



POSITION DESCRIPTION

Department of Audiology and Speech Pathology
Faculty of Medicine, Dentistry and Health Sciences

Lecturer/Senior Lecturer - Speech Pathology

POSITION NO	0045839
CLASSIFICATION	Lecturer, Level B or Senior Lecturer, Level C <i>Level of appointment is subject to qualifications and experience</i>
SALARY	Level B \$ 98,775 - \$117,290 p.a. Level C \$120,993 - \$139,510 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time (part-time arrangements will be considered)
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Dr Elaina Kefalianos Tel +61 (03) 8344 4859 Email ekefalianos@unimelb.edu.au Please do not send your application to this contact

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about.unimelb.edu.au/careers

Position Summary

This position in the Department of Audiology and Speech Pathology will contribute to academic teaching in the Master of Speech Pathology Course at The University of Melbourne.

The chosen candidate will contribute to teaching and research excellence in the field of Speech Pathology and actively contribute to the postgraduate coursework in speech pathology within the Department of Audiology and Speech Pathology in conjunction with senior academic staff.

The candidate will be PhD qualified with eligibility for membership with Speech Pathology Australia. Previous experience in teaching is essential, with the flexibility to participate in and teach a broad range of subjects, while maintaining clinical currency and an understanding of trends and issues in Speech Pathology. A promising research profile and is also highly desirable.

The position is based in modern facilities, located centrally in Melbourne, on Swanston Street. As a member of the Melbourne School of Health Science's academic team, the candidate will be expected to support the broad ethos of the School and the School's compliance with University policies and procedures, including environmental health and safety.

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Co-ordination of subjects within the teaching program of Speech Pathology in the Department.
- ▶ Involvement in ongoing course development and in the delivery of high quality teaching to graduate students studying the Master of Speech Pathology.
- ▶ Preparation and delivery of lectures and seminars, conduct tutorials, practical classes and assessment of these tasks.
- ▶ Be responsible for the supervision and management of research projects for students undertaking graduate research in speech pathology.
- ▶ Collaborate with senior staff in the review of the course curriculum on a regular basis including the preparation of key documents for Accreditation of the program.
- ▶ Contribute to the day-to-day management of the theoretical and clinical examination of the Master of Speech Pathology degree.

In addition to the above, the Senior Lecturer, Level C appointee will be required to:

- ▶ Undertake ongoing development of innovative and flexible new models of teaching.

1.2 RESEARCH AND RESEARCH TRAINING – ADVANCEMENT OF THE DISCIPLINE

- ▶ Contribute to research in a field related to activities in the Department. This will include making a significant contribution to knowledge through publication and presentation; and developing multidisciplinary collaborative links. The candidate will be expected to publish a number of first or senior author publications per year (in line with Faculty research productivity expectations).
- ▶ Supervision of Research Higher Degree students as appropriate.

In addition to the above, the Senior Lecturer, Level C appointee will be required to:

- ▶ lead and prepare peer-reviewed research grant applications and to maintain a steady income of research grant funding to remain research active, and provide oversight of financial management of grants received for research projects

1.3 ENGAGEMENT

- ▶ Engage in activities promoting the discipline of Speech Pathology in the wider University and external communities, through membership of professional societies, participation in activities such as Graduate Information Week and by seeking interaction with business and community activities.
- ▶ Contribute to the discipline by participating in professional bodies and in scholarly meetings and conferences, and by undertaking professional activity in the field.
- ▶ Work with a range of interested parties/stakeholders, including industry, in the development of innovative distance learning and industry focussed accredited profit-making training ventures. This may include the development of alliances with other universities internationally.

In addition to the above, the Senior Lecturer, Level C appointee will be required to:

- ▶ undertake a high level of involvement in professional activities at the national level.

1.4 LEADERSHIP AND SERVICE

- ▶ Make significant contributions to Department, School and Faculty meetings and committees, as well as contribute to strategic planning and policy development of the Department.
- ▶ Other duties commensurate with the position as directed by the Supervisor.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

In addition to the above, the Senior Lecturer, Level C appointee will be required to:

- ▶ Perform senior duties, such as attendance at key institutional (department, school and faculty level meetings) and professional meetings (eg accreditation).

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A PhD relevant to speech pathology or equivalent accreditation and standing.
- ▶ Eligibility for membership of Speech Pathology Australia or similar professional organisation.
- ▶ The ability to undertake independent teaching and research and a growing profile of research outputs as evidenced by research publications, conference and seminar papers and contributions to grant applications.
- ▶ Previous experience in teaching with the flexibility to participate in and teach a broad range of subjects with a commitment to maintaining clinical currency. Experience teaching across a broad field of adult and/or paediatric conditions is highly desirable.
- ▶ Demonstrated ability to develop assessment materials linked to learning goals, as well as the capacity to develop teaching materials, deliver lectures, facilitate problem based tutorials and practical sessions and support on-line activities.

- ▶ Demonstrated ability to work independently and collaboratively in a team to achieve project goals and meet agreed deadlines.
- ▶ Sound written and verbal communication skills, including the ability to communicate with a range of stakeholders in order to maintain strong working relationships.

In addition to the above, the following are essential for a level C appointment

- ▶ The ability to make a significant contribution to the discipline at the national level as evidenced by a national profile in teaching and research
- ▶ A solid track record of first, second or senior author peer-review journal publications. Applicants with publications in mid to high impact multi-disciplinary journals/highly regarded international discipline specific journals are highly desirable.
- ▶ Evidence of secured research grants and external research income as a chief investigator from peer-reviewed research schemes. Applicants who have lead the grant application process as Chief Investigator A/Principal Investigator will be viewed favourably.
- ▶ Demonstrated experience of research higher degree supervision (honours/masters/PhD) and preferably as the primary supervisor. Applicants with successful PhD student completions are highly desirable.

2.2 DESIRABLE

- ▶ Previous experience with academic administration such as subject coordination, course advice, examinations or equivalent.
- ▶ A sound understanding of trends and issues in speech pathology at regional and national levels, including issues in the current clinical education context.
- ▶ Previous experience in fostering initiatives to advance equity or diversity in speech pathology relevant would be highly desirable (eg. initiatives relevant to international students or engagement with the indigenous community/students/healthcare considerations).
- ▶ A profile in teaching and scholarly activity as evidenced by teaching-relevant publications or similar.

In addition to the above, the following are essential for a level C appointment

- ▶ Previous experience of curriculum review and development, including use of innovative models and attention to e-learning and online development.
- ▶ Demonstrated interest in professional and community engagement, such as accreditation processes, roles on influential professional committees or boards, roles in supporting community groups or charity organisations related to the vocation of speech pathology.

2.3 SPECIAL REQUIREMENTS

- ▶ The appointee will be required to obtain a Working With Children's Check and a Police Check as a part of their employment.
- ▶ The appointee will be required to provide health-related documentation, including immunisation status.
- ▶ A current Victorian driver's licence.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 MELBOURNE SCHOOL OF HEALTH SCIENCES

<http://www.healthsciences.unimelb.edu.au>

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, research, scholarship, professional practice, workforce training and knowledge translation. Our collective focus is on improving health and well-being of people, locally and globally. Our diversity of disciplines and research expertise provides us with unique shared insights into health and wellbeing, impacting on both physical and mental health outcomes across people and their families. Our research has a strong focus on cross-cutting research themes including implementation science, health services research and clinical trial methodology resulting in the integration of findings into improved care of the communities that we serve as well as influencing health policy.

The School comprises the departments of Optometry and Vision Sciences, Nursing, Social Work, Physiotherapy, Audiology and Speech Pathology. It educates approximately 1400 equivalent full-time graduate entry and post-graduate students in each of these disciplines through accredited, and other, programs tailored to workforce needs nationally and internationally. It provides national and international health sciences students with professional training designed to foster their leadership capabilities with a focus on developing workforce ready and research capable graduates.

It also delivers professional education courses and training for the health sciences professions and builds strong relationships with the alumni in each discipline. A key aim is to continue to build effective interdisciplinary collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 85 academic staff and 20 continuing professional staff as well as more than 200 sessional and contract staff. In addition, there are more than 200 honorary appointments within Health Sciences.

5.2 DEPARTMENT OF AUDIOLOGY AND SPEECH PATHOLOGY

The Department of Audiology and Speech Pathology is a research and teaching department within the Melbourne School of Health Sciences, in the Faculty of Medicine, Dentistry and Health Sciences. The Department of Audiology and Speech Pathology offers graduate-entry Masters Courses in both Speech Pathology and Audiology. Each discipline has an intake of 50 students per year for the two year entry-to-practice courses and also has a number of research higher degree students completing Doctoral research or a Masters of Philosophy. Speech Pathology commenced at The University of Melbourne in 2011. In 2015, the Department will graduate its fourth cohort of students to complete the Masters of Speech Pathology. The Department of Audiology and Speech Pathology has an international reputation in pioneering research in cochlear implants and has strong research links with the Murdoch Children's Research Institute.

<https://healthsciences.unimelb.edu.au/departments/audiology-and-speech-pathology>

5.3 THE FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$630m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural

recognition and building partnerships with the Indigenous community as key areas of development.

5.4 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at <http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/reputation-rankings>.

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide range of knowledge-based industries.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded. Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.5 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/index.html#home>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has

adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia’s ‘place’ in the Asia-Pacific region and the world, and on our ‘purpose’ or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the ‘convergence revolution’ of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/unisec/governance.html>.