

Lecturer in Health Services Management

School of Biomedical Sciences
Faculty of Science

Classification	Level B
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	October 2019

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

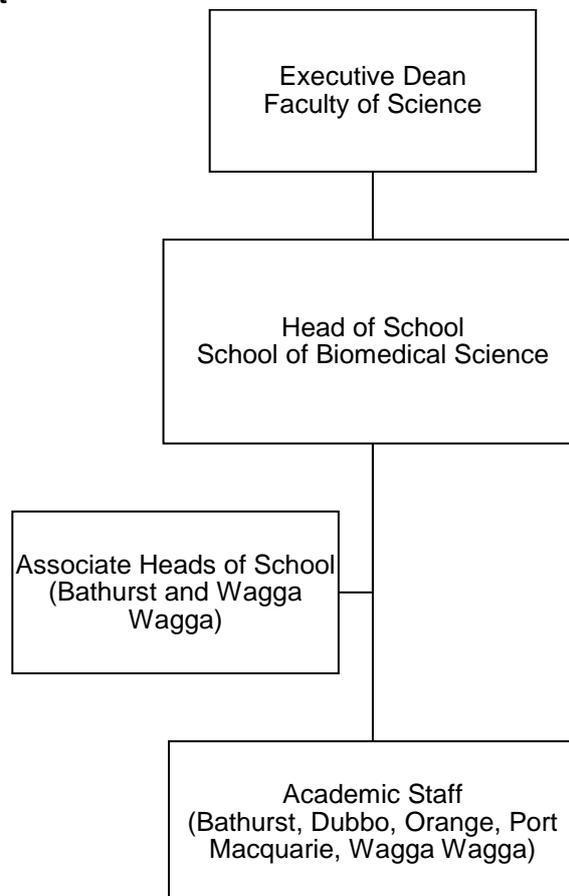
- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Faculty of Science / School of Biomedical Sciences

The Faculty of Science has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible, innovative teaching programs designed to produce job-ready graduates for the professions. A leader in strategic and applied research in a wide array of sciences, it enhances and extends knowledge, trains and educates future researchers and provides scientific solutions to current challenges. The staff and students in the Faculty achieve this through ethical practice, professional collaborations, industry involvement and a commitment to continual improvement.

The School of Biomedical Sciences is a well-established, multi-campus, academic unit that offers undergraduate and postgraduate courses both onshore and offshore in pharmacy, medical science, food and nutrition, biotechnology, clinical science, clinical physiology, health services management, and paramedicine. The School is committed to enhancing its reputation as a high performing multidisciplinary school by having academics focused on providing quality education and being actively involved in a variety of medical, biotechnology and health based research programs that complement these courses.

Organisational Chart



Reporting Relationships

This position reports to: Head of School, School of Biomedical Sciences

This position supervises: Nil

Position Overview

Utilising online models of subject delivery at postgraduate level, the Lecturer in Health Services Management will undertake research and teaching within the School's Health Services Management post-graduate program and within the incumbent's scope of expertise, and assist with teaching into the broader mission of the School.

A key aspect to this role includes establishing and progressing an active research profile aligned to the strategic direction of the School of Biomedical Sciences. The successful applicant will also engage with the Health Services Management discipline and other health-related disciplines at regional and national levels.

Participation in the administration and ongoing curriculum development of courses offered by the School of Biomedical Sciences will also be expected.

Principal Responsibilities

- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student-centred learning opportunities in the relevant discipline and, as required, to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
- Supervise Research Higher Degree students.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide leadership and management, as appropriate, in the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
- Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies.
- Maintain a sound and current knowledge and understanding of Health Services Management through industry engagement and/or scholarly activities or similar.
- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.
- Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Contribute to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies,

and national or international delegations, consistent with the University's Outside Professional Activities Policy.

- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation, where applicable.
- Participate in external professional reviews.
- Engage in professional practice of Health Services Management for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significant advanced practice skills or improves/transforms practices within the profession and which informs teaching. These activities could be achieved through scholarship, publication or presentation.
- Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship.
- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required

Physical Capabilities

The incumbent may be required to:

- Engage with students in online environments which will require long periods working with a keyboard and monitor.
- Work in other environments beyond the school such as other campuses as well as possible car and air travel. It will include work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at <https://policy.csu.edu.au/document/view-current.php?id=184>.
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kgs.
- Physically able to stand for extended periods of time to perform lectures and practical activities.

Selection Criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A doctoral or masters qualification appropriate to Health Services Management or equivalent accreditation and standing.
- B. A record of research/creative works or professional activity relevant to Health Services Management, which demonstrates a capacity to make an autonomous contribution with regional or national impact.
- C. Evidence of the delivery of high quality student-centred learning and teaching.
- D. Sound knowledge and understanding of resource management in relation to Health Services Management, gained through industry experience and/or scholarly activities or similar.
- E. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- F. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives with capacity to work both collaboratively and independently in a large complex academic setting with an outcome focus.

Desirable

- G. Evidence of the delivery of high quality student-centred learning and teaching in an online environment.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)