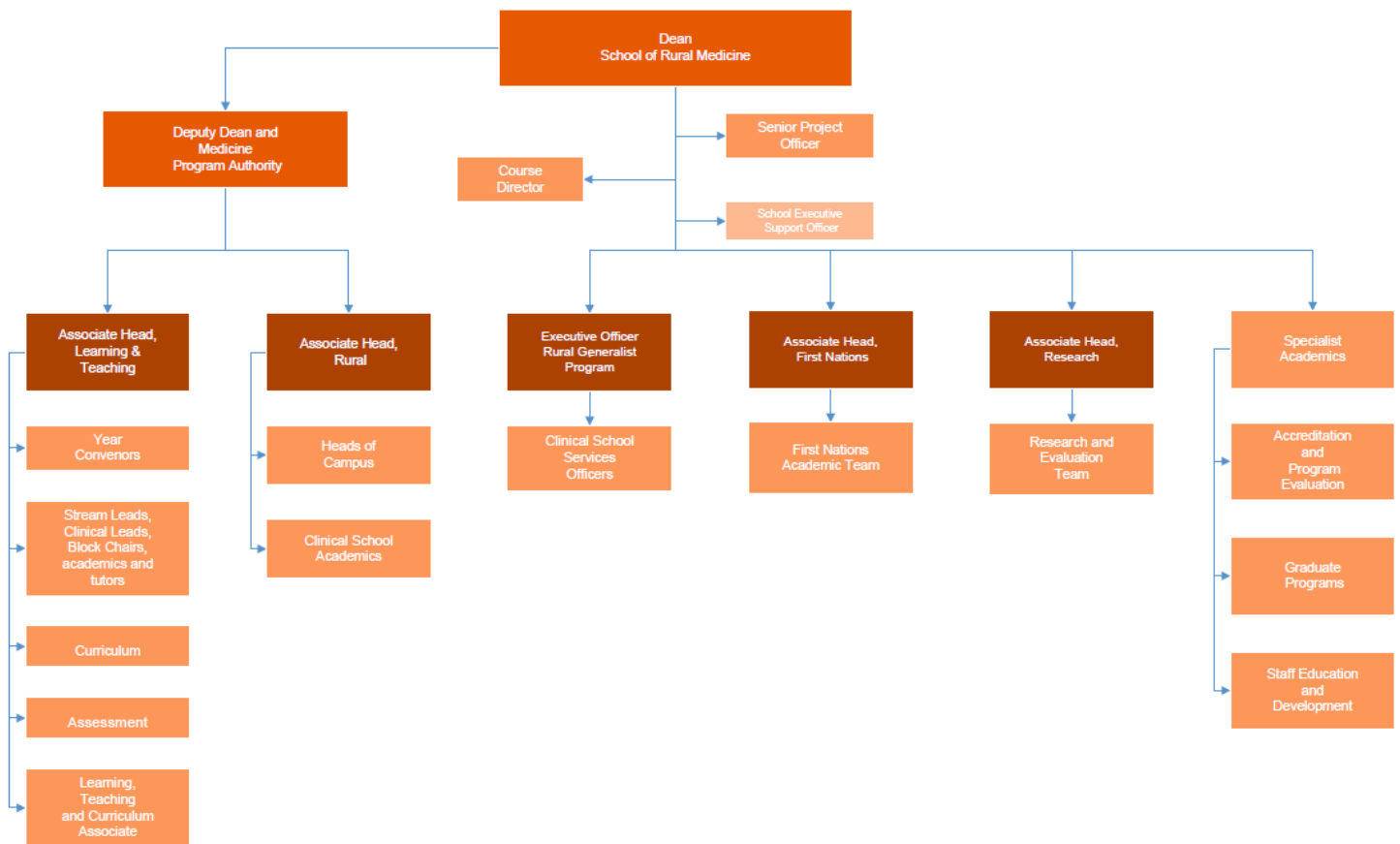
The School aims to produce graduates who are competent, capable of working independently in areas of need and who are keen to work in rural environments. The School also works to develop curiosity in its students and provides the opportunity and motivation for involvement in research to enhance rural 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



**This position supervises:** Nil

## Key working relationships

- Dean of Rural Medicine
- Associate Head Teaching and Learning School of Rural Medicine
- School of Rural Medicine Staff, including all Rural Clinical Schools
- Joint Partnership | Academics from Western Sydney University (WSU)
- Local Indigenous Community and Medical communities
- Local Medical Community and Medical communities in RGP regions
- Faculty of Science and Health staff, including Common Support Model teams and Marketing
- Division of Learning and Teaching
- Students

## Position overview

The Associate Head of School, Indigenous Health is a senior leadership role dedicated to fostering an inclusive and supportive environment for Indigenous students, Faculty, and staff within the School of Rural Medicine. This position will provide strategic direction and advocacy to enhance the educational, research and service missions of the School of Rural Medicine, focusing on Indigenous health and education. The Associate Head of School, Indigenous Health will collaborate with internal and external stakeholders to promote cultural competence, Indigenous knowledge, and equitable healthcare outcomes.

## Principal responsibilities

- **Values:** Consistently embody the University's values in behaviour and decision-making, while encouraging inclusivity and collaboration to foster a safe and respectful work environment.
- **Leadership:** Lead by example to inspire, empower, and foster a culture of collaboration, innovation, and continuous improvement. Ensure clear direction, effective communication, and accountability, driving organisational success and individual growth, and a safe working environment.
- **Strategy:** Develop and implement strategic initiatives to promote the inclusion and success of Indigenous students and academic and professional staff.
- **Educational Development:** Support the recruitment, retention and advancement of Indigenous students and staff. Provide mentorship and guidance to foster an environment of academic excellence and professional growth.
- **Curriculum:** Develop and deliver educational curricula that incorporates Indigenous knowledge, perspectives and health issues integrated into the full 5-year medical program.
- **Community Engagement:** Build and maintain strong relationships with Indigenous communities, organisations and leaders to support mutually beneficial partnerships. Represent the SRM at local, regional and national forums focussed on Indigenous health and education.
- **Cultural Competence and Advocacy:** Promote cultural competency and awareness among staff and students through training, workshops and other educational opportunities.



## Required capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#). Read the Framework for more detail regarding these capabilities.

Capability	Capability Definition	Level of influence
<b>Innovates</b>		
<b>Acts Strategically</b>	Analyses opportunities to determine effective solutions and solve problems in order to achieve short and long-term objectives.	Influence others
<b>Connects</b>		
<b>Builds Relationships</b>	Implements interdisciplinary collaboration, adopts diversity and inclusion principles, and facilitates relationship building to work effectively with others.	Influence others
<b>Communicates with Influence</b>	Listens to understand the position of others and leverages effective communication and negotiation skills in order to influence and navigate toward mutually beneficial outcomes.	Influence others
<b>Connects in a Global World</b>	Recognises and values cultural differences, is contextually aware, and acts within scope of role but with consideration for global trends and issues.	Influence others
<b>Achieves</b>		
<b>Manages Change</b>	Assumes responsibility for change. Supports change initiatives, builds knowledge to understand purpose and impact. Supports others to engage with change to deliver outcomes.	Influence others
<b>Drives Impact</b>	Collaboratively engages with peers and stakeholders in the community and industry. Places our people and students at the centre of design decisions.	Influence others

This section comprises of Enabler and Manages Effectively capabilities from the Charles Sturt [Capability Framework](#).

Capability	Capability description	Level of influence
<b>Manages Effectively</b>		
<b>Coaches and Develops Others</b>	Guides and supports individuals to enhance their skills, knowledge, and capabilities, fostering personal and professional growth, and empowering them to reach their full potential.	Influence others
<b>Builds Effective Teams</b>	Builds teams with complementary abilities and skill sets, encourages effective communication and collaboration and cultivates a supportive environment to reach objectives.	Influence others

## 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 vehicle distance up to 400km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 16kg.

## Selection criteria

Applicants are expected to address the selection criteria when applying 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. PhD or equivalent degree in a relevant field.
- C. Significant experience in higher education, healthcare or related fields with a focus on Indigenous health and education.
- D. Demonstrated leadership experience including strategic planning and curriculum development.
- E. Demonstrated ability to effectively engage with a diversity of First Nations Peoples Traditional Owner groups and custodians, including experience working with established organisations, partnerships, and networks.
- 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. Highly developed oral, written, and interpersonal communication skills that effectively engage diverse audiences.
- G. Experience in developing and delivering education learning outcomes that integrate Indigenous knowledge and perspectives.