



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

Classification Level D

Delegation band [Delegations and Authorisations Policy \(see Section 3\)](#)

Special Conditions

Demonstrated evidence of full registration as a dentist with the Australian Health Practitioner Regulation Agency (AHPRA) and in good standing with the Dental Board of Australia

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.

This appointment is conditional upon the successful applicant satisfying and maintaining a Working with Children Check in accordance with the Child Protection Act 1998.

Workplace agreement [Charles Sturt University Enterprise Agreement 2023-2025](#)

Date last reviewed March 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](#) 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.

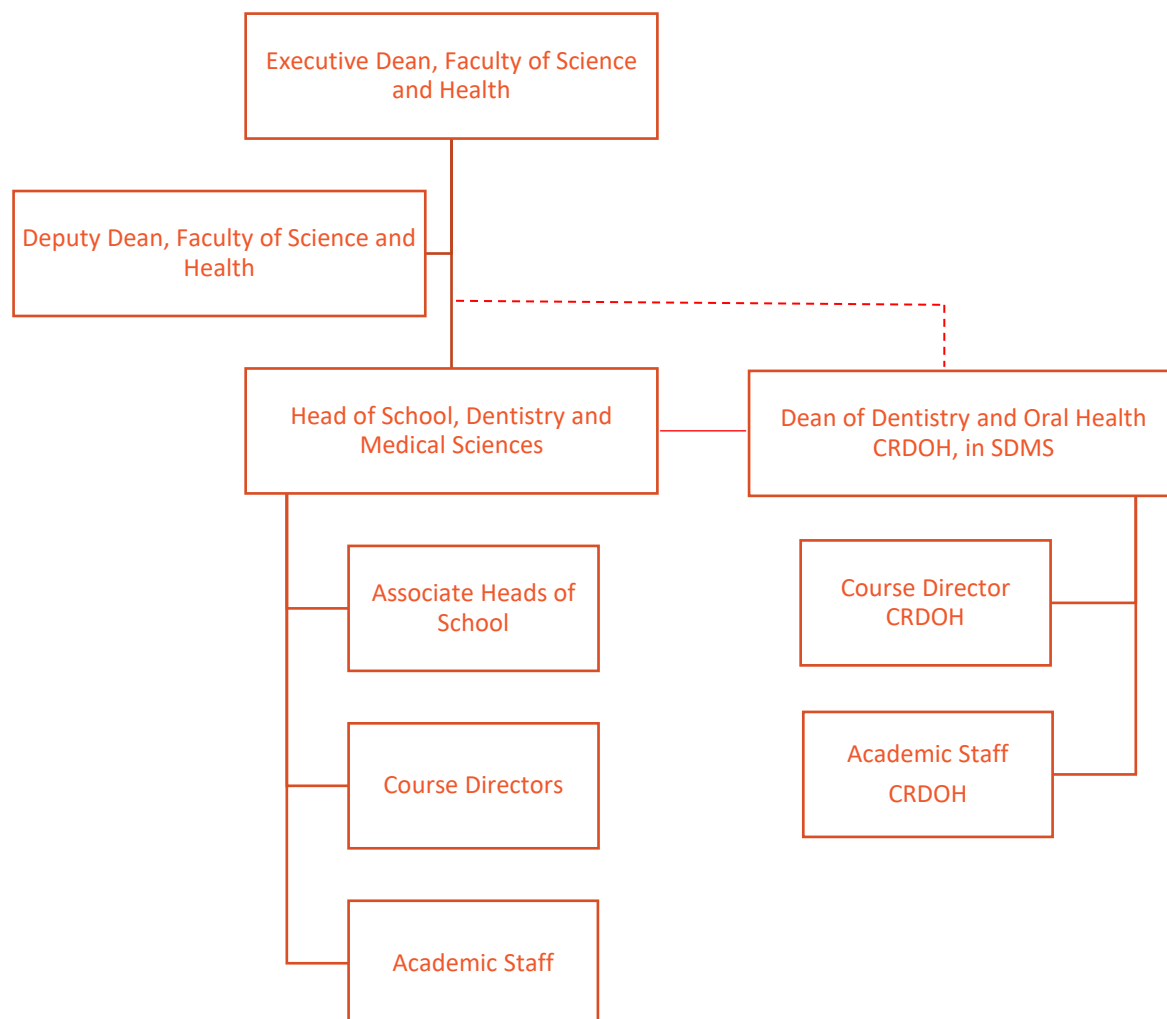
Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>

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
- Faculty, School and Discipline Staff



Position overview

The **Associate Professor in Clinical Dentistry** will be a clinical academic with extensive undergraduate teaching experience and program coordination in Dentistry. Principal teaching duties include the integration of pre-clinical and clinical teaching in the Bachelor of Dental Science (BDSc) program and the supervision of relevant clinics.

This is a continuing full-time position. 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 CSU Oral Health and Dental Clinics upon negotiation with the Dean of Dentistry and Oral Health and the Clinical Director.

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 incumbent will work with the Dean of Dentistry and Oral Health, the Course Director and the Dentistry Discipline Leadership group in curriculum development and the accreditation reporting of the BDSc 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 in a field relevant to Dentistry and be able to develop and lead relevant research programs within the CRDOH.

The CRDOH places great importance on its relationships with the dental and health care professions, the relevant professional and accreditation bodies, and with rural and regional communities.



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](#).

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 with the Australian Health Practitioner Regulation Agency (AHPRA) and in good standing with the Dental Board of Australia.
- B. A PhD or other doctoral degree relevant to the discipline and a record of research achievement relevant to the discipline, as evidenced by a significant research publication output and/or the ability to attract 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 oral health therapy.
- 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](#).

