SENIOR LECTURER/ASSOCIATE PROFESSOR IN MEDICINE
JOB NO.3299

The University of Newcastle is an equal opportunity employer committed to equity, diversity and social inclusion. Women and Aboriginal and Torres Strait Islander candidates are particularly encouraged to apply.

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Senior Lecturer / Associate Professor of Medicine</th>
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<tbody>
<tr>
<td>Academic Level</td>
<td>C / D</td>
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<tr>
<td>School / Unit</td>
<td>School of Medicine and Public Health</td>
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<tr>
<td>Faculty / Division</td>
<td>Faculty of Health and Medicine</td>
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<tr>
<td>Reports to</td>
<td>Clinical Dean, Central Coast Clinical School (CCCS)</td>
</tr>
<tr>
<td>Contract Type</td>
<td>Ongoing; Full-time</td>
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ROLE DESCRIPTION

The successful applicant will be recognised as a leader in the discipline of medicine, and will provide academic leadership and foster excellence in research, teaching, professional activities and policy development in the academic Discipline of Medicine within the School of Medicine and Public Health, the University, Central Coast Local Health District (CCLHD) and the community. This position will be based at the Central Coast Clinical School of the Joint Medical Program (JMP), located at Gosford and Wyong Hospitals; teaching hospitals for the CCLHD and the University of Newcastle.

CCLHD is in a stage of substantial growth in health research and education, with the establishment of the Central Coast Medical School and Research Institute, and the development of the Health and Wellbeing Precinct. Moreover, there will be strong links with academic educators and researchers at the University. There is a strong focus on Integrated Health Care and the health priorities of CCLHD. The successful applicant will be a key member of an academic team based within the CCLHD and will work collaboratively with the Clinical Dean at CCCS to achieve growth and sustainability of research and medical education programs, and to foster a strong partnership with CCLHD.
The successful applicant will be offered a Clinical Academic appointment in Medicine within CCLHD, which provides health services to two local government areas extending north from the Hawkesbury River, to the southern shore of Lake Macquarie and west to Wiseman’s Ferry. By 2018, the population will have grown to more than 360,000 and CCLHD will provide acute, subacute, and ambulatory healthcare, in collaboration with Primary and Community Care Services. The successful applicant will undertake clinical academic duties and provide clinical academic leadership within CCLHD in general medicine, ideally with a focus on these priority areas.

OVERVIEW OF UNIT/SCHOOL AND POSITION CONTEXT

The School of Medicine and Public Health is the largest of four Schools within the Faculty of Health and Medicine. The School’s educational strengths are the Doctor of Medicine – Joint Medical Program (MD-JMP) and postgraduate programs in public health. The School also has a strong research focus and works closely with the CCLHD to promote health research focussed on population needs and health services within this locality. The research and educational programs have robust international links and opportunities, and the potential for growth of interprofessional learning and research. The CCCS is core to the Joint Medical Program, coordinating clinical teaching and supervision for medical students across key clinical Disciplines in hospital, community and primary care settings. From 2020 it is anticipated that students will be placed at the new CC Medical School across all five years of the curriculum.

The Joint Medical Program (JMP) is an expansion of the highly successful University of Newcastle Bachelor of Medicine program run in partnership with the University of New England, Hunter New England Local Health District and Central Coast Local Health District (CCLHD). The JMP offers the opportunity to practise in urban, regional, rural and remote Australia through participating in a program of international standing and is an Australian first.

Our mission is to make a positive difference to the health of people on the Central Coast and in the Hunter, Australia, and worldwide, by being at the forefront of Australian medical and public health education and research for the 21st century.
**ORGANISATION CHART**

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Pro Vice Chancellor
Faculty of Health and Medicine

Head of School
School of Medicine and Public Health

Clinical Dean
Central Coast Clinical School

Senior Lecturer / Associate Professor of Medicine
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**ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES**

*Areas of accountability listed in approximate order of importance and time commitment*

<table>
<thead>
<tr>
<th>Area of accountability</th>
<th>Core Responsibilities &amp; Typical Activities</th>
<th>Measures of Performance</th>
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</table>
| Research and Innovation| Achieve sustained and significant research performance through demonstrated research productivity, mentoring and leadership  
Lead competitive grant applications and research collaborations funded by competitive grants  
With the support of mentors and/or supervisors, engage in networking with industry, government and NGOs.  
Active collaboration and support of clinicians in developing health and medical research capacity within the CCLHD  
Lead the recruitment of high calibre Higher Degree Research (HDR) candidates and the creation of a supportive research training environment  
Effective co-supervision of research masters and higher degree students, and co-publication with HDR candidates  
Active participation in the development of research collaborations, networks and/or partnerships within the CCLHD, supporting the vision of the CC Medical Research Institute | KPI 8 Research Income  
KPI 9 A1 and C1 publications  
KPI 10 RHD Load  
KPI 11 RHD completions  
KPI 12 International co-authorship  
Meet the core requirements for academic staff as per the Academic Performance Expectation Framework. |
| Teaching and Learning Performance| Actively participate in JMP teaching, including the conduct of tutorials/practical classes/workshops/clinical sessions, assessment, marking, development of course materials and student supervision of clinical and research activities | Student Feedback on teaching (courses and |
| **Service and Engagement** | Collaborate with colleagues to contribute to the University and its academic community  
Contribute academic leadership to the development of high quality medical services and integrated health care in priority areas of CCLHD  
Provide clinical services as a Clinical Academic in relevant fields of general medicine, linked to the strategic service priorities of CCLHD  
Contribute to School and/or Faculty governance through identified roles, committees and initiatives  
Contribute to the supervision, performance management and mentoring of staff  
Provide academic leadership in the promotion of research and educational capability within the Central Coast Health Districts  
Provide academic leadership to the Central Coast Training Program and other relevant training organisations at a state and national level (eg. RACP)  
Participate in the education of trainee physicians and other health professionals within the CCLHD  
Lead and/or make a significant contribution to Faculty and University external engagement initiatives, including communicating with stakeholders across the CCLHD and university networks  
Lead and make a significant contribution to professional service in medicine | Meet the core requirements for all academic staff listed under service and engagement in the Academic Performance Expectation Framework. |
| **Demonstrate educational leadership at Course, Program, Discipline and Faculty levels** | **Contribute to improvement of JMP student performance**  
**Lead course development and coordination activities; engage in activities in support of JMP enhancement**  
**Provide students with opportunities for informal consultation and feedback through appropriate communication mechanisms**  
**Work collaboratively with colleagues to benchmark teaching and assessment activities, to uphold standards and support change to new modes of delivery within the JMP, and as applied to the setting and resources of CCLHD.**  
**Participate in JMP student support and recruitment activities** | **Contribution to KPI 4 Graduate Overall Satisfaction Index**  
**KPI 5 Graduate Good Teaching Scale** |
Support and improve the profile of School activities and initiatives through advocacy and promotion
Attend internal and external professional development activities

POSITION CHARACTERISTICS

<table>
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<th>Organisational Knowledge</th>
<th>Be aware of the University’s vision, values and strategic objectives regarding the goals and key priorities relevant to this position.</th>
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<td>Professional / Industry Knowledge</td>
<td>Keep up to date with developments in the sector that may affect own or team’s activities.</td>
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<td>Level of supervision / independence</td>
<td>Strive for excellence by taking the initiative and focusing on making a difference in the work area.</td>
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<tr>
<td>Problem solving and judgement</td>
<td>High level problem solving skills and ability to utilise academic judgement to make decisions.</td>
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<tr>
<td>Key relationships (internal &amp; external) &amp; immediate team</td>
<td>Build and maintain the University’s reputation by forging positive relationships with UON academic and professional staff, students and external stakeholders.</td>
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<tr>
<td>Challenges</td>
<td>Keep apprised of the external factors impacting on the performance of the University, particularly in the context of your work area.</td>
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<tr>
<td>Special Characteristics</td>
<td>Travel for conferences and research collaboration may be required as well as the ability to work across multiple campuses and outside hours.</td>
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<tr>
<td>WWC Check Required</td>
<td>Yes</td>
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<tr>
<td>Criminal Record Check required</td>
<td>Yes</td>
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EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with Middle Leaders as outlined in the Leadership Framework.

The UON Leadership framework describes six leadership capabilities for both academic and professional staff. At UON leaders; shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At UON we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.
INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the selection criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements. Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position.

ESSENTIAL CRITERIA

Appointment at Level C:

- Fellowship of the Royal Australasian College of Physicians (RACP) or equivalent;
- Postgraduate degree (PhD);
- Excellent interpersonal and communication skills;
- A track record of collaborative, health-related research, demonstrated through research grants, peer-reviewed publications and HDR supervision;
- Demonstrated ability to create and deliver innovative and engaging curriculum that meets accreditation standards while future proofing the skill set of medical graduands;
- Demonstrated commitment to quality improvement in medical education;
- Demonstrated commitment to engagement and collaboration with clinicians and health services towards improvements in health care;
- Ability to work collaboratively and bring together people from different areas to participate in School/Division or University wide initiatives;
- Demonstrated knowledge of workplace obligations to, and experience in leading and cultivating workplace practices and behaviours that promote, support and maintain a safe, healthy, equitable, diverse and respectful workplace; including responding appropriately to adverse accidents, incidents, behaviours, issues, reports and the like.

For appointment at Level D, the applicant must also possess:

- Demonstrated capacity to develop strategic linkages with the RACP and broader community in medicine;
- Proven research track record in generating quality research outcomes which complement existing research fields in the School of Medicine and Public Health, including publishing in quality journals, supervising of honours and higher degree research students and successful grant funding.
DESIRABLE CRITERIA

It is desirable that the successful applicant also possess the following:

- Experience in the use of digital technologies for teaching and research;
- Experience in the implementation of quality improvement, work practice reform and change within a large organisation.

CONDITIONS & BENEFITS

Academic Level C $116,805 to $134,686 plus contributory superannuation with Unisuper, attracting a generous employer contribution of 17%.

Academic Level D $140,644 to $154,943 plus contributory superannuation with Unisuper, attracting a generous employer contribution of 17%.

Please note that Australian working rights is a requirement to be able to undertake this position.

A range of flexible salary packaging options is also available.

Additional information on benefits and conditions of employment is available via these links:

FURTHER INFORMATION

For additional information on the position contact Dr Amanda Dawson – Amanda.Dawson@newcastle.edu.au

SUBMITTING YOUR APPLICATION

Please note: your application must include;

- a statement addressing the selection criteria (4 pages max)
- your CV with contact details for three nominated referees.

Before submitting your application please read the important information and useful tips on what to include - available via this link: Submitting your application

Additional information about our application process is available via this link: Application Process

If you have any difficulties uploading your application please telephone HR Services (+61 2)4033 9999 - and press 2- during business hours (AEST) or email: employment@newcastle.edu.au