

Position Description – Associate Lecturer in Paramedicine (Clinical Facilitator)

Updated 9 September 2026

POSITION DETAILS	
College	College of Medicine and Public Health
Organisational Unit	Paramedicine
Supervisor	Discipline Lead, Paramedicine
Classification	Teaching Specialist (Clinical/Practitioner) Level A
Employment Type	Continuing, full-time

POSITION SUMMARY
This Teaching Specialist (Clinical/Practitioner) position, with a primary focus on teaching and teaching-related activities, has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda. The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to: • deliver a richly interactive and personalised approach to learning focussed on student success; • be an international leader in educational innovation, advanced learning technologies and learning analytics; and • develop enterprising graduates equipped with the skills required for success in the knowledge economy. The Associate Lecturer in Paramedicine (Clinical Facilitator) is, together with the Paramedicine Course Coordinator and Discipline Lead, responsible for the coordination, quality assurance and continuous improvement of clinical learning and work-integrated learning (WIL) activities within the Paramedicine program. The position plays a critical role in supporting the University's commitment to delivering high-quality, student-centred and authentic WIL with the aim of producing competent, reflective and work-ready paramedicine graduates. The Associate Lecturer in Paramedicine (Clinical Facilitator), along with the College's WIL team, provides leadership in the planning, implementation and evaluation of WIL placements, ensuring that learning experiences are educationally meaningful, operationally authentic and effective and are closely aligned with course learning outcomes and accreditation requirements. Working collaboratively with both academic and professional staff, external healthcare organisations and students, the Associate Lecturer in Paramedicine (Clinical Facilitator) will develop and support ongoing safe, supportive and high-quality WIL environments for students that foster professional development and growth, clinical competence, work-readiness and graduate employability. Acting as the primary liaison between the University and WIL placement providers, the position will develop and maintain productive partnerships, support placement capacity and quality, and assist supervisors within the WIL domain to deliver effective student supervision and assessment. The position also meaningfully contributes to student welfare, incident management, compliance monitoring, accreditation activities and continuous quality improvement initiatives. Through ongoing stakeholder engagement, innovation and

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evidence-informed practice, the Associate Lecturer in Paramedicine (Clinical Facilitator) will contribute to the ongoing enhancement of clinical education, WIL and the strategic development of paramedicine WIL and other clinical placements.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.

In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).

Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID in line with the SA Health policy

KEY POSITION RESPONSIBILITIES

- Coordinating and supporting student placements across ambulance, hospital, primary care, mental health, aged care, community and other work-integrated learning (WIL) settings, including placement allocation, scheduling, rostering, administration and maintenance of placement records, clinical logs and compliance documentation.
- Monitoring and supporting student learning and progression by overseeing clinical competency development, assessment requirements, placement expectations and achievement of course learning outcomes.
- Providing academic, pastoral and wellbeing support to students, including orientation, coaching, feedback, guided reflection, professional development activities, and referral to appropriate support services where required.
- Supporting the integration of theory and practice through facilitation of reflective learning, development of clinical reasoning, communication skills and professional behaviours, and promotion of psychologically safe learning environments.

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- Developing and maintaining effective partnerships with healthcare organisations, clinical supervisors and placement providers, including supporting placement opportunities, partnership activities and placement agreements.
- Developing and delivering educational resources and guidance for students and clinical supervisors to support learning, assessment and clinical teaching practice.
- Managing student welfare and placement-related issues, including liaising with University and placement provider staff regarding complaints, conflicts, incidents and risk management matters, while ensuring compliance with University policies and procedures.
- Contributing to quality assurance, accreditation and continuous improvement activities through reporting, feedback collection and analysis, monitoring regulatory and accreditation requirements, and supporting innovations in clinical education and placement programs.

KEY POSITION CAPABILITIES

- Completion of a discipline specific Bachelor's, Honours or Master's degree.
- Demonstrated track record and evidence of successful mentoring of students within the WIL domain.
- Demonstrated experience in clinical and WIL education, supervision or placement coordination.
- Relevant and contemporary clinical experience in a relevant field.
- Demonstrated strong stakeholder engagement and partnership-development capabilities.
- Demonstrated excellent communication, organisational and administrative skills.
- Demonstrated knowledge of Australasian ambulance systems, regulations and policies along with a working knowledge of student welfare, feedback and reflective practice within regulatory frameworks.
- Demonstrated understanding of accreditation, compliance and risk-management requirements relating to students within the WIL settings.
- Demonstrated ability to manage records, reporting and digital placement systems.
- Demonstrated high levels of software knowledge and use within the WIL and clinical domains.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Evidence of upholding the values and ethos of the University.
- *Currently registered or eligible for registration with the Australian Health Practitioner Regulation Agency (AHPRA) (desirable).*