

Position Description – *Lecturer in Aboriginal and Torres Strait Islander Health*

Updated 4 July 2025

POSITION DETAILS	
College	College of Medicine and Public Health
Organisational Unit	Discipline of Rural and Remote Health
Supervisor	Director Medical Education and Training
Classification	Teaching Specialist (Academic) Level B
Employment Type	Fixed-term, Full-time
POSITION SUMMARY	
<p>This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.</p> <p>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:</p> <ul style="list-style-type: none"> • 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. <p>The Lecturer in Aboriginal and Torres Strait Islander Health will be a key team member of the academic staff of the Darwin office of the Flinders Northern Territory in the College of Medicine and Public Health. The incumbent will be responsible for the revision, development and teaching of Indigenous curriculum across Flinders Northern Territory.</p> <p>The Lecturer in Aboriginal and Torres Strait Islander health will be responsible for making an independent contribution to educational scholarship using innovations in teaching practices and technologies to deliver excellence in teaching, with emphasis on Indigenous health issues, cultural safety, primary health care and population health.</p> <p>The Lecturer will have a track-record of working well with Aboriginal and Torres Strait Islander people and communities and be able to demonstrate comprehensive knowledge of Indigenous health and cultural safety.</p> <p><i>The filling of this position is intended to constitute a special/equal opportunity measure under section 8 (1) of the Racial Discrimination Act 1975 (Cth) and s57 of the Anti-Discrimination Act 1995 (NT). The position is therefore only open to Aboriginal or Torres Strait Islander applicants.</i></p>	

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.

Northern Territory Government legislation (the Care and Protection of Children Act 2007) now requires all individuals in child related employment or whose duties involve, or are likely to involve, contact with a child, to hold a valid 'Working with Children Clearance' (Ochre Card). This position involves child related work and is assessed as requiring a Working with Children Clearance/Ochre Card.

A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

Staff working in a health care setting are required to be fully vaccinated against COVID in line with the NT Health policy.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on Aboriginal and Torres Strait Islander Health topics, across all levels and modes, of the College.
- Contribute to the planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.

- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide Indigenous health curricula teaching, renewal, and evaluation of teaching through components of the MD Program, Under-graduate and Post-graduate Programs and Allied Health Programs for Flinders University and cross-institutional students in the Northern Territory.
- Participate in Flinders Northern Territory and College of Medicine and Public Health curriculum review and development to ensure currency.
- Contribute to the development of written and media teaching aids for Indigenous health.
- Encourage principles of primary health care, cultural safety, and a multidisciplinary approach to Flinders Northern Territory educational programs.
- Extend pastoral care and support to students in consultation with other staff and contribute to the development of a student support strategy.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Promote links between key stake holders, particularly indigenous individuals, organisations and communities with the Poche Centre for Indigenous Health and Flinders Northern Territory.
- Contribute to the development of pathways for Indigenous students into Flinders Northern Territory programs.
- Provide leadership in the development of culturally appropriate resources for marketing and recruitment of Indigenous medical students in the Northern Territory.
- Lead and collaborate with academic and general staff from all levels of Flinders University to set direction for the inclusion of cultural perspectives in the work of the University.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Identifies as an Aboriginal and/or Torres Strait Islander person and is recognised as such by an appropriate Aboriginal and/or Torres Strait Islander body.
- Completion of a PhD, or equivalent qualification.
 - for Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition: evidence of such recognition plus completion or near completion of a postgraduate degree or substantive experience in some branch of Indigenous studies/education.
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.
- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Evidence of effective staff management, leadership and participation in a multidisciplinary team.
- Demonstrates a commitment to fostering a positive workplace culture, and role modelling behaviours that support the University's Reconciliation Action Plan (RAP) and commitment to enhancing educational opportunities for Aboriginal and Torres Strait Islander people.
- Established relationships with Indigenous communities, groups and organisations.
- Demonstrated ability to develop curriculum and programs (*desirable*).
- Formal qualifications or experience in Indigenous health, or health professional, teaching and curriculum development (*desirable*).