

## RECRUITMENT

# Associate Professor Indigenous Health (Community and Context)

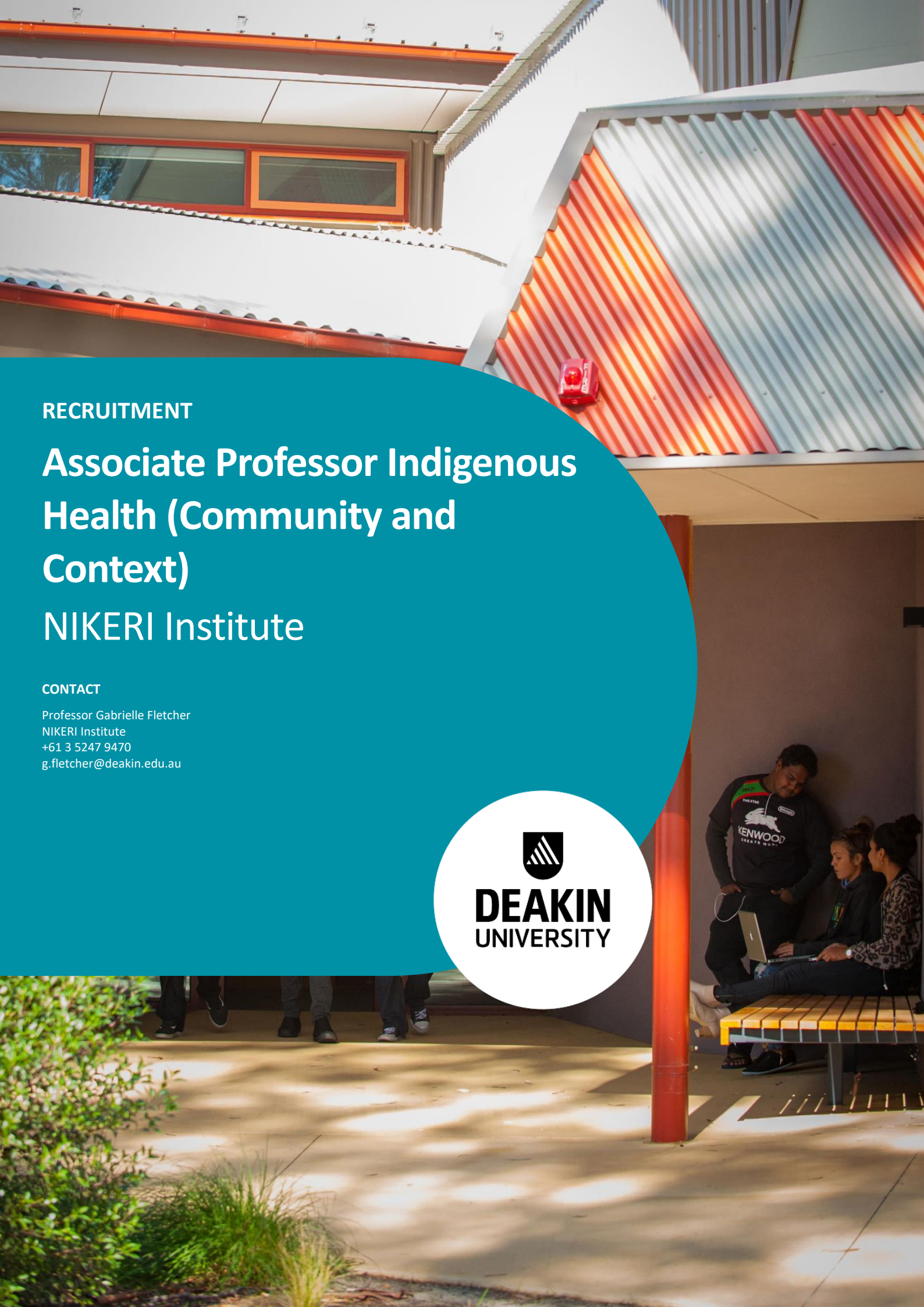
NIKERI Institute

## CONTACT

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**DEAKIN**  
UNIVERSITY



# About Deakin

**Deakin's growing reputation is reflected in its rapid rise in international rankings; Deakin entered the prestigious Academic Ranking of World Universities for the first time in 2014 and now ranks an estimated 262 (ARWU 2020). Deakin is ranked 29 in the QS ranking of the world's top universities under 50 years.**

Established in 1974, Deakin University was named after the leader of the Australian Federation movement and the nation's second Prime Minister, Alfred Deakin.

Deakin University has five campuses, one in Melbourne's eastern suburbs, two in the port city of Geelong, one in Warrnambool on the south-west coast of Victoria, and more than 15,000 students study predominantly online as part of Deakin's Cloud Campus.

All students, regardless of their campus or mode of study, benefit from Deakin's award-winning digital environment.

Deakin is proud of its inclusive and student-focused culture and its reputation for using innovative digital solutions to provide an engaging and personalised learning experience. Deakin is committed to lifelong learning, providing students with choices about how, when and where learning occurs.

Deakin prides itself on developing career-ready graduates who are innovative, resilient, and well prepared for rapidly changing workforce needs. Deakin has a strong focus on teaching, with student satisfaction and the employability of its students being key indicators of success. Deakin ranks first in Victoria for student satisfaction (SES) and graduate employability (GOS).

**Top 1%**  
of the world's universities

**No. 1**  
In Victoria for student satisfaction ten years in a row (2010 -2019)

**No. 262**  
ARWU global ranking of world universities' research capabilities

Deakin's four faculties offer courses across the arts, design, science, sport, nutrition, architecture, business, law, medicine, optometry, engineering, nursing, allied health, psychology and teaching.

With over 60 000 students Deakin is one of Australia's largest universities and is consistently ranked in the top 1% of the world's universities.

As an Australian university with global impact, Deakin is translating its research into the commercial outcomes that will drive the innovation Australia's economy needs now and into the future. Research at Deakin focusses on innovation and robust partnerships with industry and business, and it is building a formidable international reputation in areas of emerging national social, economic and political priority in its core areas of health, sport, carbon fibre, energy and cyber security. Deakin's manufacturing innovation precinct provides an important link between technological innovation and successful industry outcomes, strengthening and streamlining pathways for commercial research.

## Our strategy

Through the strategic plan Deakin 2030: Ideas to Impact, Deakin's ambition is innovation and excellence in both education and research generate ideas that transform lives and communities. We will be Australia's most progressive and responsive university, leading in blending digital capability with our distinctive campus precincts. We will leverage strong partnerships to maximise the social, cultural and economic impact we deliver regionally, nationally and globally.

- We excel in both education and research.
- We value both excellence and equity.
- We are leaders in digital capability
- We are agile and responsive to community need.
- Indigenous Knowledges and Ideas form our future.
- We deliver impact locally and globally.
- We seek to grow where growth aligns with strategy.

# Faculty of Arts and Education

**The Faculty of Arts and Education offers an exciting range of programs in teaching and research in Communication, Creative Arts, Social Sciences, Education and Indigenous Knowledge and Culture.**

These are the human disciplines, which are vital to improving personal and professional outcomes and contributing to Australia as an equitable, humane and innovative society.

The Faculty comprises four key academic entities:

- School of Communication and Creative Arts,
- School of Education,
- School of Humanities and Social Sciences, and the
- National Indigenous Knowledges Education Research Innovation (NIKERI) Institute.

Leading strategic research innovation centres, the Alfred Deakin Institute for Citizenship and Globalisation, Research for Educational Impact (REDI) and the Deakin Motion.Lab-Centre for Creative Arts Research and the Centre for Humanitarian Leadership, enable our internationally renowned academics to lead thinking, ideas, research and teaching in their respective disciplines.

We have earned high international regard for innovation in creative arts, human sciences, including humanitarian leadership, criminology, contemporary history, teacher education and Indigenous knowledge. The Faculty's practices are founded on Deakin's longstanding commitment to equity and the achievement of personal, professional and community benefit through the power of education.

The Faculty celebrates staff excellence and success in teaching, research and a strong commitment to high quality outcomes that serve our communities. In the context of a rapidly changing and innovative digital world, we are working to achieve significant advancement for a sustainable future through:

- exciting courses that respond to demand, innovation and professional readiness
- international strategic partnerships in teaching and research for high quality outcomes
- commitment to Indigenous knowledge, teaching and research in partnership with the National Indigenous Knowledges Education Research Innovation (NIKERI) Institute
- strong collaboration between Schools and Research Innovation Centres with communities, professions and partners
- achieving increased success for students, colleagues and the communities we serve.

## Deakin's promise to equity, diversity and inclusion

At Deakin we value diversity, embrace difference and nurture a connected, safe and respectful community. We recognise that our academic workforce is increasingly diverse with a variety of backgrounds, experiences and responsibilities. In many cases, academic careers can be put on hold through career breaks or part-time work arrangements to take on caring duties, gain experience in other industries, for medical reasons or other personal circumstances. Achievement relative to opportunity places more emphasis on the quality as opposed to the quantity of research outputs. In your application, we encourage you to comment on your achievements relative to opportunity.





# NIKERI Institute

**Through our Community-Based Education programs, the National Indigenous Knowledges, Education, Research and Innovation (NIKERI) Institute enables Aboriginal and Torres Strait Islander Australians the flexibility to gain access to higher education while still being able to maintain family and community obligations.**

The Institute is responsible for the provision of Community Based Delivery (CBD), which is an Away from Base program funded by the Australian Government.

This program offers a unique higher educational opportunity that is responsive to the needs of Indigenous peoples on a national scale. At its core has remained the development and consolidation of CBD as a centred model of ethos and practice.

Our community-based approach features:

- strong community ownership of the learning space and program of study
- shared cultural values and belief systems that are respected by everyone
- a curriculum inclusive of Aboriginal and Torres Strait Islander knowledge, systems and perspectives
- students and staff who create a space of equity and equality
- smaller groups to foster interactive learning
- a non-competitive teaching and learning environment
- peer support and encouragement.

The Institute supports Deakin University's global engagement through activities that are directly related to strategies within the University LIVE Agenda 2020 including:

- Maintaining and developing beneficial partnerships and collaborative relationships with domestic and international universities, educational institutions, government agencies and organisations of strategic interest to Deakin, the Faculty and the Institute.

- Increasing the number and quality of international research collaborations as well as strengthening the enrolment growth of quality candidates in the Institute's HDR program
- Providing future opportunities for both undergraduate and postgraduate students to undertake learning and research in partnerships with international universities.

The Institute is working towards a culturally informed strength-based model of education that incorporates Indigenous educational systems of knowledge and wisdom. This includes facilitating cultural competence training; and cultivating diversity in ways of Knowing, Being and Doing by engaging a deep sense of purpose and aspiration with students and staff.

The Institute will strive to promote culturally balanced teaching and learning that incorporates Indigenous epistemologies, pedagogies, and sustainable ethics into critical knowledge and academic engagement.

Indigenous knowledge is a defined field of inquiry both nationally and internationally within the context of higher education and research. The Institute is developing new courses within this cumulative practice in order to deliver contemporary educational content across Health, Education (Primary or Secondary), Social Sciences, Business Administration, Art, Law and Environmental Sciences. This framework is based on Indigenous interconnected pedagogies involving narrative, visualised, reflective and experimental learning processes that respects and acknowledges the continued importance of Indigenous knowledge.

# Associate Professor Indigenous Health (Community and Context)

## Teaching and Research Level D

Level D members of staff typically perform these duties at the following levels:

### Research and scholarship

- Recognition as an authority at the national level and an emerging reputation at the international level in research and scholarship, through publication or exhibition in high quality and high impact outlets
- Providing intellectual leadership within their specific areas of research, scholarship or creative activity, including emerging recognition as a public intellectual
- Contributing to the leadership of major research projects, including internal and external collaboration to create new insights and opportunities
- Creating and sustaining research collaborations and partnerships which have demonstrable outcomes
- Contributing to the leadership of research evaluation and assessment activities (e.g. competitive grant assessment, contributing to Editorial Boards, ERA panels)
- Contributing to the leadership of successful development of significant international research programs or partnerships
- Mentoring early career researchers
- Contributing to the leadership, supervision, management and timely completion of HDR students, including advising and improving on research excellence, career development and candidature management
- Promulgating and promoting a culture of research excellence in the University, including mentoring colleagues

- Providing leadership in research and scholarship through roles such as Associate Dean
- Demonstrating the successful application of scholarly and research expertise to innovation and invention, with appropriate involvement in the commercialisation of outcomes

### Learning and Teaching

- Promote the Institute's and the Faculty's teaching role in Indigenous Health in its undergraduate and post graduate programs
- Lead the design, development and delivery of innovative undergraduate and postgraduate teaching programs in Indigenous Health and cross-critical Indigenous Knowledges in collaboration with the Faculty and Indigenous community health service providers
- Encourage collaborative professional development and teaching partnerships with key health service providers and community organisations.
- Demonstrating distinguished teaching across all levels and modes (including for example in the Cloud and in clinical settings)
- Co-ordination and delivery of relevant units in under-graduate and post graduate programs, including development of assessment materials and undertaking assessment tasks
- Contributing to the leadership of the moderation and maintenance of academic standards, and the development of course and unit curriculum that exemplifies Deakin's curriculum framework, and meets external requirements such as the Higher Education Standards Framework and professional accreditation

- Researching and publishing in learning and teaching, including testing the effectiveness of innovations designed to improve student and graduate outcomes including graduate employment
- Leading, designing and implementing best practice assessment and evidence of student learning outcomes at Unit and Course level, and leading assessment panels
- Counselling and mentoring students, including referring students to University services

### Service

- Contributing to the leadership towards the implementation of the University's Strategic Agenda
- Building and leading effective high performing teams
- Undertaking mentoring of more junior academic staff at NIKERI including conducting annual performance reviews in line with Deakin's requirements
- Leading and implementing external partnerships
- Playing a leading role in high level University or Faculty committees
- Representing NIKERI and the University at significant academic, professional and civic forums
- Initiating and leading significant community engagement activities
- Contributing to the management and leadership of the Institute by assuming leadership roles such as Head of research or teaching portfolios and course directorship

# Selection criteria

## Position Context

The Associate Professor in Indigenous Health (Community and Context) provides academic leadership in the area of Indigenous Health, specifically as it applies to building the understanding and capability of pre-service health professionals in relation to unique Indigenous health issues; building capability to develop understanding and cultural responsiveness to provide appropriate health service to Indigenous Australians; and contributing cross-critical connections to Indigenous Knowledges. The Associate Professor will also provide leadership to enable engagement and collaboration across the Faculty of Health and NIKERI Institute in research, teaching and learning, and community engagement as they relate to public health, Indigenous health and cross-critical engagement with Indigenous Knowledges. The Associate Professor will take a leadership role with Indigenous Health connecting with other Indigenous and Non-Indigenous Academics in the Faculty of Health with Health and allied health disciplines of NIKERI, as well as cross-critical engagement within Indigenous Knowledges; the Associate Professor will provide outstanding leadership, management and administration capability in all contexts.

## Organisational Context

The Associate Professor will report to the Director of NIKERI Institute. They may also take direction from the Executive Dean of the Faculty of Arts and Education

## Selection Criteria

### – Essential

- PhD in a relevant discipline
- Distinguished scholarly learning and teaching in UG and PG programs, including innovative curriculum design and supervision to doctoral level
- Coordination and teaching into Master of Public Health and sound ability to deliver in Indigenous health programs and units
- Demonstrated success and passion for leadership of teaching, research and administration
- Excellent interpersonal skills and a proven ability to establish good working relationships with colleagues
- Extensive management experience including supervision of staff and coordination of programs
- Ability to engage in research supervision
- Knowledge, understanding and appreciation of Aboriginal and Torres Strait Islander cultures and contemporary issues.
- Demonstrated ability to grow and strengthen programs through partnerships (eg. NACCHO, VACCHO, VHAS and other National, State and local Health bodies and organisations)
- Develop pathways for further continuation into research or other study pathways for students
- Demonstrated record of successful and substantial collaboration in Indigenous Health research and collaboration
- Demonstrated expertise and experience in knowledge exchange with Indigenous communities
- Successful engagement with research, community, industry and government to enhance the national and international standing of the discipline

- Selection Criteria – Desirable
- Internationally recognised research reputation underpinned by publications in high quality journals, and exhibitions where relevant to the discipline
- Success in obtaining and timely completion of competitive external research grants

### The appointee will be expected to:

- Provide effective leadership of the School's teaching and research programs
- Exhibit and/or publish high quality research in national and international journals of high repute
- Provide leadership which enhances the achievement of Deakin's strategic goals in research, teaching, engagement and innovation
- Lead and contribute in the development of the Schools research agenda, including in competitive external research funding activities and performance in ERA
- Lead the enhancement of the quality of teaching and learning, including identifying and responding to opportunities to advance the discipline
- Contribute strongly to the leadership of the School, Faculty and University
- Develop strong relationships with research, community, industry and government for enhanced teaching and research outcomes

## Performance expectations

Annual performance objectives and expected outcomes will be defined for this role in accordance with the Minimum Standards and Typical Duties for Academic Levels (MSTDALs) and Faculty Research Expectation Models (FREM). Specific duties will be allocated with reference to the applicable Workload Allocation Model (WAM). These documents are updated from time to time and are available on request.

# Appointment process and how to apply

## Application

Thank you for your interest in the position of Associate Professor Indigenous Health (Community and Context).

Please direct all correspondence and enquiries to:

Professor Gabrielle Fletcher  
NIKERI Institute  
+61 3 5247 9470  
[g.fletcher@deakin.edu.au](mailto:g.fletcher@deakin.edu.au)

## How to apply

Please apply online via:

[deakin.edu.au/about-deakin/work-at-deakin](https://deakin.edu.au/about-deakin/work-at-deakin)

Include cover letter, curriculum vitae and a response to the Selection Criteria.

## Interview process

An initial screening of prospective candidates will take place.

Short-listed candidates will be interviewed by a panel of esteemed colleagues.

Details of professional referees will be required prior to interview.

## Remuneration and benefits

An attractive remuneration package is offered. Salary will be commensurate with qualifications, experience and research record.

Relocation support may also be available.

## Term of appointment

Appointment is for a continuing position which is subject to an initial three (3) year probationary period.

## Special Requirement/s

This role has been identified as having contact with children and requires the incumbent to apply for and maintain a Working With Children Check (refer to Deakin's Recruitment Procedure for further details).

**In line with special measure provisions in Section 12 of the Victorian Equal Opportunity Act (2010) the University will only accept applications from people who identify as Australian Aboriginal or Torres Strait Islander.**



# Our locations

Deakin has five campuses, one in **Burwood**, two in **Geelong** (Waterfront and Wauran Ponds), one in **Warrnambool** and the vibrant Cloud Campus through which 20% of our students study.

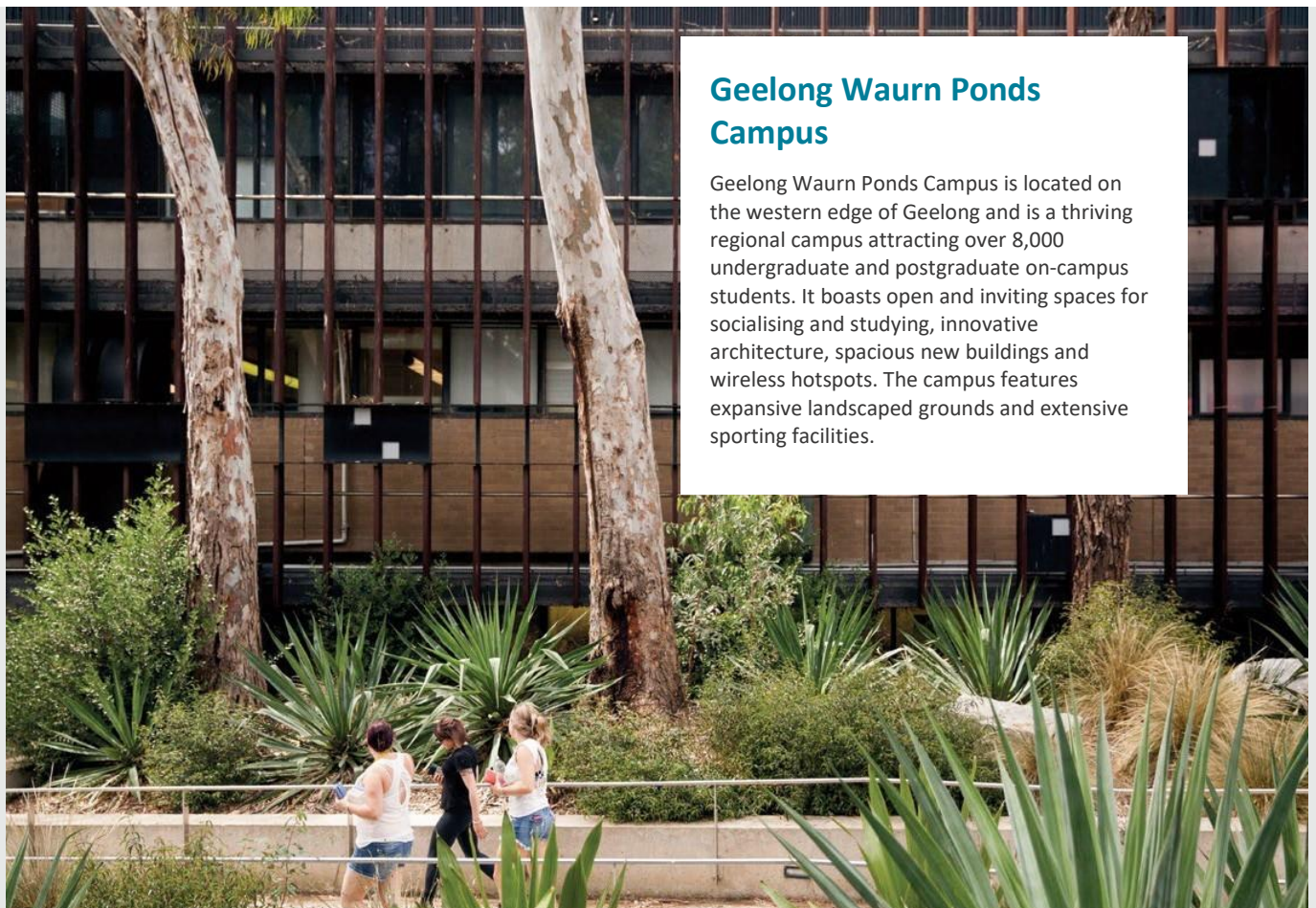
Further information regarding our locations and relocating to Victoria can be found here:

[Our locations](#)

[Considering Relocation](#)

[Melbourne timelapse](#)

[Geelong/SurfCoast timelapse](#)



## Geelong Wauran Ponds Campus

Geelong Wauran Ponds Campus is located on the western edge of Geelong and is a thriving regional campus attracting over 8,000 undergraduate and postgraduate on-campus students. It boasts open and inviting spaces for socialising and studying, innovative architecture, spacious new buildings and wireless hotspots. The campus features expansive landscaped grounds and extensive sporting facilities.