LECTURER OR SENIOR LECTURER IN MEDICINE
JOB NO. 3311

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>Lecturer or Senior Lecturer in Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Level</td>
<td>B or C</td>
</tr>
<tr>
<td>School / Unit</td>
<td>School of Medicine and Public Health</td>
</tr>
<tr>
<td>Faculty / Division</td>
<td>Faculty of Health and Medicine</td>
</tr>
<tr>
<td>Reports to</td>
<td>Discipline Lead, Medicine</td>
</tr>
<tr>
<td>Contract Type</td>
<td>Ongoing; Full time</td>
</tr>
</tbody>
</table>

ROLE DESCRIPTION

The Lecturer/Senior Lecturer in Medicine will contribute towards the three domains of academic work within the School of Medicine and Public Health: Research and Innovation, Teaching and Learning, and Service and Engagement, in line with the Performance Expectations Framework (PEF) for Academic staff.

The successful candidate will be responsible for teaching and assessment of undergraduate medical students, while contributing to the development of the new medical program and participating in research and administrative duties appropriate to the appointment level.

The successful applicant will be offered a Clinical Academic appointment in Medicine within HNELHD. The speciality focus of the clinical appointment will be subject to negotiation with the LHD, although a focus on general adult medicine is preferred. This position will be based at the Hunter New England Health District at the John Hunter Hospital and Hunter Clinical School (HCS) of the Joint Medical Program.

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 Hunter Medical Research Institute (HMRI) which has pioneered the integration of multi-campus university and hospital-based research.

The 5 year undergraduate medical program (Joint Medical Program (JMP)), is a unique partnership between the University of Newcastle, the University of New England and the Hunter New England and Central Coast Local Health Districts. In 2017 the JMP commenced the double degree program (Bachelor of Medical Science/Doctor of Medicine), following substantial revision of the existing Bachelor of Medicine course. The innovative new program maintains early and broad clinical experience, an integrated problem-based learning curriculum alongside enhanced opportunities for research in public health and longitudinal electives in global health. The JMP offers the opportunity to practice in urban, regional, rural and remote Australia through participating in a program of international standing and is an Australian first. The successful applicant will be expected to contribute to this program, through teaching, participation in program leadership roles and undertaking innovative programs in medical education.

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

ORGANISATION CHART

![Organisation Chart]

The University of Newcastle

Australia
<table>
<thead>
<tr>
<th>Area of accountability</th>
<th>Core Responsibilities &amp; Typical Activities</th>
<th>Measures of Performance</th>
</tr>
</thead>
</table>
| 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  
Demonstrate educational leadership at Course, Program, Discipline and Faculty levels  
Contribute to improving the quality of teaching and student experience among undergraduate medical students  
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  
Participate in JMP student pastoral care and recruitment activities | Student Feedback on teaching (courses and programs where applicable)  
Contribution to KPI 4 Graduate Overall Satisfaction Index  
KPI 5 Graduate Good Teaching Scale |
| Research and Innovation | Actively participate in competitively funded research collaborations; build networks and/or partnerships  
Establish/expand a record of quality publications, grant applications and conference presentations  
Engage with health services and other relevant industry in the development of clinical research  
Assist in recruiting research students (medical students, masters and Higher Degree Research (HDR) students); co-supervisor and co-publish with candidates  
Mentor early career staff with the support of supervisors | KPI 8 Research Income  
KPI 9 A1 and C1 publications  
KPI 10 RHD Load  
KPI 11 RHD completions  
Meet the core requirements for academic staff as per the Academic Performance Expectation Framework. |
| Service and Engagement | Actively contribute to School and/or Faculty governance through identified roles, committees and initiatives.  
Actively contribute to the work of the Discipline of Medicine in management of Discipline teaching needs, curriculum design and professional development. | Meet the core requirements for all academic staff listed under service and engagement in the Academic Performance Expectation Framework. |
Make a contribution to the professional/discipline community through membership and active participation in external professional associations.

Foster cooperation and collaboration by contributing to School external engagement activities locally and regionally, including communicating with stakeholders.

Participate in professional development activities/initiatives.

Contribute to professional service in Medicine.

## POSITION CHARACTERISTICS

<table>
<thead>
<tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>Professional / Industry Knowledge</td>
<td>Keep up to date with developments in the sector that may affect own or team’s activities.</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Problem solving and judgement</td>
<td>Problem solving skills and ability to utilise academic judgement to make decisions.</td>
</tr>
<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>
</tr>
<tr>
<td>Challenges</td>
<td>Keep apprised of the external factors impacting on the performance of the University, particularly in the context of own work area.</td>
</tr>
<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 depending on teaching and/or research commitments.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>WWC Check Required</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Record Check required</td>
<td>Yes</td>
</tr>
</tbody>
</table>
EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with a B or C Level 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 B:

- Fellowship of the Royal Australasian College of Physicians (RACP) or equivalent;
- Postgraduate degree (PhD) or equivalent accreditation, or significant progress towards completion;
- Excellent interpersonal and communication skills;
- 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 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.
In addition, for appointment at Level C, the applicant must also address the following criteria:

- Postgraduate degree (PhD) or equivalent accreditation;
- A track record of collaborative, health-related research, demonstrated through research grants, peer-reviewed publications and HDR supervision.

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 B - $95,351 to $113,231 plus contributory superannuation with Unisuper, attracting a generous employer contribution of 17%.

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

A range of flexible salary packaging options is also available.


Due to the nature of this role, the University will require the preferred candidate to undertake and pass a Working with Children Check. If you are the preferred candidate, you will need to provide a new Working with Children Check number to allow the University to verify your status. Details on the application process for a Working with Children Check can be found at the following link: [http://www.kidsguardian.nsw.gov.au/Working-with-children/working-with-children-check](http://www.kidsguardian.nsw.gov.au/Working-with-children/working-with-children-check)

FURTHER INFORMATION

For additional information on the position contact Professor Brian Kelly, (02) 4921 7776 or Brian.Kelly@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