



# Position Description

## First Nations Lecturer in Rural Health (Clinical Educator)

Three Rivers Department of Rural Health

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 B

**Delegation band** [Delegations and Authorisations Policy \(see Section 3\)](#)

**Special conditions** Ability to travel is a necessary component of this role

**Workplace agreement** [Charles Sturt University Enterprise Agreement](#)

**Date last reviewed** February 2022



# 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 senior leaders 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>	All Injury Frequency Rate Engagement
<b>Our Social Responsibility</b>	Underlying Operating Result Community and Partner Sentiment



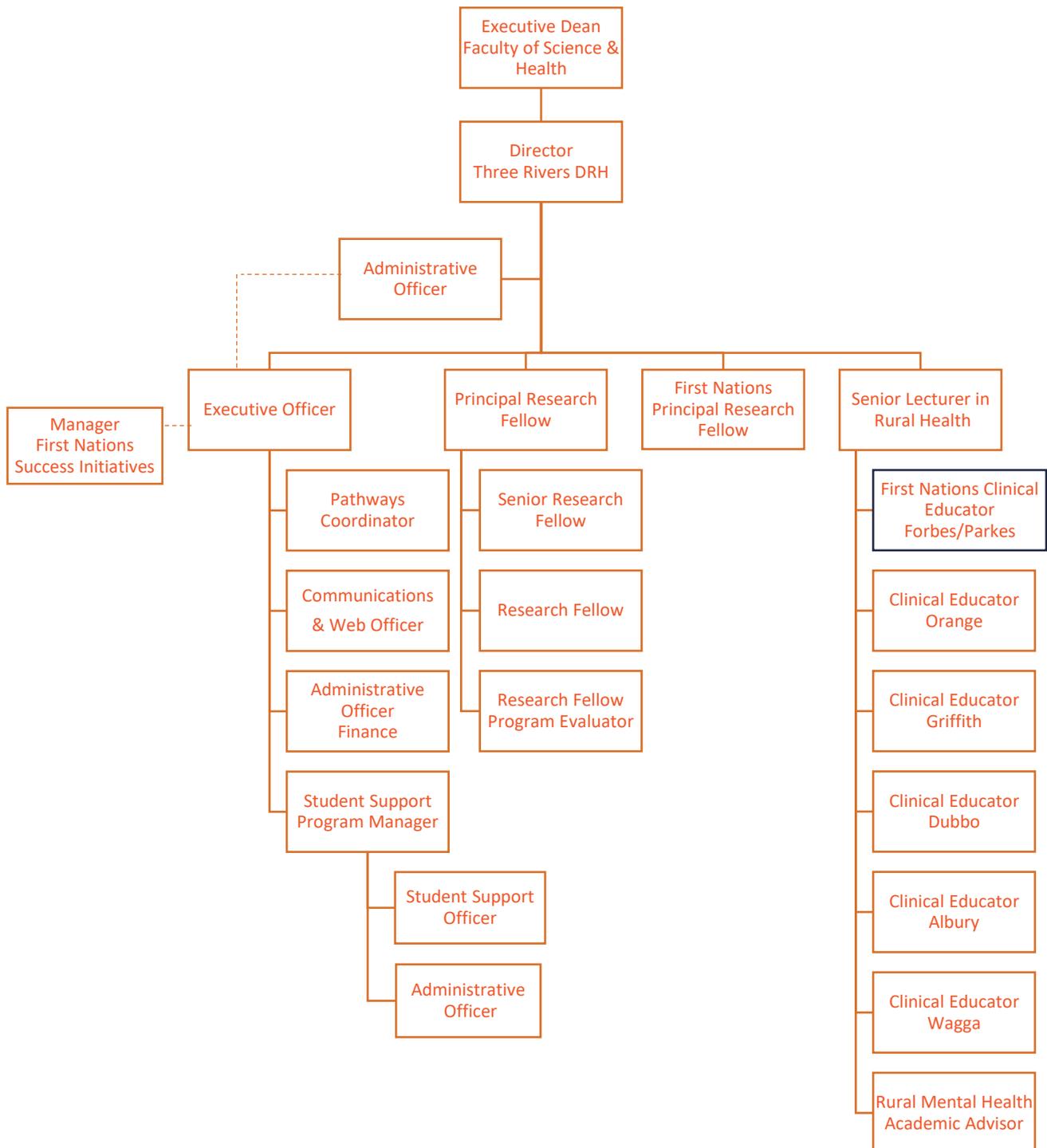
## Three Rivers Department of Rural Health

Three Rivers Department of Rural Health (DRH) is a Commonwealth Department of Health initiative embedded within Charles Sturt University; with the aim of enhancing the recruitment and retention of rural health professionals. Three Rivers is an alliance that brings together the unique geographical knowledge and expertise of Charles Sturt and its partners.

The key activities of Three Rivers DRH are:

- Raising the aspiration and success of First Nations and rural students within the footprint of the DRH;
- Growing capacity for collaborative quality community-led rural clinical training, particularly in smaller regional communities and across expanded practice areas such as disability, aged care, mental health and primary care;
- Evaluating the activities of the DRH, researching rural health workforce capabilities and trailing approaches to service delivery to enhance the health of rural Australians; and
- Fostering the development of future rural health capabilities by developing new multidisciplinary resources and training programs.

## Organisational Chart





## Reporting relationship

**This position reports to:** Senior Lecturer in Rural Health

**This position supervises:** Nil

## Key working relationships

- Three Rivers DRH team
- Workplace learning academics and professional staff
- External stakeholders, including health organisations and community stakeholders

## Position overview

The Lecturer in First Nations Rural Health (Clinical Educator) will be a key staff member in the Three Rivers Department of Rural Health developing quality rural clinical training experiences for health professional students within First Nations health settings across the UDRH footprint, whilst also conducting research that impacts on the health of rural First Nations people.

The Lecturer in First Nations Rural Health (Clinical Educator) will engage in activities related to developing clinical placement opportunities as well as teaching and supporting students and clinicians within First Nations health settings. They will also undertake stakeholder engagement with First Nations health service providers, clinicians, faculties and schools within Charles Sturt (and other universities) to promote the objectives of the UDRH, whilst also developing capacity for quality clinical training in existing and new settings.

## Principal responsibilities

- Apply learning and teaching methodologies, processes, technologies and tools to deliver high quality student-centred learning opportunities in multiple First Nations health settings. Learning and teaching will be conducted within and across disciplines and as required to meet the teaching needs of the UDRH. Excellence in teaching will be achieved across a range of delivery modes, which may include face to face, clinical education and online teaching and assessment.
- Provide leadership and foster partnerships with First Nations health clinicians, First Nations service providers and First Nations community stakeholders to build opportunities for supported student placements within the Three Rivers footprint.
- Apply specialist knowledge of First Nations health and/or education to build strong professional relationships with staff, students and communities to achieve the goals of the UDRH program and provide support and learning opportunities to maximise placement experiences across a range of First Nations health settings.
- Develop, lead and/or evaluate continuing professional education to build service delivery capacity within First Nations health settings, whilst maintaining individual professional accreditation.
- Actively collaborate with Three Rivers UDRH teams to design, deliver and continually improve course content and learning experiences for students, with a focus on developing student's cultural intelligence and preparedness for placement within First Nations health and rural placement settings.
- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation, with a focus on the health of First Nations people in rural Australia.



- Provide cultural peer support to other UDRH staff, whilst actively contributing to Three Rivers UDRH and Charles Sturt cultural activities.
- Actively contribute to the governance, marketing, promotion, and administrative activities to facilitate the work of the UDRH.
- Other duties appropriate to the classification as required.

## Role-specific capabilities

This section comprises capabilities from the Charles Sturt Capability Framework.

<b>Live our values</b>	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
<b>Take action</b>	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes.
<b>Present and communicate information</b>	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
<b>Analyse</b>	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

## Physical capabilities

The incumbent may be required to perform the following.

- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations.
- Regularly travel in / 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 address the selection criteria when applying for this position.

### Essential

- A. Identify as an Indigenous Australian with a thorough understanding of First Nations cultures and societies and demonstrated ability to communicate sensitively and effectively within this environment.
- B. A doctoral or masters qualification appropriate to a relevant allied health discipline (or equivalent clinical experience, accreditation and standing), and evidence of the delivery of high quality student centred learning and teaching.
- C. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar, including a record of research/creative works or professional activity relevant to the discipline.
- D. Demonstrated high level analytical, critical thinking and problem-solving skills along with written and oral communication and interpersonal skills.
- E. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.
- F. Current registration as a health care professional.

