



# Position Description

## Lecturer in Oral Health Therapy

Centre for Rural Dentistry and Oral Health  
School of Dentistry and Medical Sciences

Faculty of Science and Health

<b>Classification</b>	Level B
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Nil
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	March 2022



# 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:

<b>Our Students</b>	<ul style="list-style-type: none"><li>• Commencing progress rate</li><li>• Student experience</li></ul>
<b>Our Research</b>	<ul style="list-style-type: none"><li>• Research income</li><li>• Research quality and impact</li></ul>
<b>Our People</b>	<ul style="list-style-type: none"><li>• Engagement</li><li>• All injury frequency rate</li></ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"><li>• Underlying operating result</li><li>• Community and partner sentiment</li></ul>



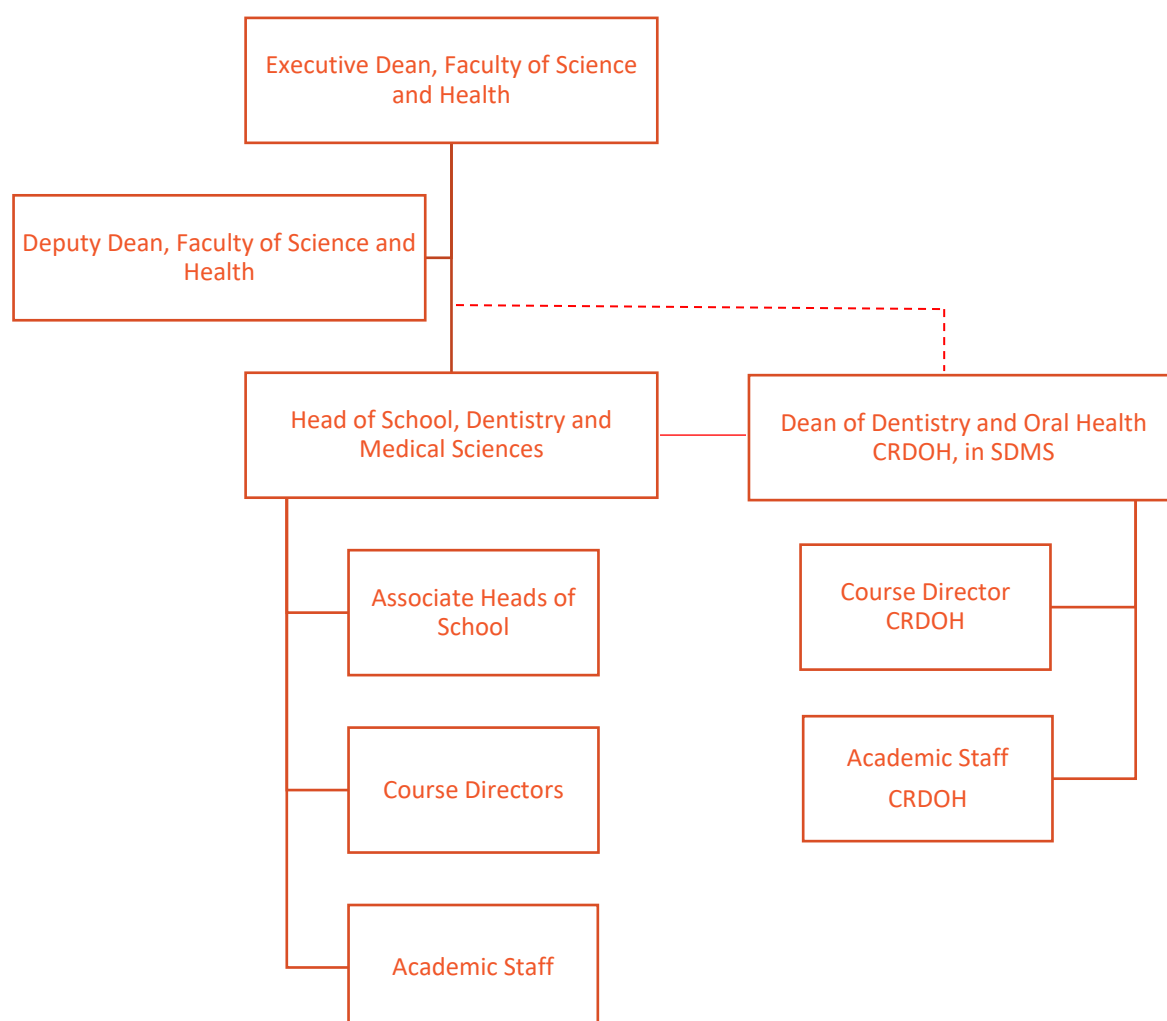
## Faculty of Science and Health

The Faculty of Science and Health (FOSH) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job ready graduates for a diverse range of professions. As a leader in strategic and applied research the Faculty aims to enhance and extend scientific knowledge, train, and educate future researchers as well as provide scientific solutions to current regional, national and global challenges. The staff and students of the Faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement. The Faculty is comprised of a Faculty Office, the Three Rivers University Department of Rural Health, teaching/research laboratories, several commercial clinics and five Schools, including the School of Dentistry and Medical Sciences.

## 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

- Associate Heads of School, SDMS
- Course Director, CRDOH
- Faculty and School Staff

## Position overview

The Lecturer in Oral Health Therapy will have postgraduate qualifications in a relevant field to Oral Health Therapy and be involved in leadership duties within the Discipline, such as Subject and Year Coordination and curriculum development. Given the CRDOH is a multi-campus academic unit, as well as teaching into the undergraduate program, the incumbent will collaborate with academics involved in the preclinical teaching of the BOH (Therapy/Hygiene) program at the Holmesglen Institute in Victoria. The incumbent will also engage with administration and undertake research.

## Principal responsibilities

- Apply Charles Sturt 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 contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Engage with the Scholarship of Teaching and Learning and Identify and follow opportunities for collaborative research projects with internal and/or external researchers.
- 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.



- 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.
- Provide leadership 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 develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies.
- Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the CRDOH and/or the SDMS and University, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Build a record of research/creative work 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 Scholarly Activity Framework.
- Other duties appropriate to the classification as required.

## Role-specific capabilities

The following capabilities from the Charles Sturt [Capability Framework](#) are identified as essential or critical for success in this role.

<b>Focus on service</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways.
<b>Live our values</b>	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
<b>Adapt to change</b>	Explore the reasons for change and be willing to accept new ideas and initiatives.
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes.
<b>Listen closely</b>	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.



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**Present and communicate information**

Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.

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**Analyse**

Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

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**Learn and research**

Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning.

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**Plan and organise**

Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

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**Follow instructions and procedures**

Follow procedures and instructions, time keep, show commitment, keep to safety and legal guidelines.

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**Cope with pressure and setbacks**

Cope with pressure, keep emotions under control, balance work and personal life, stay optimistic, handle criticism.

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**Achieve personal work goals and objectives**

Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.

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## 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 Criteria

- A. Full registration as an **Oral Health Therapist** with the Australian Health Practitioner Regulation Agency (AHPRA); or eligibility for registration as a **General Dentist** with AHPRA.
- B. A Bachelor of Oral Health (Hygiene and Therapy) or Bachelor of Dental Science degree, or equivalent degree, **and** a further relevant postgraduate degree or equivalent professional qualification relevant to Oral Health Therapy, Dentistry, Public Health or clinical education.
- C. Demonstrated evidence of a minimum of three year's clinical experience relevant to Oral Health Therapy or General Dentistry in Australia, Britain, Canada or New Zealand.
- D. Demonstrated evidence of experience in teaching Oral Health Therapy or General Dentistry, as a lecturer or clinical supervisor in a tertiary education institution.
- E. Demonstrated research and/or professional record relevant to Oral Health Therapy or General Dentistry.
- F. Demonstrated evidence of comprehensive understanding of the scope of practice and profession of the Oral Health Therapist in Australia.

### Desirable Criteria

- G. Demonstrated evidence of eligibility for the extended/adult scope of practice.



