



The New Norfolk Health Hub

Lecturers - Rural Work Integrated Learning Program

JUNE 2024

UNIVERSITY of
TASMANIA 

Message from the Vice-Chancellor

Welcome to the University of Tasmania. Two things shape our University in powerful ways – people and place.

I welcome your interest in the role of Lecturer in Rural Work Integrated Learning, a key role committed to supporting the delivery of place-based nursing and allied health rural training in Southern Tasmania.

We are not just a University of Tasmania, we are a University for Tasmania. Tasmania is a very special place, and the University has a mission to work with people across the island to create a truly sustainable and equitable society. We hope it might even be a model that others around the world find inspiring.

Our place is unique in many ways: a place surrounded by great oceans that reach to the Antarctic, we live beneath a distinctive sky, with special soils and unique geology, with remarkable flora and fauna.

We know that the traditional owners of this land are amongst the most resourceful people in human history. We listen to them and learn from them. Their unique living knowledges can help shape the future.

The traditional owners profoundly remind us that for all that there is to celebrate about this island, there is also history with tragedy here. As a University, we do not shy away from this.

We are a University committed to transforming the grave wrongs of the past.

If this is a mission that you too wish to embrace, we offer you the opportunity to make a real difference to Tasmania as the Director, Peter Underwood Centre.

If you join us you will come to a place where the value of community, of connections and care for others are qualities cherished across the island.

We are a university that cares greatly about communities, both our own and those we are here to serve. We appreciate all of their unique qualities, and we recognise their complexities.

This spirit and ethos guides us as a university. It informs the way we work, organise ourselves and engage in the life of the island. We are very

much committed to the creation of a wholistic system that makes educational achievement and success attainable for all Tasmanians.

We know the need for this is great. We are just one part of an education eco-system under great pressure. This is a system whose functioning is defining of human life and the island's future economic, social and cultural prosperity. The stakes could hardly be higher.

We know that the pathway through education is complex and difficult for too many people. It is our aspiration to see this change. We know that these kinds of challenges call for a joined-up effort to tackle them and so we are committed to working in partnership across Tasmania. Only together can we meaningfully improve the opportunities and outcomes for children, young people, their families and the communities they are a part of through grow-our-own rural health workforce activities and place-based rural training program.

Our mission to serve the needs of the island, its people and places far beyond these shores starts with bringing education into reach for all of those who want to access it.

In all of these areas, the work of the Lecturer in Rural Work Integrated Learning is important to bringing to life this vision.

I hope the information in this document helps you understand how you, as one of the potential new Lecturers in Rural Work Integrated Learning could make a deeply impactful contribution to our University and to Tasmania. Again, I welcome your interest and encourage you to consider this opportunity.



Professor Rufus Black, Vice-Chancellor

The University of Tasmania

In quiet pursuit of the extraordinary.

In 1890, the University was founded with a very important purpose. Through academic excellence, we seek to make our home and the world a better place. Working together with the communities we are a part of on this island, we are achieving the extraordinary.

The character of our island home shapes the way we do this. Isolation and a small population have always required us to work harder. The finite qualities of islands remind us that ecologically and socially we need to be a sustainable place. We must work with ecosystems, not against them, and the definition of a community provided by our island's watery boundaries reminds us that we must work together.

Solving unique problems in unique ways is a part of who we are here on this island. Here, success takes a quiet determination and adaptability.

In turn, this makes us broader-minded, and multi-skilled thinkers who are creative and independent problem solvers. The qualities we find in this place and in our people see our institution generate powerful and unique ideas for and from Tasmania.

Our unique setting and the challenges we face here mean that we go beyond creating places of learning. We strive to stimulate economic growth, lift literacy, improve health outcomes for Tasmania and nurture our environment as it nurtures us.

We welcome enquiring minds, from near and far, to join us in our pursuit of the extraordinary.



The Opportunity

The Lecturer in Rural Work Integrated Learning is located in the [Centre for Rural Health \(CRH\)](#) in the School of Health Sciences, within the College of Health and Medicine.

The CRH is one of the academic units within the University of Tasmania's College of Health and Medicine working towards improving rural health through a stronger health workforce.

Established in 1997 under the Regional Health Strategy of the Australian Government, the CRH aims to improve access for rural and remote communities to appropriate health services by encouraging students to pursue a career in rural practice and supporting health care professionals working in these areas. The CRH is one of 19 University Departments of Rural Health established around Australia and is linked to these other Departments through its membership of the Australian Rural Health Education Network (ARHEN).

We are seeking to appoint an Academic Level B Lecturer in the following disciplines:

- Dietetics
- Exercise Physiology
- Occupational Therapy
- Speech Pathology

The positions are funded through the Rural Health Multidisciplinary Training program (RHMT), which is aimed at improving the recruitment and retention of health professionals in rural and remote Australia. The focus of the current funding is in creating

partnerships/ consortia between rural health service providers and University Departments of Rural Health, along with building rural training facilities in rural communities. The CRH has therefore expanded from its main centre in Launceston into New Norfolk and may expand its network of Rural Health Training Sites into other rural communities in the future. Each CRH site employs a range of academic and professional staff who deliver and support place-based rural training, conduct research and engage with local communities.

The Lecturers in Rural Work Integrated Learning will supervise allied health and/or interprofessional student cohorts undertaking professional experience placements and participate in rural training program delivery at the New Norfolk rural health training site.

The positions will collaborate with the broader CRH team through their role with student placement administration and support, and liaise with key stakeholders, including local health service providers, community groups and relevant universities. The roles will include contributing to the evaluation of the CRH's rural health training program and research investigating the impacts of rural learning experiences on students' work readiness, rural and remote practice understanding and attraction to future rural health positions and to other teaching, research and evaluation activities as directed.



Accountabilities and Outcomes

Purpose

The team of Lecturers in Rural Work Integrated Learning will contribute to the teaching, engagement, evaluation and research effort **at the New Norfolk Rural Health Training Site** and carry out activities to maintain scholarly, research and/or professional activities relevant to the allied health professions and rural practice.

Key Outcomes

- Make an effective and sustained contribution to the University in achieving its strategic objectives and fulfilling its operational responsibilities.
- Plan, coordinate, supervise, and evaluate rural training and student placement activities in health, community, and aged care, including liaison with universities, key community stakeholders and health organisations.
- Facilitate professional development programs to students, clinicians and the community in coordination with wider education programs within UTAS and the region.
- Identify and collaborate with colleagues, rural health practitioners, health services and partner universities and rural health academic centres to contribute to relevant research and evaluation, publish findings and regularly exceed the University's research performance expectations for Level B.
- Contribute to the development and maintenance of productive and effective links inside the University and locally and nationally with the discipline, relevant interdisciplinary domains, profession, industry and/or wider community.
- Undertake other duties as assigned by the supervisor.

Success profile

Personal Attributes

- **Innovative:** Able to produce new ideas and adopt radical solutions. Readily applies theories and concepts to form strategies and navigate future trends.
- **Resilience:** Able to stay calm under pressure and tolerate stress. Adept at calming others and resolving conflict in stressful situations.
- **Supportive:** Understands others through listening and empathy, works well in a team and actively involves others by valuing individuals' unique perspectives.
- **Evaluative:** Excels at examining information and asking probing questions, documents facts and interprets data objectively.

Behavioural Expectations

- We aim for everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish by:
- Treating all others – staff, students and community with fairness, equity and respect.
- Ensuring the workplace is an inspiring and safe place to be.
- Ensuring the workplace is free from harassment, bullying, victimisation and discrimination.



Core capabilities

- **Student Focus:** Able to bring the student experience lens to all work activities, contributing to outcomes that evoke student curiosity, interest and passion for disciplinary knowledge and skills.
- **Holistic Decision Making:** Able to form sound judgements based on all available information, considering the potential impacts of decisions from a broad range of perspectives before taking definitive action.
- **Fostering Belonging:** Fosters a sense of belonging and wellbeing, enables others to feel good and function to their fullest ability and role models respectful, inclusive and professional behaviours.
- **Self-Awareness and Interpersonal Skills:** Recognises and regulates emotions and behaviour in the work context and effectively builds relationships with others to create a collaborative and empowering environment that enables people to achieve and thrive.



Role specific skills, knowledge and experience

- The Lecturer in Rural Work Integrated Learning (Exercise Physiology) will supervise exercise science, exercise physiology and interprofessional student cohorts undertaking placements and participate in rural training programs at the New Norfolk rural health training site. Recognised exercise physiology degree and is an accredited member with Exercise and Sports Science Australia (ESSA).
- The Lecturer in Rural Work Integrated Learning (Dietitian) will supervise nutrition sciences and/or dietetic and interprofessional student cohorts undertaking placements and participate in rural training programs at the New Norfolk rural health training site. Recognised dietetics degree and holds a practicing membership of a relevant nutritionist or dietetics professional association.
- The Lecturer in Rural Work Integrated Learning (Occupational Therapy) will supervise occupational therapy and interprofessional student cohorts undertaking placements and participate in rural training programs at the New Norfolk rural health training site. Recognised Occupational Therapy degree and registered as an Occupational Therapist with the Occupational Therapy Board of Australia via AHPRA.
- The Lecturer in Rural Work Integrated Learning (Speech Pathology) will supervise speech pathology and interprofessional student cohorts undertaking placements and participate in rural training programs at the New Norfolk rural health training site. Recognised Speech Pathology degree and holds a practicing membership with Speech Pathology Australia (SPA).
- Experience in, and commitment to, principles of primary health care, interprofessional practice, service learning and community development as they apply to rural and remote Australia.
- A record of, and continuing commitment to, research or evaluation that has made worthwhile contributions to their field and/or rural health, demonstrated by a record of quality publications, presentations at conferences and/or success in securing external competitive and other funding.
- Experience in University-level teaching and learning or a record of the application of educational principles, and experience in the development and delivery of teaching or professional development.
- A record of contributing to building and maintaining effective and productive links locally and nationally with the discipline, profession, industry (where relevant) and wider community.
- Current clinical, industry, or professional experience relevant to dietetics and the position.

Workplace health and safety

All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions and using the equipment provided in accordance with safe operating procedures. Where appropriate, staff will initiate and participate in worksite inspections, accident reporting and investigations and develop safe work procedures.

All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and provide the appropriate information, instruction, training and supervision.

Staff will inform their supervisor of any unsafe working practices or hazardous working conditions.

Other requirements

- Current Tasmanian Registration to Work with Vulnerable People (Registration Status - Employment).
- Current Drivers licence.
- To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role.
- As part of our commitment to a safe and inclusive workplace, employment history and criminal background checks may be conducted as part of the selection process.
- Regular intrastate travel.
- Regular travel between campuses.
- Visiting and working in the field in remote locations.
- Undertaking manual handling and lifting >10kg (heavy furniture in the clinical training environment)
- Willingness to undertake a medical assessment based on meeting the inherent position requirements.

Statement of values

We subscribe to the fundamental values of honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect and fairness and justice. We bring these values to life by our individual and collective commitment to:



Creating and serving shared purpose



Nurturing a vital and sustainable community



Focusing on opportunity



Working from the strength diversity brings



Collaborating in ways that help us be the best we can be

The Tasmanian Lifestyle

Tasmania offers a living experience unlike any other. Here, you can go from the world's wildest art festivals to world heritage wilderness – all within a day. Our campuses put you in the heart of our bustling cities and amongst a creative, diverse and welcoming community.

Tasmania is 42 degrees south of the equator. Its dramatic coastlines, rugged mountains, spectacular wilderness, sparkling highland lakes and beautiful beaches make Tasmania one of the best places in the world to live and work.

Tasmania is currently undergoing a renaissance, with burgeoning tourism, cultural and culinary pursuits making the island one of the most popular places to visit in the country.

As we move through the COVID-19 pandemic, Tasmania's lively cultural scene is springing back and its year-round festivals are once again drawing visitors from afar. Indeed, Tasmania has more poets, musicians, writers, and artists per head of population than any other state in Australia.

Tasmanians breathe the world's cleanest air, drink pure water and grow mouth-watering produce from rich, fertile soils. They are also outstandingly resourceful and generous, applying their creativity and design skills to artistic endeavours, scientific research and the production of a unique array of goods and services which they are eager to share with others across the island, Australia and the world.



How to apply

If this role is of interest, we look forward to hearing from you. Please provide your up-to-date resume and a cover letter outlining your motivation for the role and how your skills and experience align. Your cover letter should clearly state which vacancy you are applying for.

For further information about this position, please contact: beth.hensler@utas.edu.au

- **Applications close 11.55pm, Sunday 21st July 2024.**
- **Interviews will be held on Thursday 25th July 2024.**

Visit our website to read more and discover your exciting future: www.utas.edu.au

1300 363 864 | utas.edu.au

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