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| **Position Description** |

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| **Teaching and Research – Associate Professor** |
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| **Position No:** | NEW |
| **Department:** | La Trobe Rural Health School |
| **School:** | La Trobe Rural Health School |
| **Campus/Location:** | Bendigo, Albury Wodonga, Shepparton or Mildura |
| **Classification:** | LEVEL D – Associate Professor |
| **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 D – Associate Professor**

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 D academic who is appointed to this position will have an outstanding opportunity to take a leading role 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 provide significant leadership in the development and maintenance of innovative partnership work focused on service learning, and will develop curriculum, teach and undertake high quality, internationally recognised research relevant to the activities of the La Trobe Rural Health School UDRH.

A Level D teaching and research academic is expected to be recognised nationally/internationally as a contributor to the development of their discipline or profession.

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 D academic in this role may include:**

* Leading all UDRH activities designed to meet the outcomes of RHMT funding.
* Leading work with communities across a wide geographic region to establish high quality service learning programs and relevant, outcome-focused high-quality research
* Leading innovative course level curriculum design, development and review which reflects best practice nationally and internationally, utilising various methodologies including online and blended learning.
* Leading the development, coordination and teaching of high-quality programs that provide outstanding learning experiences that engage students. Teaching might include online, blended, and/or face-to-face tutorials, practical classes, demonstrations, workshops, service learning programs, and clinical/professional practice sessions for university students and practitioners/community members in the field.
* Strengthening the existing capability of La Trobe University and further enhance its reputation as a leader in learning, teaching and research.
* Leading the development, design and review of curriculum and/or programs of study.
* Encouraging intellectual development and career aspirations of students and more broadly, health professionals in rural and regional areas.
* Making an outstanding contribution to the governance and collegial life inside and outside the University.
* Making a leading/national contribution to scholarship of learning and teaching and disciplinary teaching pedagogy and research.
* Leading and managing large research projects and/or teams and playing a leadership role in all aspects of major research projects.
* Publishing in leading international journals and delivering submitted and invited presentations at national and international conferences.
* Supervising Higher Degree by Research (HDR) and Honours or postgraduate research projects.
* Obtaining external research funding via contracts/grants/consultancies.
* Maintaining professional practice skills/knowledge and expertise at state/nationally recognised level.
* Participating in discipline-based mentoring and coaching of more junior colleagues to develop their teaching and research knowledge and performance.
* Mentoring and developing the teaching/research performance of more junior colleagues.
* Building collaborations with national and international partners.
* Promoting and representing the University by participating in appropriate local, national and international organisations and events.
* Undertaking other duties commensurate with the classification and scope of the position as required by the Head of School.

**Key Selection Criteria**

**ESSENTIAL**

* Completion of a PhD or equivalent accreditation and standing recognised by the University/profession as appropriate for the position.
* Demonstrated effectiveness and leadership in curriculum development and teaching with a proven commitment to excellence in teaching.
* Record of attracting honours/research students and successful supervision
* Evidence of effective contributions to leadership and management at the Department/School/College or University level.
* Distinguished record of nationally and/or internationally recognised independent research, with evidence of its impact and significance.
* Strong record of publications, including papers in leading international journals and/or invited presentation at international conferences.
* Successful record of external research funding through grants/contracts/consultancies.
* Excellent oral and written communication skills, including the ability to interact effectively with people from a diverse range of backgrounds.
* Proven ability to build sustainable relationships with a range of industry and community partners and evidence of the ability to promote research and/or other links with outside organisations/agencies.
* Proven leadership skills with a demonstrated capacity to manage and mentor less senior teaching and research staff.
* Demonstrated ability to work collaboratively and productively with staff, students and communities with a diverse range of backgrounds.
* Demonstrated ability to work as a member of a team in a collaborative and collegial manner.

**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.
* 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.

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: