



Position Description

Associate Professor in Pharmacy

School of Dentistry and Medical Sciences

Faculty of Science and Health

Classification	Level D
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	December 2021



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 are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• All injury frequency rate• Engagement
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



Faculty of Science and Health

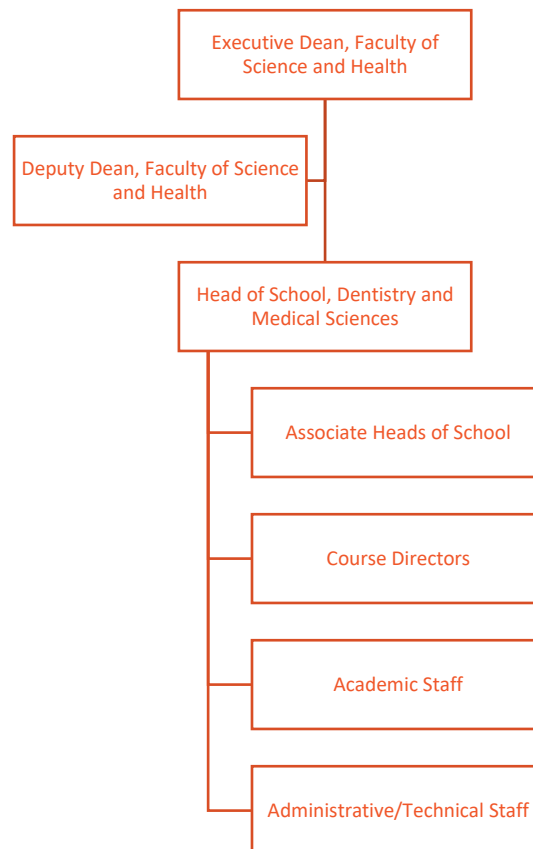
The Faculty of Science has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research the Faculty aims to enhance and extend scientific knowledge, train, and educate future researchers as well as provide scientific solutions to current regional, national and global challenges. The staff and students of the Faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement.

The Faculty is comprised of a Faculty Office, the Three Rivers University Department of Rural Health, teaching/research laboratories, several commercial clinics and five Schools, including the School of Dentistry and Medical Sciences.

School of Dentistry and Medical Sciences

The School of Dentistry and Medical Sciences includes the disciplines of Pharmacy, Dentistry, Medical Science and Pathology, Medical Radiation Sciences, Biomedical Sciences and Food Sciences.

Organisational chart





Reporting relationship

This position reports to: Associate Head of School (Medical Radiation Science and Pharmacy)

This position supervises: Nil

Key working relationships

- Executive Dean, Faculty of Science and Health
- Head of School
- Course Director
- Associate Heads of School
- Academic staff
- Administrative Staff
- Students
- Service and research partners

Position overview

The Associate Professor in Pharmacy will provide leadership to the Pharmacy discipline regarding learning and teaching, research and the creation and maintenance of professional partnerships relevant to the discipline.

Principal responsibilities

- Make an outstanding contribution to the development, implementation and promotion of CSU learning and teaching methodologies, processes, technologies and tools
- Lead and deliver high quality student-centred learning opportunities in the Pharmacy discipline and meet the teaching needs of the University and for accreditation.
- Expand current knowledge and understanding of Pharmacy through original and substantial contributions to research, industry engagement and/or scholarly activities or similar.
- Provide a significant degree of leadership of research teams which contribute to the development to the Pharmacy profession.
- Provide significant mentoring and coaching to support the academic development of colleagues.
- Supervision of Research Higher Degree students.
- Conduct ethical, high quality research/creative works or professional activity to his/her discipline at a national and international level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including securing external funding and maintaining up-to-date research records within CSU's research database.
- Establish and maintain strategic relationships and networks with a range of stakeholders including relevant community, government, and industry/professional and accreditation bodies.



- Make an outstanding contribution to the development and improvement of Pharmacy 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.
- Other duties appropriate to the classification as required.

Role-specific capabilities

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

Service Focused	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)
Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Applying expertise and technology	Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Planning and Organising	Setting objectives, planning, establishing contingencies, managing time, resources and people, monitoring progress

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university’s [Driving Hours Guidelines and Policy](#).
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



Selection criteria

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

Essential

- A. A doctoral qualification relevant to Pharmacy or equivalent accreditation and standing and current registration as a Pharmacist with the Pharmacy Board of Australia.
- B. A record of academic achievement of national and/or international standing through outstanding contributions to research relevant to Pharmacy or the scholarship of teaching or professional activity.
- C. Demonstrated success in grant writing.
- D. Evidence of success in leading others in delivering high quality student-centred learning and teaching.
- E. Demonstrated ability to provide effective leadership and building people capability in a significant academic setting.

Desirable

- F. Significant and recent experience in Pharmacy Practice.
- G. A member of the Pharmaceutical Society of Australia and/or the Pharmacy Guild of Australia.

