



# Position Description

## Associate Professor in Clinical Dentistry

Centre for Rural Dentistry and Oral Health  
School of Dentistry and Medical Sciences

Faculty of Science and Health

<b>Classification</b>	Level D
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special Conditions</b>	<p>Demonstrated evidence of full registration as a Dentist with the Australian Health Practitioner Regulation Agency (Ahpra) or eligibility to be registered as a Dentist with Ahpra.</p> <p>This position has been identified as risk Category A in accordance with NSW Health requirements. As such this appointment is conditional upon the successful applicant satisfying and maintaining adequate protection against the infectious diseases specified in the NSW Health “Occupational Assessment, Screening and Vaccination Against Specified Infectious Diseases” policy.</p> <p>This appointment is conditional upon the successful applicant satisfying and maintaining a Working with Children Check in accordance with the Child Protection Act 1998.</p>
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement 2023-2025</a>
<b>Date last reviewed</b>	July 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 are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

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



## Faculty of Science and Health

The [Faculty of Science and Health](#) is a dynamic and diverse Faculty with teaching and research expertise. The Faculty unites a broad profile of professional and industry aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capability in the natural, physical, animal and health sciences we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint and we have strong on-campus, online learning and work-integrated learning capabilities. As a leader in contemporary strategic and applied research the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges both independently and in collaboration with our research institutes.

The Faculty is made up of five Schools

- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health, Exercise and Sports Sciences.
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine

We are the home of Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery as well as having a close relationship with the Charles Sturt farm.

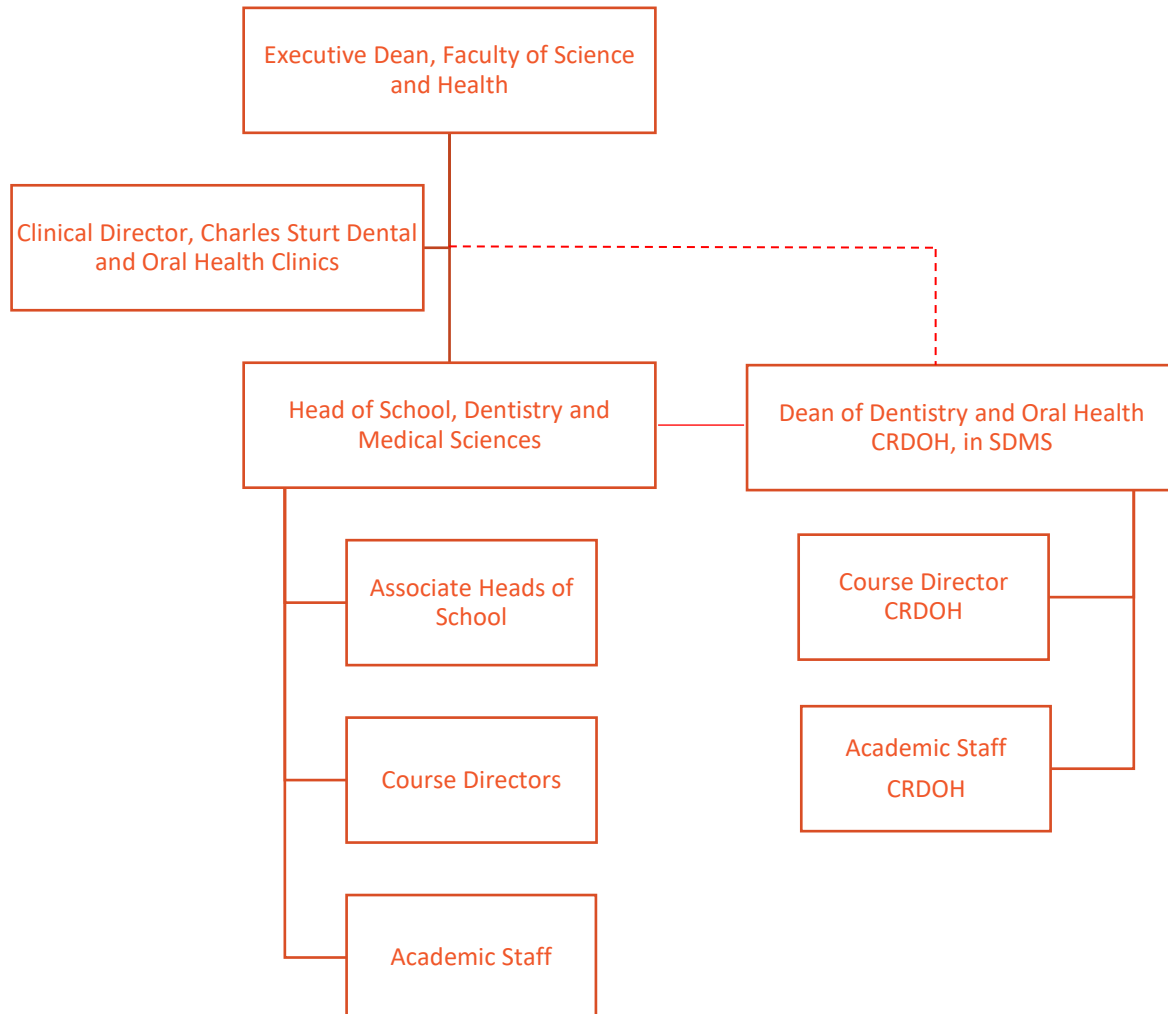
Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>

## School of Dentistry and Medical Sciences

The School of Dentistry and Medical Sciences (SDMS) includes the disciplines of Pharmacy, Medical Science and Pathology, Medical Radiation Sciences, Biomedical Sciences and Food Sciences, and the [Centre for Rural Dentistry and Oral Health](#) (CRDOH), which includes the disciplines of Dentistry and Oral Health.



## Organisational chart



## Reporting relationship

**This position reports to:** Dean of Dentistry and Oral Health

**This position supervises:** N/A

## Key working relationships

- Dean of Dentistry and Oral Health
- Associate Heads of School, SDMS
- Course Director, CRDOH
- Clinical Director, Dental and Oral Health Clinics
- Faculty, School and Discipline Staff



## Position overview

The Associate Professor in Clinical Dentistry will be a clinical academic with extensive undergraduate and/or postgraduate teaching experience in restorative, preventive and/or paediatric dentistry and have an active and significant international research profile within relevant fields. Principal teaching duties involve the integration of teaching in pre-clinical and clinical dentistry, within the context of the Bachelor of Dental Science course, and the supervision of relevant clinics.

The incumbent will provide academic and research leadership within the discipline and contribute significantly to the teaching, administration and ongoing curriculum development of the program, while progressing an active research profile with a strategic [research and innovation](#) focus aligned to the overall [strategies of the University](#). The incumbent will have an outstanding record of published research relevant to clinical dentistry and to be able to lead relevant research projects within the CRDOH.

The incumbent will provide academic leadership within the Dentistry discipline, contribute significantly to the teaching, administration and academic workload management in the discipline, and work closely with the Associate Heads of School in the SDMS in their portfolios, such as learning and teaching and research.

The CRDOH places great importance on its relationships with the dental and health care professions and with rural and regional communities. The incumbent will be based on the Orange campus and be expected to fully engage, maintain and further develop these relationships.



## Principal responsibilities

- Make an outstanding contribution to the development and implementation of quality assured learning and teaching practices in the Bachelor of Dental Science (BDSc) program and other programs, such as the Bachelor of Oral Health Therapy course, as required.
- Provide leadership in clinical teaching, the integration of pre-clinical and clinical teaching and curriculum development in the BDSc program.
- Provide positive learning experiences for students through the provision of fair, reliable and valid assessments and the delivery and receipt of constructive feedback, and promote a culture of mutual respect between staff and students
- Provide significant mentoring 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 and substantial contributions to industry engagement and/or scholarly activities or similar.
- Develop and execute a research plan with a strategic [research and innovation](#) focus aligned to the overall [strategies of the University](#).
- Build a record of research which contributes to the development of the discipline whilst maintaining up-to-date research records within Charles Sturt's Research Output (CRO) repository, including evidence of engagement with the the Scholarship of Teaching and Learning and the [Scholarly Activity Framework](#).
- 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 an outstanding 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.
- 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.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

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

<b>Focus on service</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways.
<b>Live our values</b>	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
<b>Adapt to change</b>	Explore the reasons for change and be willing to accept new ideas and initiatives.
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes.
<b>Listen closely</b>	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.
<b>Applying expertise and technology</b>	Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines
<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.
<b>Learn and research</b>	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
<b>Plan and organise</b>	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.
<b>Formulating Strategies and Concepts</b>	Working strategically, setting strategies, visioning, thinking 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 vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Stand for long periods of time during clinical teaching

## Selection criteria

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

### Essential

- A. Demonstrated evidence of full registration as a Dentist with the Australian Health Practitioner Regulation Agency (Ahpra) or eligibility to be registered as a Dentist with Ahpra.
- B. A PhD degree in a discipline relevant to clinical dentistry and a record of research achievement of international standing, through outstanding contributions in cariology, preventive dentistry (including biofilm control) and/or clinically relevant dental biomaterial science, as evidenced by a significant research publication and citation profile (h-index) and a track record in attracting research grants.
- C. A record of academic achievement of national and/or international standing through outstanding contributions relevant to Dentistry, including academic leadership of the discipline, the scholarship of teaching and/or other research or professional activities.
- D. Extensive understanding of the clinical practice of dental practitioners, with a significant record of teaching and clinical supervision in dentistry.
- E. Evidence of success in leading others in delivering high quality student centred learning and teaching.
- F. Demonstrated ability to build research and professional networks and people capabilities in a significant academic setting, and to contribute to the leadership and collegial life of the University, profession and discipline.

### Desirable

- G. Demonstrated understanding of contemporary dental curriculum models and the [Professional competencies of a newly qualified dental practitioner](#).





● - Capital city ● - Campus location

