



Position Description

Lecturer in Oral Health

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

Faculty of Science and Health

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

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"> • Engagement • All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment



Faculty of Science and Health

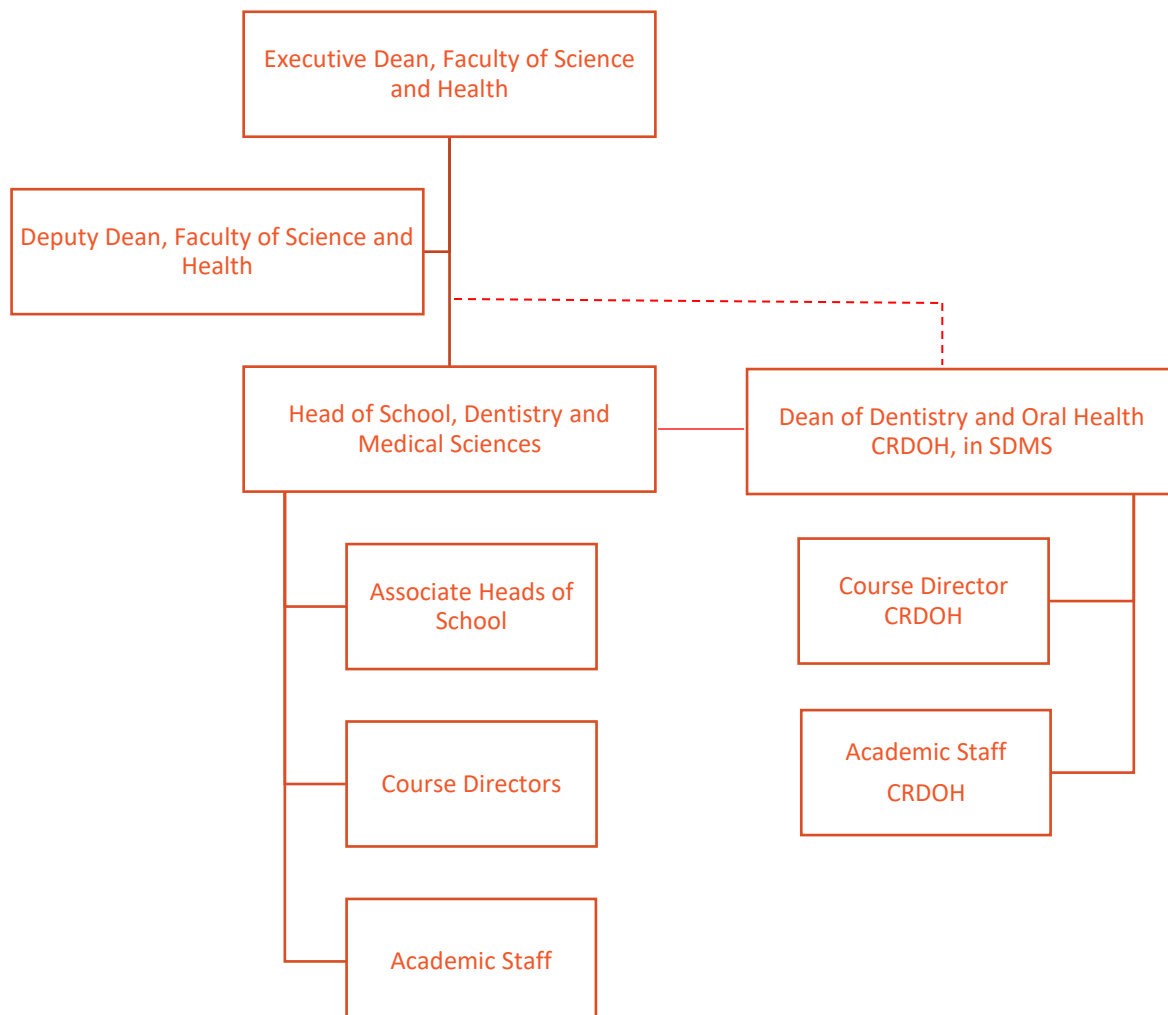
The Faculty of Science and Health (FOSH) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job ready graduates for a diverse range of professions. As a leader in strategic and applied research 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 (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

- Associate Heads of School, SDMS
- Head of Discipline, Oral Health
- Course Director, CRDOH
- Clinical Director, Charles Sturt Dental and Oral Health Clinics
- Faculty and School Staff

Position overview

This is a full time continuing position with negotiable part time employment. However, the incumbent must maintain clinical practice and professional registration with the Australian Health Practitioner Regulation Agency (Ahpra). The incumbent may be able to provide clinical services in the Charles Sturt Oral Health and Dental Clinics upon negotiation with the Dean of Rural Dentistry and Oral Health and the Clinical Director.

The **Lecturer in Oral Health** will be a clinical academic with teaching experience in undergraduate clinical and/or preclinical training in dentistry and/or oral health and have demonstrated experience in providing high quality clinical dental care in private or public health dental practice settings. Principal teaching duties involve both didactic and clinical responsibilities in the clinical practice of oral health, and the building of interprofessional collaborative practice opportunities for Oral Health and Dentistry students in the Clinics and/or on outreach/external clinical placements.

The incumbent will provide academic leadership in curriculum development in Oral Health, particularly in the development of an interprofessional collaborative practice curriculum and the assessment of competencies, which are aligned with the Australian Dental Council's [Professional competencies of the newly qualified dental practitioner](#), and work closely with the Associate Heads of School in the SDMS in their portfolios, such as learning and teaching and research,

If the appointee does not have any significant research experience or evidenced capabilities, their initial work function will be teaching focussed, but pathways towards a teaching and research work function may be discussed upon appointment. If the appointee has research experience, capabilities and aspirations, the appointee will have the opportunity to progress an active research profile with a strategic [research and innovation](#) focus aligned to the overall [strategies of the University](#).

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 Wagga Wagga campus and be expected to fully engage, maintain and further develop these relationships.

Principal responsibilities

- Lead and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Proactively develop and foster strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.



- Maintain sound and current knowledge and understanding of oral health discipline through original and substantial 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.
- If appointed with a teaching / research function, develop and execute a research plan with a strategic [research and innovation](#) focus aligned to the overall [strategies of the University](#) and build a record of research which contributes to the development of the discipline.
- Engage with the the Scholarship of Teaching and Learning and the [Scholarly Activity Framework](#).
- Conduct ethical, high quality research/creative works or professional activity relevant to the discipline through scholarship, publication and presentation.
- 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.
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Adapt to change	Explore the reasons for change and be willing to accept new ideas and initiatives.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Listen closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.
Applying expertise and technology	Applying, developing and sharing specialist and detailed technical expertise, understanding other organisational disciplines.
Present and communicate information	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.



Analyse

Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

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.

Formulating Strategies and Concepts

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 or Oral Health Therapist with the Australian Health Practitioner Regulation Agency (Ahpra) and in good standing with the Dental Board of Australia.
- B. A doctoral or masters qualification relevant to the teaching or clinical practice of oral health therapy and/or interprofessional collaborative practice, and/or evidence of significant leadership of, and contributions to community oral health, such as the establishment of innovative student-led clinical placements or projects within the community.
- C. A record of academic achievement within the discipline through documented contributions to academic leadership and/or the scholarship of teaching and learning, research in an area relevant to clinical dentistry or oral health, or other significant professional activity.
- D. Extensive understanding of the clinical practice of dentistry and/or oral health therapy and significant experience in, and comprehensive knowledge relevant to subject coordination of, and clinical supervision in integrated clinics, and evidence of success in delivering high-quality student-centred teaching in clinical dentistry and/or oral health in Australia.
- E. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives in oral health.
- F. Demonstrated ability to build people capability in a significant academic setting, and/or contribute to the leadership and collegial life of the University and profession and/or discipline.

Desirable

- G. Demonstrated understanding of contemporary dental curriculum models and the Australian Dental Council's [Professional competencies of the newly qualified dental practitioner](#).



Brisbane

New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Goulburn
NSW Police Academy

Sydney

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta
Regional Study Centre

Victoria

Melbourne

● - Capital city ● - Campus location

