

Senior Lecturer in Oral Health Therapy

School of Dentistry and Health Sciences

Faculty of Science

Classification	Level C
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	August 2019

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Faculty of Science

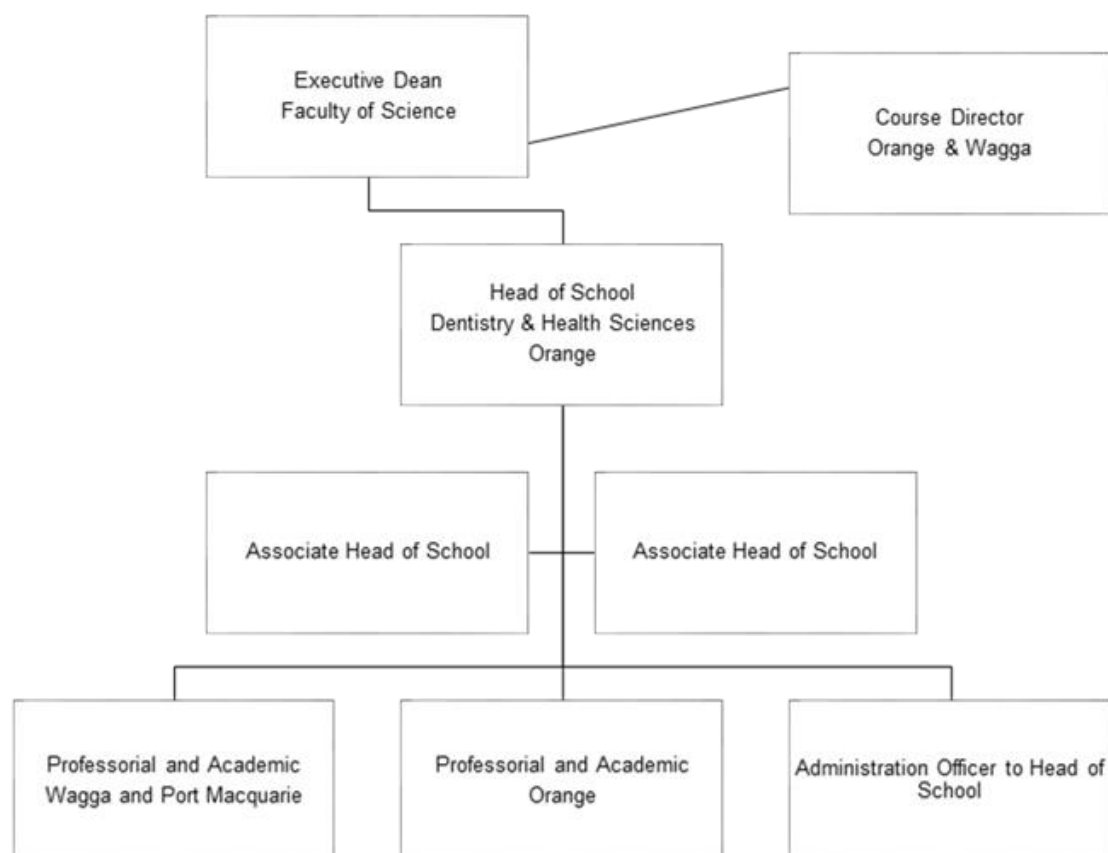
The [Faculty of Science](#) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research the Faculty 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 [School of Dentistry and Health Sciences](#) is a multi-campus, academic unit. The School offers a suite of undergraduate and postgraduate courses both onshore and offshore in a range of health disciplines including: Dentistry, Oral Health Therapy, Medical Radiation Science (medical imaging, nuclear medicine, radiation therapy, medical ultrasound and mammography) and Physics. The School is committed to enhancing its reputation as a high performing multidisciplinary school and seeks academics focused on providing quality education and being actively involved in a variety of development of health professional education and health based research programs that complement these courses.

Staff are focused on innovative and high quality education, using vibrant new learning spaces to encourage collaboration and support new methods of teaching and learning.

Through patient care, research and community service, our students and staff will also play a major role in helping to improve the oral and systemic health of people in regional/remote New South Wales, and across the nation and the world.

Organisational Chart



Reporting Relationships

This position reports to:	Head, School of Dentistry and Health Sciences
This position supervises:	N/A

Key Working Relationships

Head of School

Course Director

Faculty and School Staff

Position Overview

This is a continuing full-time 1 FTE position. The Senior Lecturer in Oral Health Therapy will actively engage in teaching, research and curriculum development related to the Oral Health Therapy Sciences in the School of Dentistry and Health Sciences. The appointee will have extensive clinical experience within the field of oral health therapy and can demonstrate education experience within the clinical and/or academic setting. The appointee will teach into and provide academic leadership for the Bachelor of Oral Health (Therapy/Hygiene) undergraduate course as well as contribute to curriculum and subject content development. Principal teaching duties will relate to the clinical disciplines, but some preclinical or biodental/diagnostic science subject teaching duties may be required. As well as teaching into the relevant undergraduate program the incumbent will also carry out research and contribute to/lead subject administration. As the School of Dentistry and Health Sciences is a multi-campus academic unit, the incumbent may also be required to collaborate with the partner institute in Melbourne and the dentistry course in Orange.

Principal Responsibilities

- Make a significant contribution to the development, implementation and promotion of CSU learning and teaching methodologies, processes, technologies and tools to deliver and lead 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.
- Supervise Research Higher Degree students.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Contribute significantly 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;
- Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Provide mentoring and coaching to support the academic development of colleagues.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Conduct ethical, high quality research/creative works to his/her discipline at a national level through scholarship, publication and presentation
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School;

- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula;
- Provide leadership and foster partnerships with the professions 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.
- Engage in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significant advanced practice skills or improves/transforms practices within the profession and which informs teaching. These activities could be achieved through scholarship, publication or presentation;
- 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; and
- Other duties appropriate to the classification as required.

Capabilities

Get Results	Service Focused: <i>Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)</i>
	Business Savvy: <i>Continually look to add commercial value in our roles, processes and ways of working</i>
	Innovative: <i>With creativity at our core, be open to new ideas and seek to find better ways</i>
Take Ownership	Live our Values: <i>Uphold the CSU values daily in our own behaviours and interactions with others</i>
	Take Action: <i>Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)</i>
	Adapt to Change: <i>Explore the reasons for change and be willing to accept new ideas and initiatives</i>
Collaborate with Others	Network: <i>Bring people together and build relationships that deliver desired benefits and outcomes</i>
	Listen Closely: <i>Dig deep to understand others, using self-insight to build team spirit and recognise efforts</i>
	Influence: <i>Create compelling arguments to persuade others and promote ideas that add strategic value</i>

Physical Capabilities

1. Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations;
2. On occasion travel in/drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at:
<https://policy.csu.edu.au/view.current.php?id=00176> and
<https://policy.csu.edu.au/view.current.php?id=00184>.

Selection Criteria

Applicants are expected to address **all** selection criteria when applying for this position. Please outline and demonstrate evidence of qualifications and relevant experience as per the selection criteria. There is no need to attach your qualification documents or reference letters in the application. You will be required to have your qualification documents and identifications inspected upon instructions if you are successful in your application.

Essential Criteria

- A. Demonstrated evidence of EITHER (a), (b) OR (c):
 - (a) eligibility for **full registration** as an **Oral Health Therapist** meeting the **adult scope of practice** registration standard, with Australian Health Practitioner Regulation Agency (AHPRA)
 - (b) eligibility for **full registration** as a **General Dentist** with AHPRA, which may refer to a primary dental qualification obtained from Australia, Britain, Canada or New Zealand or an Australian Dental Council (ADC) certificate, OR
 - (c) a **PASS** in **all** papers of the ADC Preliminary Examination for overseas trained dentists with the results released not earlier than March 2017; dentists with limited registration but having not passed the ADC Preliminary Examination for overseas trained dentists are **NOT** eligible for this level;
- B. Demonstrated evidence of completion of a PhD degree relevant to oral health therapy, dentistry, public health or clinical education, or confirmation to complete the PhD thesis by January 2020; applicants planning to submit their PhD thesis for examination by January 2020 need to provide a support document from their institute and/or principal supervisor;
- C. Demonstrated evidence of a minimum of five years' clinical experience relevant to oral health therapy or general dentistry after the completion of a Bachelor of Oral Health or Bachelor of Dental Science qualification, which must include a minimum of two years' clinical experience in Australia, Britain, Canada or New Zealand; conduction of research is **NOT** considered as relevant clinical experience;
- D. Demonstrated evidence of experience in teaching oral health therapy or general dentistry, as a lecturer, tutor, demonstrator or supervisor in a tertiary education institution;
- E. Demonstrated a research 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; and
- G. Demonstrated leadership in an academic and/or clinical setting.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre by phone; 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)