



Position Description

Professor in Medicine (Indigenous Health)

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).

Classification	Level E
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	This appointment is conditional upon the successful applicant satisfying and maintaining a Working with Children Check in accordance with the Child Protection Act 1998.
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 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:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	Engagement All Injury Frequency Rate
Our Social Responsibility	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.

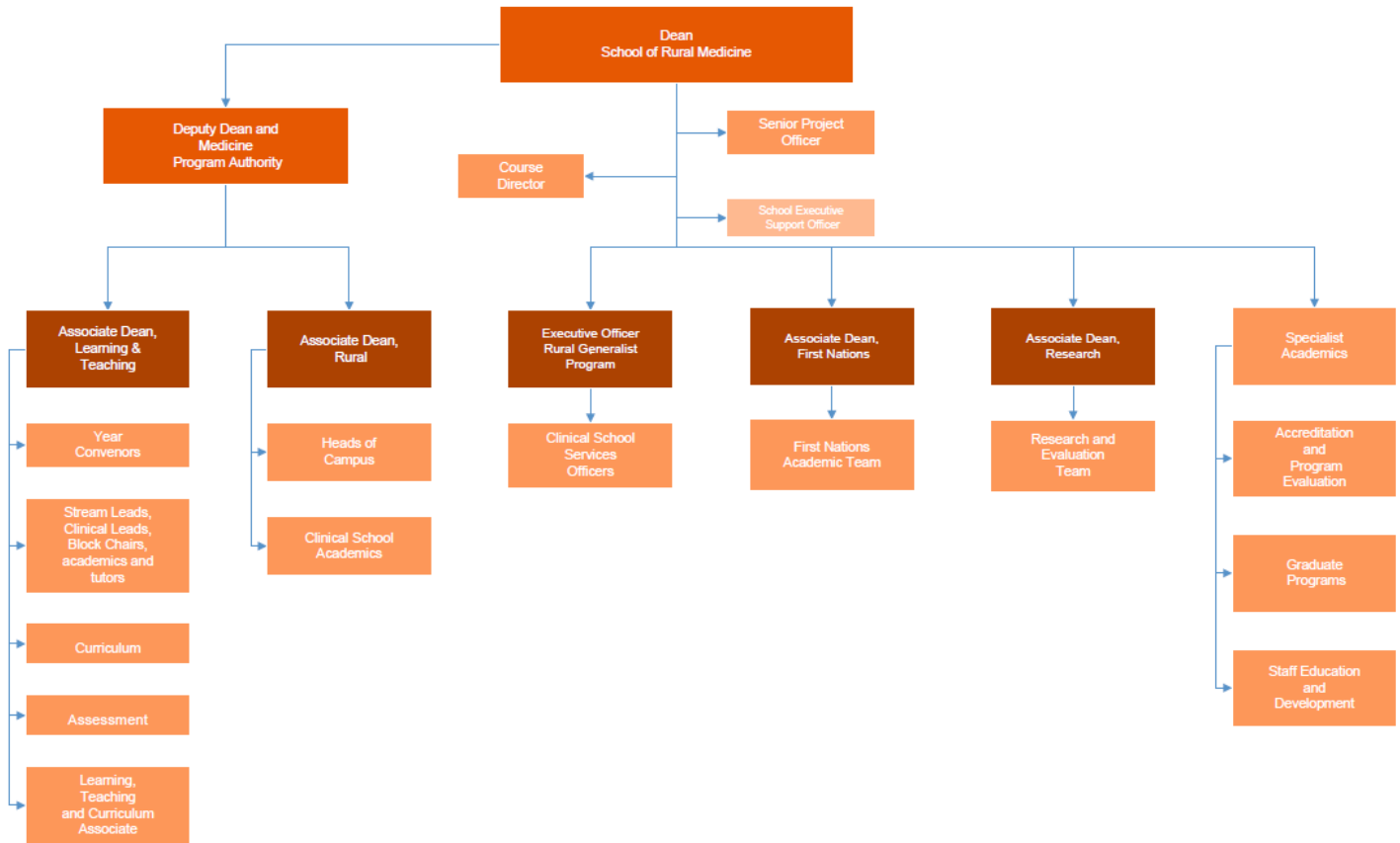
The School aims to produce graduates who are competent, capable of working independently in areas of need and who are keen to work in rural environments. The School also works to develop curiosity in its students and provides the opportunity and motivation for involvement in research to enhance rural 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
- Course Director
- School of Rural Medicine Staff
- Joint Partnership | Academics from Western Sydney University (WSU)
- Local Medical Community and Medical 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.

The Professor in Medicine will provide academic leadership in the School of Rural Medicine to ensure excellence in teaching and learning and research at both undergraduate and postgraduate levels. It is expected the appointee will advance the standing of the School by providing a contribution to academic administration, curriculum development, program co-ordination and working collaboratively across the University and with external partners where appropriate.

This role will lead to develop the indigenous health curriculum, further develop community ties and support and mentor the Charles Sturt first nation medical students. 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

Principal responsibilities

- Make a distinguished contribution to the development, implementation and promotion of Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver and lead 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.
- Provide significant leadership in collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Provide significant mentoring and coaching to support the academic development of colleagues by fostering a collegial work environment and working collaboratively and independently in a large complex academic setting with an outcome orientated focus.
- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Expand current knowledge and understanding of the relevant discipline through original and distinguished contributions to industry engagement and/or scholarly activities or similar.
- 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.
- Engage and make distinguished contributions in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching which demonstrates the maintenance or development of significant advanced practice skills.
- Provide leadership for projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.
- Participate and demonstrate leadership in the governance, marketing and promotion of excellence and administrative/academic activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required.

Role-specific capabilities

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

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Take action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).
Adapt to change	Explore the reasons for change and be willing to accept new ideas and initiatives.
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value.
Apply expertise and technology	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Learn and research	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning.
Formulate strategies and concepts	Work strategically, set strategies, have vision, think broadly about the organisation.

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 doctoral qualification, relevant to the discipline or fellowship of a medical college or standing and significant experience in and comprehensive knowledge of the discipline area and highly developed skills relevant to the School of Rural Medicine program.
- C. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives.
- D. Significant experience in and comprehensive knowledge of the relevant discipline area and recognised as a leading authority at a national and/or international level.
- E. Demonstrated ability to provide effective leadership and building people capability in major academic units and/or activities. Ability to foster a collegial work environment and to work collaboratively and independently in a large complex academic setting with an outcome orientated 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. Highly developed oral, written, and interpersonal communication skills that effectively engage diverse audiences.
- G. Demonstrated ability in the application of exceptional analytical, critical thinking and problem-solving skills.
- H. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

Desirable

- I. Evidence of success in leading others in delivering high quality student centred learning and teaching.
- J. Superior written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.

