

## Position Description – *Director, University Department of Rural Health (NT)*

Updated 6 December 2023

POSITION DETAILS			
College	College of Medicine and Public Health		
Organisational Unit	Discipline of Rural and Remote Health		
Supervisor	Deputy Dean, Rural and Remote Health (NT)		
Classification	Academic Teaching & Research (Balanced) Level D		
Employment Type	Fixed-term, Full-time		
POSITION SUMMARY			
<p>The Discipline of Rural and Remote Health has four program Directors across the Australian Central Corridor:</p> <table border="0"> <tr> <td style="vertical-align: top;"> <p>Northern Territory</p> <ul style="list-style-type: none"> <li>• Director, Medical Education and Training NT</li> <li>• Director, University Department of Rural Health NT</li> </ul> </td> <td style="vertical-align: top;"> <p>South Australia</p> <ul style="list-style-type: none"> <li>• Director, Medical Education and Training SA</li> <li>• Director, University Department of Rural Health SA</li> </ul> </td> </tr> </table> <p>The Director, University Department of Rural Health (NT) is a senior academic and member of the Northern Territory (NT) leadership team in the Discipline of Rural and Remote Health (RRH) in the College of Medicine and Public Health (CMPH). It is the most senior team member permanently based at Flinders in Alice Springs. The Director provides strategic leadership for the nursing and allied health workforce education pipeline in the NT. This includes but is not limited to the development and implementation of allied health and nursing education specific to recruiting and retaining a nursing and allied health workforce, across the continuum of learning including the implementation of entry-to-practice education, professional development, post graduate education and training and achieving the work integrated learning (placements) and course content deliverables of the Rural Health Multi-Disciplinary Training (RHMT) program. The Director UDRH(NT) is also expected to provide overarching rural and remote leadership for the Central Australian region.</p> <p>The Director will be actively involved in community engagement, developing partnership opportunities and promoting activities that aim to improve Aboriginal and Torres Strait Islander health and wellbeing consistent with relevant university strategies and Flinders Reconciliation Action Plan.</p> <p>This balanced academic position, has a primary focus on teaching and research that draws upon contemporary/professional practice, and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda; multiple CMPH and RRH strategies; and whole-of-university rural and remote strategy development.</p> <p>The position will be responsible for providing sustained leadership in teaching and scholarship of teaching through original and innovative contributions which deliver excellence in teaching and research relating to their area of expertise.</p> <p>The incumbent will also make a significant contribution to leadership and managerial activities of the College and/or University and be recognised for their contribution to the profession at the local, national and international level. The Director facilitates a culture of academic excellence and fosters positive workplace values and culture.</p>		<p>Northern Territory</p> <ul style="list-style-type: none"> <li>• Director, Medical Education and Training NT</li> <li>• Director, University Department of Rural Health NT</li> </ul>	<p>South Australia</p> <ul style="list-style-type: none"> <li>• Director, Medical Education and Training SA</li> <li>• Director, University Department of Rural Health SA</li> </ul>
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The Director achieves these teaching, scholarship and community service outcomes by working collaboratively with the Dean and Deputy Deans Rural and Remote Health, the Dean of Education, Dean of Research, Teaching Program Directors in the relevant Flinders Colleges, Director Poche SA+NT and fellow members of the Rural and Remote Health Leadership team across the Australian Central Corridor including Director and Deputy Director of Operations, Program Managers, Regional Directors and senior researchers.

The Director will also collaborate with local and national stakeholders to ensure that existing and new work integrated learning initiatives support and deliver a multidisciplinary workforce well suited and prepared for rural and remote practice in the NT.

### 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.*

*An up-to-date COVID-19 vaccination may be required as a condition of employment, in accordance with the Flinders University [COVID-19 Vaccination Policy \(2022\)](#). If required, any offer of employment will be subject to the successful candidate presenting their COVID-19 Digital Certificate as evidence of vaccination or showing evidence of a valid medical exemption, where relevant.*

### KEY POSITION RESPONSIBILITIES

The Director, University Department of Rural Health (NT) is accountable for:

- Providing academic leadership and management of the Rural Health Multidisciplinary Training (RHMT) funded University Department of Rural Health (UDRH) programs that considers the context of remote and Aboriginal and Torres Strait Islander health and wellbeing.
- Developing a respectful, trusting, and collaborative working environment that promotes an inclusive workplace culture and strives for and delivers academic excellence.
- Playing a significant leadership role in the College/University and contribute to leadership at the national and/or international level in the development of rural and remote workforce needs.

- Actively represent the UDRH programs as a member of the RRH Leadership team and on relevant committees, including recommendations and potential expansion and growth opportunities relevant to rural and remote contexts more broadly, particularly those relating to Central Australia.
- Work with the Dean RRH, Deputy Dean RRHNT, and key academic staff to ensure the effective delivery of contemporary, high-quality and culturally safe and responsive programs, focussing on student success, educational experience, and meeting rural and remote community needs.
- Providing leadership in the review and delivery of contemporary rural and remote education options, including the scoping and development of micro-credentials and short courses that meet industry needs.
- Oversee standards pertaining to the programs, and with academic leaders, for quality assurance and accreditation processes.
- Work in collaboration with the Deans and academic leaders to develop and implement workplans support and manage individual performance and achieve program deliverables.
- Develop staff attraction and retention plans, ensuring that the most appropriate staffing profile of skilled and motivated academic staff is available to deliver the program.
- Develop budgets and monitor and manage financial resources in accordance with contracted deliverables.
- Undertake ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers, supervision of students undertaking complex work integrated learning, Honours and/or Research Higher Degrees and deliver high quality presentations that aligns with the College areas of research strength and focus.
- Supervise, mentor, coach and support the development of early to mid-career academic staff and develop academic work plans to ensure effective delivery of UDRH programs.
- Develop strategic, internal and external partnerships through innovation, representation and engagement including clinicians, health services, community organisations and industry partners.
- Some rural SA, NT and, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level and workload allocation of the role as assigned by the Supervisor and/or the University.

#### KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification (e.g. Doctor of Education) and relevant leadership experience in nursing and allied health.
- Current health professional qualifications, with eligibility for membership of the appropriate registration board and/or professional association.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in nursing, allied health, rural and remote health, or public health at tertiary level, including a leadership role in national / international delivery and /or collaboration.
- Demonstrated commitment to fostering a positive workplace culture, and role modelling behaviours that support the University's Reconciliation Action Plan (RAP) and experience in enhancing educational opportunities for Aboriginal and Torres Strait Islander people.
- Outstanding record of academic achievement with a track record of success consistent with the University's vision and expectations and the Rural Health Multidisciplinary Training (RHMT) framework.
- Demonstrated strategic, organisational, project and financial management skills and experience, preferably with experience managing an allied health or nursing work integrated learning program in a rural and remote environment.
- Ability to translate strategic and program objectives into operational plans resulting in high performance outcomes in a highly demanding and complex environment.
- Evidence of educational leadership relevant to teaching and learning and demonstrated experience leading innovation in remote and Aboriginal and Torres Strait Islander health settings and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated evidence of sustained capability of providing an outstanding distinguished contribution to research and/or scholarship in an area aligned with the College's research strengths evidenced by sustained high quality publications and attraction of several competitive external grants.
- Experience supervising, coaching, and mentoring staff, including the management of academic performance and workload.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including demonstrated evidence of the ability to consult, network and develop relationships with staff, students and external bodies including government, health services, not-for-profit, professional bodies, community organisations, and Indigenous communities.
- Experience in remote and Indigenous health practice, including the co-ordination of student placements and supervision (*desirable*).
- Public Health qualifications and experience (*desirable*).
- An understanding of NT health policy contexts (*desirable*).