



Position Description

Senior Lecturer in Paramedicine

School of Nursing, Paramedicine and Healthcare Sciences

Faculty of Science and Health

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	May be required to conduct and/or support residential schools
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	20 August 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 senior leaders 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	All Injury Frequency Rate Engagement
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



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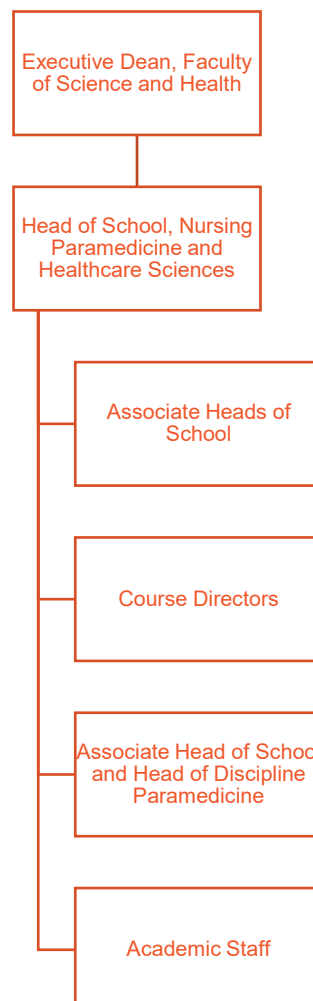
The School of Nursing, Paramedicine and Healthcare Sciences is committed to educating all students to live well and help others to adopt healthy lifestyles in a range of settings. Academic staff are passionate about the transformational nature of education – it is through learning and growth that people achieve their potential.

The courses offered by the School of Nursing, Paramedicine and Healthcare Sciences include undergraduate, postgraduate, and higher degrees by research in nursing, paramedicine and First Nations health.

The strength of these courses lies in the opportunities provided to students to develop personally and also professionally, acquiring the knowledge, attitudes and practical skills needed to work autonomously and also as part of a team, as high-quality health professionals.

While there is a particular need for high-quality health professionals in regional, rural and remote locations, graduates of the School are also in high demand in urban and metropolitan settings, reflecting as they do the resilience and independent thinking for which rural Australians are known.

Organisational chart





Reporting relationship

This position reports to: Associate Head of School and Head of Discipline (Paramedicine)

This position supervises: Nil

Key working relationships

- Head of School
- Course Director
- Associate Head/s of School
- Discipline Leads
- Academic staff

Position overview

The Senior Lecturer in Paramedicine will teach into the paramedicine programs that include the Bachelor of Paramedicine, Bachelor of Paramedicine (Honours), Graduate Diploma of Clinical Practice (Paramedicine), Post Graduate Certificate in Paramedicine (with specialisations), Graduate Diploma in Paramedicine (with specialisations) and the Master of Paramedicine (with specialisations).

Appointees may also be required to supervise honours students, teach in other postgraduate programs in areas where they hold suitable academic qualifications. The successful candidate will also have an opportunity to develop and progress an active research profile aligned to the strategic direction of the School.

Participation in the administration and ongoing curriculum development of courses offered by the School of Nursing, Paramedicine and Healthcare Sciences will be required.

Principal responsibilities

- Make a significant contribution to the development, implementation and promotion of CSU 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.
- Supervision of Research Higher Degree students.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Contribute significantly 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.
- Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Provide mentoring and coaching to support the academic development of colleagues.
- 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 contributions to industry engagement and/or scholarly activities or similar.
- Provide leadership and manage small research teams which contribute to the development of the profession, discipline and/or community.
- Conduct ethical, high-quality research/creative works to his/her discipline at a national level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- 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.
- Make a significant contribution 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.
- Lead external professional reviews.
- Engage in professional practice in a discipline or field for the purposes of improving/transforming the professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significantly advanced practice skills or improves/transforms practices within the profession and which informs teaching.
- Engage in professional activities linked to knowledge development and problem-solving such as research with, for and about the profession and 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 are required.



Role-specific capabilities

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).
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
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
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

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](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



Selection criteria

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

Essential

- A. A doctoral qualification appropriate to paramedicine and current registration as a Paramedic with the Paramedicine Board of Australia.
- B. A record of significant achievement relevant to the discipline area, and at a national level, in the scholarship of teaching and/or research/creative works or professional activity.
- C. Evidence of and a demonstrated commitment to the delivery of high quality, student-centred learning and teaching.
- D. Significant knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- E. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting with an outcome focus.
- F. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

Desirable

- G. Qualifications in education, or equivalent standing.
- H. Experience in curriculum design and development, particularly in the area of paramedicine.

