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| **Position Description** |

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| **Teaching and Research - Lecturer** |
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| **Position No:** | NEW |
| **School:** | La Trobe Rural Health School |
| **Campus/Location:** | Bendigo, Albury Wodonga, Shepparton or Mildura |
| **Classification:** | LEVEL B - Lecturer |
| **Employment Type:** | Continuing |
| **Position Supervisor:****Number:** | TBA |
| **Other Benefits:** | <http://www.latrobe.edu.au/jobs/working/benefits>  |

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

College of Science, Health and Engineering – https://www.latrobe.edu.au/she

**For enquiries only contact:**

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| **Position Description** |

**Level B – Lecturer**

This position is part of a suite of exciting, newly created positions associated with the announcement of the La Trobe University Rural Health School as Australia’s newest University Department of Rural Health (UDRH).

The Australian Government has funded La Trobe University under the Rural Health Multidisciplinary Training (RHMT) program. The overall goal of this program is:

“To improve the recruitment and retention of medical, nursing, dental and allied health professionals in rural and remote Australia. This will ultimately improve the health and wellbeing of Australians living in rural and remote areas. This goal will be achieved by:

* Providing effective rural training experiences for health students.
* Developing an evidence base for the efficacy of rural training strategies in delivering rural health workforce outcomes.
* Supporting rural health professionals to improve Aboriginal and Torres Strait Islander health.
* Increasing the number of rural origin health and medical students.
* Maximising the investment of program funds in rural, regional and remote areas for the maintenance of well supported academic networks to enhance the delivery of training to students and the provision of medical services to communities” (Australian Government Department of Health).

The La Trobe Rural Health School will expand its activity in developing high quality, effective rural health education, training and research in partnerships with local communities. A strong focus of the work will be on the health of Aboriginal and Torres Strait Islander peoples and progressing an outcome-focused rural research agenda with an emphasis on integrated knowledge translation.

The Level B academic who is appointed to this position will have an outstanding opportunity to take part in the establishment of all UDRH activities aligned with the RHMT program parameters. More information about the RHMT program can be accessed at http://www.health.gov.au/internet/main/publishing.nsf/content/rural-health-multidisciplinary-training-program-framework

The successful person will engage in innovative partnership work focused on service learning, and will develop curriculum, teach, and undertake research relevant to the activities of the La Trobe Rural Health School UDRH.

This will be a diverse, challenging and highly rewarding position. Across the suite of new UDRH-auspiced positions, incumbents will work with the existing La Trobe Rural Health School workforce to increase the enrolment of rural origin and Aboriginal and Torres Strait Islander students and will develop support programs to engage and mentor rural and Aboriginal and Torres Strait Islander students earlier in their schooling. A new high-quality rural health subject, with 100 hours of service learning in rural communities will be introduced for all UDRH students. A more standardised approach to training for rural practice will be implemented through the development of online training modules available to all students, university, agency staff and community members. These modules will be co-designed with students and rural practitioners/community members. A rural mentoring scheme will be introduced to identify students who are committed to rural practice and who show rural leadership potential. Research activity involving industry partners will increase, and impact statements will be produced for all rural research indicating social, economic and other impacts. There will be a focus on increasing research involving Aboriginal and Torres Strait Islander people. Data will be collected and maintained on rural workforce outcomes resulting from rural training activity and tracking systems will be established to produce longitudinal data on rural workforce impact.

**Position Context**

The La Trobe Rural Health School is Australia’s largest and most multidisciplinary rural health school and is located across Northern Victoria’s most vibrant regional cities: Bendigo, Albury/Wodonga, Shepparton, and Mildura.

The School was formally established in 2009 through major Australian Government investment as a direct response to the need for high quality rural education and training to address the maldistribution of the Australian health workforce and need for research focused on improving health and wellbeing outcomes for rural people. Its growth and success have few precedents. The School currently has 3022 students and 118 academic and professional staff.

State-of-the-art teaching and research facilities have enabled the delivery of outstanding programs across dentistry and oral health, physiotherapy, occupational therapy, speech pathology, paramedicine, exercise physiology, exercise science, social work, health sciences, and nursing and midwifery.

The School is renowned for its innovative and transformational approaches to teaching and research. The La Trobe Bachelor of Health Science in Dentistry/ Master of Dentistry was Australia’s first rural dentistry program and all courses produce outstanding graduates for rural and regional areas. The School has rapidly expanding applied health and social care research programs and researchers are recognised internationally for their world-class partnership research in rural communities, with a focus on disadvantage across a range of biopsychosocial and economic dimensions. The John Richards Centre for Rural Ageing Research (based on the Albury-Wodonga campus) supports ageing research in rural and regional Victoria, and the new Violet Marshman Rural Health Initiative is currently being established following $3 million dollars of philanthropic investment.

The Australian Government announcement of RHMT funding and designation of The La Trobe Rural Health School as the newest UDRH is the next major stage of development for the School.

**Duties of a Level B academic in this role may include:**

* Contributing to all UDRH activities designed to meet the outcomes of RHMT funding.
* Working closely with communities across a wide geographic region to establish high-quality service learning programs and relevant, outcome focused high quality research.
* Participating in innovative course level curriculum design, development and review.
* Developing, coordinating and teaching high-quality programs that provide outstanding learning experiences that engage students. Teaching might include tutorials, practical classes, demonstrations, workshops, service learning programs, and clinical/professional practice sessions for university students and practitioners/community members in the field.
* Demonstrating a scholarly approach to learning and teaching and contributing to disciplinary teaching pedagogy and research.
* Keeping abreast of innovations in teaching and learning in areas such as, but not restricted to, online and blended delivery.
* Conducting and publishing high quality and/or high impact research as a member of a team, or independently, and producing conference/seminar papers and publications from that research.
* Co-supervising Higher Degree by Research (HDR) postgraduate students as required.
* Contributing to a robust and ambitious research culture.
* With mentoring support, obtaining necessary research funding from external funding sources.
* Maintaining professional practice skills/knowledge and expertise at state/nationally recognised level.
* Performing allocated administrative functions effectively and efficiently.
* Undertaking other duties commensurate with the classification and scope of the position as required by the Head of School.

**Key Selection Criteria**

**ESSENTIAL:**

* PhD or equivalent accreditation and standing recognised by the University/profession as appropriate to achieve the outcomes of this position.
* Demonstrated ability to work collaboratively and productively with partners, staff, students and community members from a diverse range of backgrounds.
* High level oral and written communication skills, including the ability to interact effectively with people from a diverse range of backgrounds, including those who are vulnerable.
* Demonstrated competence in teaching and curriculum development.
* Evidence of high quality and/or high impact research conducted and published or otherwise disseminated, relative to opportunity
* Demonstrated ability to supervise, or co-supervise, honours and postgraduate students.
* Sound analytical skills with an ability to clearly communicate complex information both orally and in writing.
* High level organisational skills with the ability to set priorities, meet deadlines, initiate and follow-up actions, all with minimal or no supervision.
* Evidence of the ability to work as a member of a team in a rapidly expanding and developing environment and have the flexibility to work with rapid change.

**HIGHLY DESIRABLE:**

* Across the suite of positions being advertised as part of the UDRH, we are seeking people with skills and experience in health service delivery, social care, health policy, health management, project management, financial resource management, human resource management, digital design, educational design, service learning, demography, health geography, qualitative, quantitative and mixed method research, partnership brokering, and community development. Breadth of skills across a range of these domains will be positively viewed.
* Experience in the preparation of research proposal submissions to external funding bodies and evidence of success in securing research funding would be an advantage.
* Graduate Certificate in Higher Education or similar evidence of professional preparation for HE teaching.

**Other relevant information:**

* The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

**Essential Compliance Requirements**

To hold this La Trobe University position the occupant must:

* hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
* take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

**La Trobe Cultural Qualities**

Our cultural qualities underpin everything we do. As we work towards realising the strategic goals of the University we strive to work in a way which is aligned to our four cultural qualities:

* We are***Connected****:* We connect to the world outside — the students and communities we serve, both locally and globally.
* *We are* ***Innovative****:* We tackle the big issues of our time to transform the lives of our students and society.
* *We are* ***Accountable:*** We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.
* *We* ***Care:*** We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities.

The Grantee agrees not to make any public announcement, including by social media, in connection with the awarding of the Grant without the Commonwealth’s prior written approval.

3.2 The Grantee agrees to acknowledge the Commonwealth’s support in all Material, publications and promotional and advertising materials published in connection with this Agreement. The Commonwealth may notify the Grantee of the form of acknowledgement that the Grantee is to use.

For Human Resource Use Only

Initials: Date: