



Position Description

Senior Lecturer in Speech Pathology

School of Allied Health, Exercise and Sports Sciences

Faculty of Science and Health

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	7 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 will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	Engagement All Injury Frequency Rate
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



Faculty of Science and Health

School of Allied Health, Exercise and Sports Sciences

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.

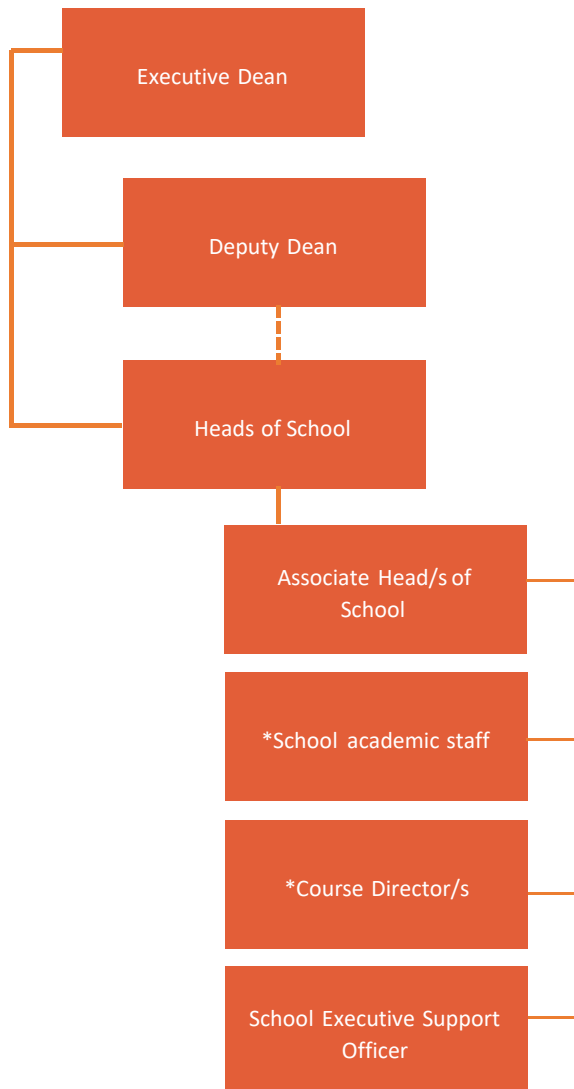
Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>

[The School of Allied Health, Exercise and Sports Sciences](#) has a diverse range of staff who work together in the pursuit of excellence in teaching, research, and community engagement. The School is focused on six professional courses including exercise and sport science, clinical exercise physiology, occupational therapy, physiotherapy, podiatry, and speech pathology.

Staff in the School of Allied Health, Exercise and Sport Sciences are committed to working with regional and rural communities to train and graduate future health professionals; we use research to find answers to community questions; and we work together to support people to become agents for positive change within their community.



Organisational chart



Reporting relationship

This position reports to: Associate Head of School (Staff Supervision and Development),
School of Allied Health, Exercise and Sports Sciences

This position supervises: Nil



Key working relationships

- Head of School
- Associate Head of School
- Course Director Speech Pathology
- Faculty and School staff

Position overview

The Senior Lecturer in Speech Pathology will actively engage in leadership, teaching, research, curriculum development and student engagement related to the Master of Speech Pathology course in the School of Allied Health, Exercise and Sports Sciences. The Senior Lecturer will be expected to use blended models of subject delivery in teaching students, liaise effectively with the stakeholders of the course, participate in leadership, administration and ongoing curriculum development, and progress an active research profile aligned to the strategic direction of the School.

The successful candidate must have substantial speech pathology experience, commitment to regional, rural and remote health and practice, and capacity and willingness to contribute to supporting work-integrated learning for speech pathology students. The successful candidate must be available to support on-campus teaching and administrative activities as required by the Head of School.

Principal responsibilities

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver high quality student-centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Actively lead and contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students. This also includes active contribution to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Actively lead and contribute to high performing multidisciplinary teams with an outcome focus and the development of a respectful, trusting, and collaborative working environment.
- Provide leadership, mentorship, and management, as appropriate, in the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
- Proactively source, develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies 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.
- Maintain, and contribute to creating, a sound and current knowledge and understanding of speech pathology through industry engagement and/or scholarly activities and/or similar.
- Lead and conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with Charles Sturt



University's Research Plan and objectives including pursuing funding opportunities.

- Identify, create, and lead collaborative research projects with internal and external researchers and stakeholders.
- Continue to build a significant record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within Charles Sturt University's research database.
- Take a lead in supervising Research Higher Degree and Honours students and mentoring staff in research supervision.
- Contribute to supporting workplace learning for speech pathology students, in collaboration with the speech pathology workplace learning team.
- Contribute 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.
- Other duties appropriate to the classification as required.

Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role.

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).
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
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.
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.



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 university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#).

Selection criteria

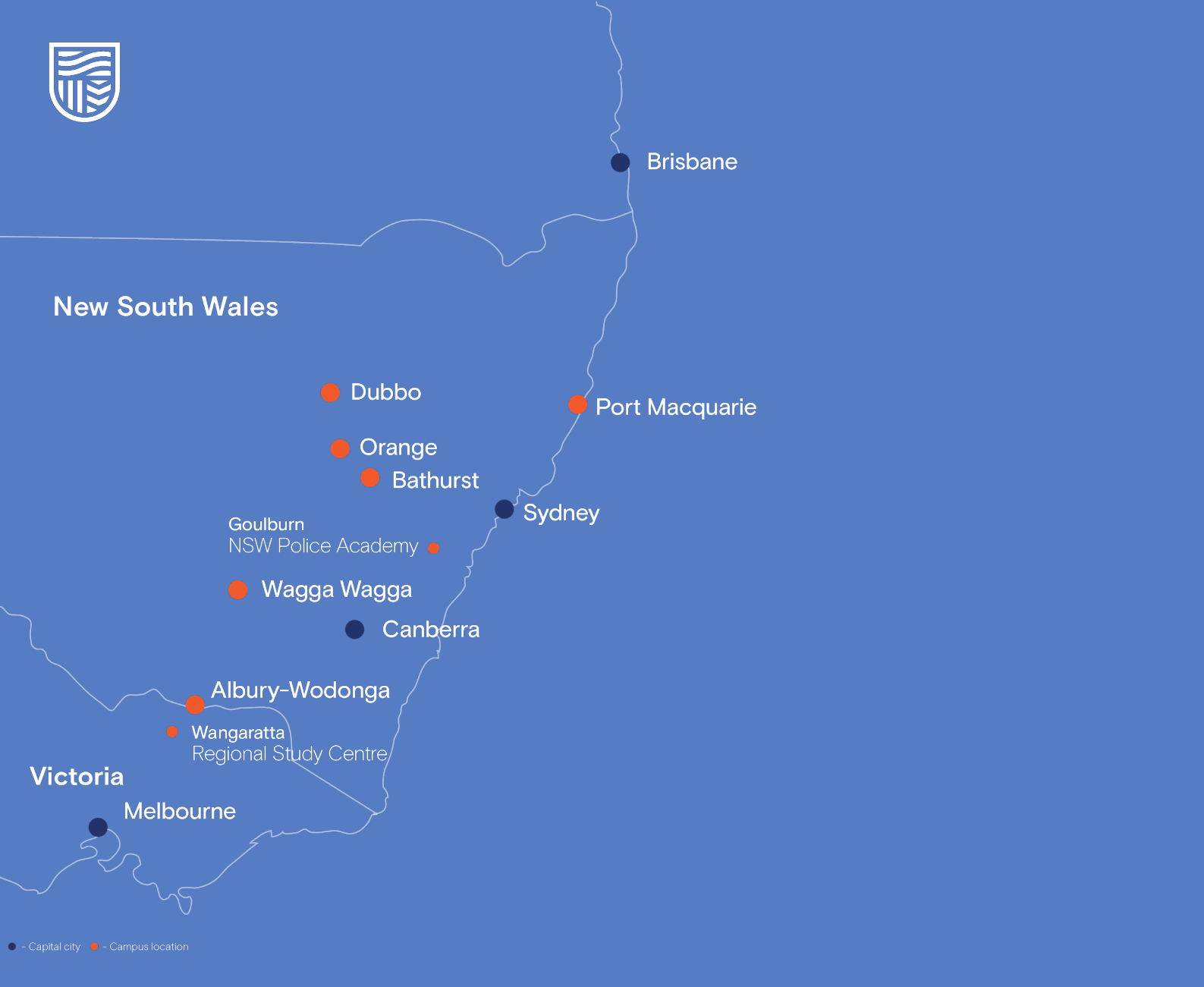
Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. Doctoral qualification relevant to speech pathology.
- B. Eligibility for current full registration as a speech pathologist with Speech Pathology Australia.
- C. Significant record of research/publication and/or professional activity relevant to speech pathology, which demonstrates capacity to make autonomous contributions and ability to lead projects.
- D. The successful candidate must have substantial speech pathology experience in a specialised field (e.g., fluency, voice, language, speech, etc.), with a specific population (i.e., adult, paediatric), or across the lifespan for a variety of fields of practice.
- E. Demonstrated ability to lead others in, and to contribute to, the delivery of high quality course and subject design, and to deliver high quality student-centred learning and teaching at a postgraduate level that includes the capacity to incorporate new technologies and new approaches to teaching and learning, and the ability to teach across areas.
- F. Detailed understanding of the importance of, and demonstrated capacity and willingness to contribute to and support, work integrated learning for speech pathology students in collaboration with the work integrated learning team.
- G. Demonstrated ability to lead and build effective relationships and partnerships, and to work as a collaborative team member.

Desirable

- H. Substantial academic experience.



● - Capital city ● - Campus location

