



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Principal Speciality Supervisor
/ Speciality Supervisor

FACULTY OF MEDICINE



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Faculty of Medicine

With three research-intensive schools and five hospital-based institutes, The University of Queensland Faculty of Medicine is positioned to link pre-clinical and clinical sciences with population and global health. Across our entire community, there is a shared ambition and commitment to making a difference. The Faculty has a gross budget allocation of \$330 million of UQ's total \$2.0 billion budget, employs more than 1000 of UQ's 6600 staff and has a community of more than 4200 non-salaried academic appointees.

Further details are available at medicine.uq.edu.au.

Medical School

Located within the Faculty of Medicine, the Medical School is one of Australia's most respected and internationally recognised medical schools. Our extensive network of programs and partnerships span across Queensland and North America. The Medical School comprises the Academy for Medical Education; eight Mayne Academies, with responsibility for clinical disciplines; and three clinical schools: Greater Brisbane Clinical School, Rural Clinical School and Ochsner Clinical School in Louisiana, USA.

We provide high-quality education to more than 2000 medical students and other health professionals through world-class programs in medicine, mental health and skin cancer to meet the needs of Australia's leading health priorities. Our four-year Doctor of Medicine (MD) is a postgraduate-entry medical program supported by more than 3800 Academic Title Holders, who provide supervision and mentoring as students gain hands-on clinical experience.

The Medical School supports an active and diverse research community that reflects both the clinical and research specialisation of our staff who are working to address the global challenges in medicine, health and patient care. We are incredibly proud of our nearly 18,000 alumni community, from those who have reached high acclaim in their fields of specialty to the quiet achievers who work tirelessly to make a difference in their local areas.

The Medical School ensures all graduates are equipped with the knowledge and skills needed to fulfil their ethical and professional responsibilities, face medical challenges, and advance health and well-being through life-long education and an unwavering dedication to our communities.



Greater Brisbane Clinical School

Greater Brisbane Clinical School is organised around eight clinical units and a learning hub, each led by a senior academic clinician to ensure our teaching has a strong presence in our principal teaching hospitals and key teaching sites.

Teaching and research is supported by more than 3800 Academic Title Holders - these are hospital and clinic-based health professionals who supervise medical and research students, mentor up-and-coming junior doctors and researchers, and take on hours of teaching and research activity in their own time to find better ways of treating patients.

General Practice Clinical Unit

The Mayne Academy of General Practice and the General Practice Clinical Unit (GPCU) at the University of Queensland includes a vibrant group of GP academics, primary care researchers, GP registrars, higher degree research students and professional staff. The Mayne Academy of General Practice is involved in the General Practice curriculum across the Greater Brisbane, Rural and Ochsner Clinical Schools. The GPCU works in partnership with general practices across greater Brisbane to provide clinical placements for medical students and to undertake practice-based research. Students flourish in these valued learning environments and learn about the complexity of caring for people in the community by observing experienced practice staff and participating in consultations. We enjoy sharing our passion for general practice with students to support growing the general practice workforce. Our multidisciplinary team is involved in a wide range research activities dedicated to developing the evidence-base for high-quality primary health care to improve outcomes for people and communities. Postgraduate education in skin cancer medicine is delivered in the [Master of Medicine - MMed \(Skin Cancer\) programs](#).



Role of the Specialty Supervisor

About this opportunity

The Specialty Supervisor (Clinical Senior Lecturer (Level C)) will deliver high-quality clinical education relevant to the discipline within the Clinical Unit. The Specialty Supervisor will work with the Principal Specialty Supervisor to support the integration of learning across all four years of the program as well as engage specialty-specific hospital and community care health care clinicians. The Specialty Supervisor will be highly visible in the hospital or community care environment and have a proven academic track record within their specialty.

A Clinical Senior Lecturer (Level C) leverages their established record of achievement in clinical teaching, clinical research and service and engagement. At this level the incumbent is expected to contribute to the supervision of Higher Degree by Research students and/or trainees in speciality training programs. As a clinical academic at level C the incumbent is expected to assume leadership roles in the profession.

Duties

Duties and responsibilities include, but are not limited to:

Teaching

- Be an effective and professional role model and contribute to a positive student experience.
- Contribute to student teaching, supervision, assessment and the provision of effective feedback to students across all years of the program to support the development of clinical knowledge and skills as well as students' professional identity.
- Support Academic Title Holders and other clinical colleagues to provide effective clinical supervision, teaching and assessment.
- Serve as an educational advisor.
- Through the Principal Specialty Supervisor, contribute to improvements to educational practice and curriculum design led by the relevant Mayne Academy and Academy for Medical Education.
- Support the Principal Specialty Supervisor to monitor and continually improve the quality of learning and assessment within the Clinical Unit to ensure students have a positive learning experience and the opportunity to meet the learning outcomes.
- Participate in personal Continuing Professional Development to enhance teaching and learning performance.

Research

- Maintain an active record of producing quality clinical research outputs consistent with specialty norms as a leading contributor.
- Participate in applications for research funding including the scholarship of teaching and learning and/or clinical research.
- Review and draw upon best practice research methodologies.



Supervision and researcher development

- Lead and develop employee performance and conduct by providing effective feedback, coaching, and professional development, where applicable.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures. Work to resolve conflict and grievances promptly when they arise in accordance with University policy and procedures, where applicable.
- Demonstrate and lead others in the responsible conduct of research.

Citizenship and service

- Consistently demonstrate behaviours that align to the UQ values.
- Contribute to a respectful, inclusive and culturally safe workplace and learning environment.
- Coordinate the facilitation of local engagement opportunities and career advice for students relevant to the specialty.
- Participate in personal Continuing Professional Development to enhance teaching and learning performance.
- Complete all necessary mandatory training and professional development activities in a timely manner.
- Actively and respectfully engages in School, Faculty and University initiatives.
- Take a lead role in School, Faculty and/or University governance.

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University [sustainability responsibilities and procedures](#).
- Requirements of the *Education Services for Overseas Students Act 2000*, the *National Code 2007* and associated legislation, and related [responsibilities and procedures](#) developed by the University.

Organisational relationships

This position reports to the Head, General Practice Clinical Unit with functional oversight from the Head, Mayne Academy of General Practice.



Role of the Principal Speciality Supervisor

About this opportunity

The Principal Speciality Supervisor will lead and facilitate the provision of high-quality clinical education relevant to the discipline within the Clinical Unit and across a Learning Community, where appropriate. The Principal Speciality Supervisor will collaborate with the relevant Mayne Academy and Academy for Medical Education, support the integration of learning across all four years of the program as well as lead the engagement with specialty-specific hospital and community care clinicians. The Principal Speciality Supervisor will be highly visible in the hospital or community care environment and have a proven academic track record within their speciality. They will also have supervisory responsibility of the Speciality Supervisor and Educational Registrar roles, as applicable.

A Clinical Associate Professor (Level D) will consistently demonstrate excellence in clinical teaching, research and service and engagement. In teaching, they will be recognised as excellent clinicians and teachers, leading advancements in clinical education in either their discipline, institution, specialist college or parts of the health industry. They will have a strong record of research funding and developing collaborations with local and national partners. As a recognised authority in their profession, they will play an enabling role in supporting research that impacts on health outcomes and/or health systems. They will have a strong record of supervising Higher Degree by Research students successfully to completion as principal supervisor and/or supervising trainees to completion of training. They will be recognised at a State level and nationally for their contribution to the profession by way of membership of influential government committees or industry advisory panels, emerging leadership roles in professional societies and/or playing key roles in setting policy or professional practice standards.

Duties

Duties and responsibilities include, but are not limited to:

Teaching

- Be an effective and professional role model and contribute to a positive student experience.
- Provide specialty specific leadership to the provision of, high-quality learning experiences and assessment across all years of the program to support the development of clinical knowledge and skills as well as students' professional identity.
- Provide guidance and support to Academic Title Holders and other clinical colleagues to provide effective clinical supervision, feedback, learning experiences and assessment.
- Serve as an educational advisor.
- Monitor and continually improve the quality of learning and assessment within the Clinical Unit to ensure students have a positive learning experience and the opportunity to meet the learning outcomes.
- Contribute to improvements to educational practice and curriculum design led by the relevant Mayne Academy and Academy for Medical Education.

Research

- Maintain an active record of producing quality clinical research outputs consistent with speciality norms as a leading contributor.



- Participate in applications for research funding including the scholarship of teaching and learning and/or clinical research.
- Review and draw upon best practice research methodologies.

Supervision and engagement

- Lead and develop employee performance and conduct by providing effective feedback, coaching and professional development, where applicable.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures. Work to resolve conflict and grievances promptly when they arise in accordance with University policy and procedures, where applicable.
- Coordinate the facilitation of local engagement opportunities and career advice for students relevant to the specialty.
- Demonstrate and lead others in the responsible conduct of research.

Citizenship and service

- Consistently demonstrate behaviours that align to the UQ values.
- Contribute to a respectful, inclusive, and culturally safe workplace and learning environment.
- Participate in personal Continuing Professional Development to enhance teaching and learning performance.
- Complete all necessary mandatory training and professional development activities in a timely manner.
- Actively and respectfully engages in School, Faculty and University initiatives.
- Take a lead role in School, Faculty and/or University governance.

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University [sustainability responsibilities and procedures](#).
- Requirements of the *Education Services for Overseas Students Act 2000*, the *National Code 2007* and associated legislation, and related [responsibilities and procedures](#) developed by the University.

Organisational relationships

This position reports to the Head, General Practice Clinical Unit with functional oversight from the Head, Mayne Academy of General Practice.



About you

Requirements for Level C

- Medical qualification and eligibility for registration as a medical practitioner in Australia, with a specialist qualification recognised by:
 - the Royal Australian College of General Practitioners, and/or
 - the Australian College of Rural and Remote Medicine.
- Current or recent clinical practice
- PhD or equivalent in the disciplinary area, or an appropriate combination of professional and academic service relevant to the field.
- An established profile in clinical teaching and/or clinical research in the discipline area.
- Evidence of a substantial senior contribution to quality clinical teaching at undergraduate postgraduate and/or professional entry level.
- Expert discipline knowledge and extensive experience in a general or specialist capacity, including evidence of dissemination and adoption of new and innovative clinical techniques.
- Record of publications in reputed refereed journals and presenting at conferences with a developing profile.
- Active participation in the development and continuous innovation of programs, curricula and/or course material in the discipline area.
- Record of trainees in speciality training programs and/or HDR students.
- A growing record of meaningful internal service roles in conjunction with demonstrated leadership roles in external activities that foster links within the profession and the relevant speciality, including developing consultancies in speciality areas.

Additional requirements for Level D

- Recognised nationally/internationally for scholarly contribution.
- Demonstrate outstanding outcomes and leadership including guiding the development of others, leadership of major funding initiatives, major contributions to knowledge and the beneficial application of knowledge, and intellectual leadership.



Conditions of employment

Employment type and classification

These are three part-time (with various FTE's available) continuing and fixed-term positions at Academic Level C or D.

At Academic Level C the full-time equivalent base salary will be in the range \$134,845 – \$155,246, plus a generous super allowance of up to 17%. The total FTE package will be up to \$157,769 – \$181,638 annually.

At Academic Level D the full-time equivalent base salary will be in the range \$162,046 – \$178,367 plus a generous super allowance of up to 17%. The total FTE package will be up to \$189,594 – \$208,690 annually.

As these roles are covered by an Enterprise Agreement, you will also receive regular remuneration increases in line with the Enterprise Agreement.

The successful applicant may attract additional salary loadings (clinical) within this role, based on their qualifications and registrations and subject to approval. More information can be found [here](#).

Work rights: You must have unrestricted work rights in Australia for the duration of this appointment to apply. Visa sponsorship is not available for this appointment.

Vaccinations and immunisation: It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role; or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University's Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs. This may include the COVID-19 vaccine.

AHPRA Registration: It is a requirement of this position that the incumbent holds and maintains full AHPRA registration.

How to apply

To discuss these roles, please contact either Professor Katharine Wallis (Mayne Professor, Academy of General Practice and Head of GP Clinical Unit GBCS) at k.wallis@uq.edu.au or Helen Chard (Talent Advisor, Talent Acquisition) on 0448 276 110 or talent@uq.edu.au.

All applicants must supply the following documents through the [UQ Careers](#) portal::

- Cover letter
- Resume
- Comprehensive responses to the "About You" section

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the [UQ Careers](#) portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.



The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (40), Academic Ranking of World Universities (63), and Times Higher Education World University Rankings (70).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy a rich campus experience, including a range of accommodation options, as well as innovative and flexible learning pathways, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 55,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's 4 beautiful campuses in South East Queensland at St Lucia, Herston, Gatton and Dutton Park. They include around 20,000 postgraduate and approximately 21,500 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ's 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 PhDs.

UQ's 6 faculties, 8 globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 2,500 scientists, social scientists and engineers, who champion research excellence and continue UQ's tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (452 awards worth \$339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$57 billion.

UQ is one of only 4 Australian members of the global Universitas 21, a founding member of the Group of Eight (Go8) universities, a member of Universities Australia, and a member of the Association of Pacific Rim Universities (APRU).

UQ employs more than 7,500 academic and professional staff (full-time equivalent) and has a \$2.47 billion annual operating budget.



Governance

The University of Queensland is governed by a 22-member Senate representing University and community interests. Senate is led by the Chancellor, elected by the Senate. The University of Queensland Act 1998 grants Senate wide powers to appoint staff, manage and control University affairs and property, and manage and control finances to promote the University's interests.

uq.edu.au/about/governance

Strategic direction

By 2032, UQ will be known as a university that:



Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences



Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities



Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world's most pressing challenges



Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation



Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific



Breaks down barriers to education through the targeted and effective Queensland Commitment



Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives



Strategic plan 2022-2025

Our vision

Knowledge leadership for a better world.

Our mission

Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national and global.

Our values

What we strive for

Creativity

We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities

Excellence

We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

Central to what we do

Truth

Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

How we work together

Integrity

We always act with integrity. As stewards of the University's resources and reputation, we are honest, ethical and principled.

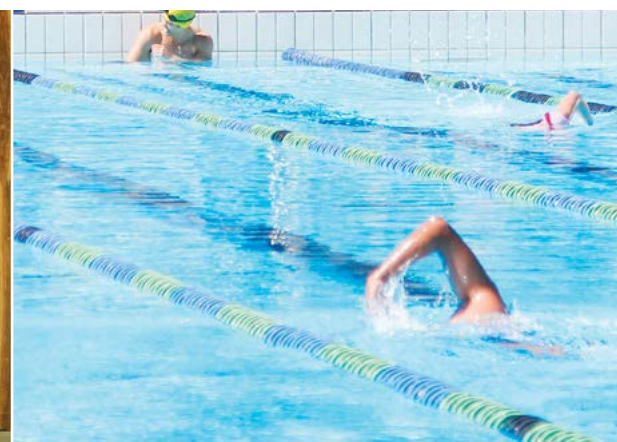
Courage

We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

Respect and inclusivity

We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.

about.uq.edu.au/strategic-plan

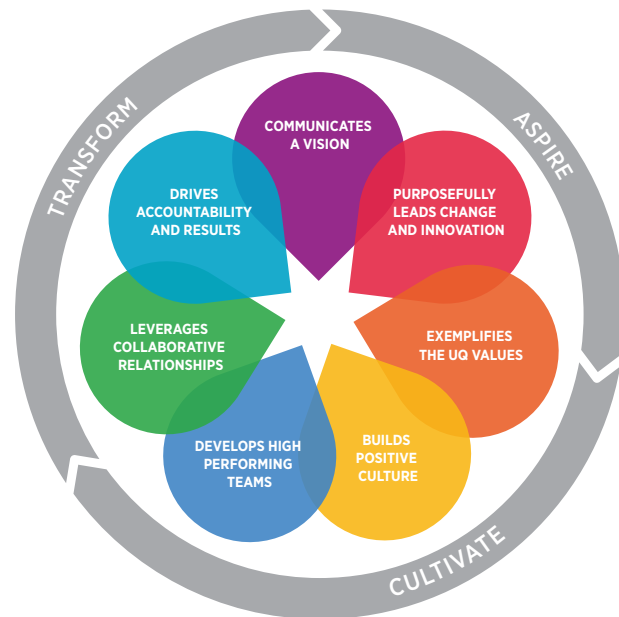


UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.



Aspire

Enact UQ's vision, anticipate change and leverage innovation.

1. Communicates a Vision

Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

2. Purposefully leads change and innovation

Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

Cultivate

Exemplify the UQ values and develop high performing teams and positive culture.

3. Exemplifies the UQ Values

Role models UQ values and demonstrates loyalty to the University.

4. Develops high performing teams

Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

5. Builds positive culture

Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

Transform

Deliver results that make a difference and create long-term value.

6. Leverages collaborative relationships

Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

7. Drives accountability and results

Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.5 million, it offers a safe, friendly, multicultural environment characterised by the Brisbane River, parklands, convention facilities, museums, theatres, art galleries, a casino, malls, shopping districts, and a host of cosmopolitan restaurants and cafes.

Selected as host city for the 2032 Olympic and Paralympic Games, visitors can expect unbeatable sports experiences in 37 world-class venues, set against a backdrop of iconic beachfronts, breath-taking rural hinterland, and an exciting city rich in culture and entertainment.

Brisbane also offers a range of lifestyle benefits. Combine artistic and outdoor adventures at South Bank, where cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs, or bike ride through the City Botanic Gardens. Or enjoy a day trip to Moreton Island, Noosa, the Sunshine Coast or Gold Coast, or visit beautiful national parks, rainforests and tourist attractions such as Australia Zoo, Dreamworld and other theme parks.

The perfect place to raise a family, Brisbane has been dubbed a food and drink lover's paradise, and is also one of Australia's most liveable and affordable capital cities, with sunny days almost all year round and enough rainfall to keep the city and suburbs cool and green.

A few hours drive north from Brisbane is the Great Barrier Reef, one of the 'natural wonders of the world'. As the largest World Heritage Area, it stretches more than 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke and Fraser Islands are also world-famous attractions close to Brisbane, featuring some of the largest sand dunes in the world.

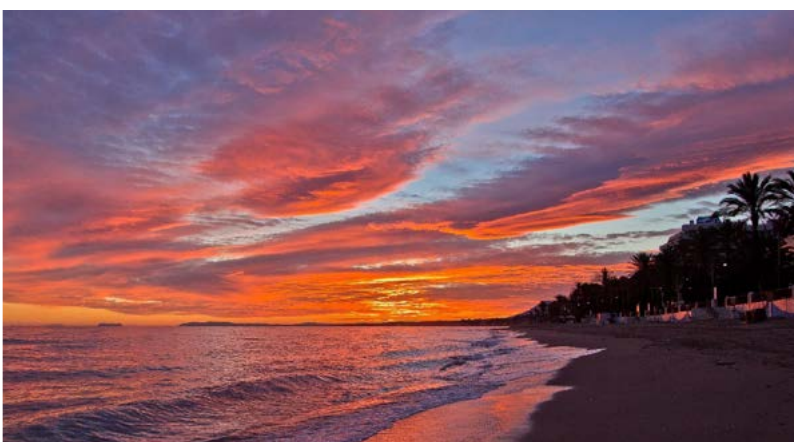
A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious and non-denominational, single-sex and co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with 3 internationally recognised universities covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia's leading research and teaching institutes, ranking among the world's top universities.

Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia's most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia's major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to health care in both public and private sectors, covering hospitals, general practitioners, dentists, and other allied healthcare professionals. The numerous public and private hospitals include the Princess Alexandra Hospital, the Mater Hospital network, the Queensland Children's Hospital, and the Royal Brisbane and Women's Hospital. Urgent and emergency medical care is readily available to everyone.

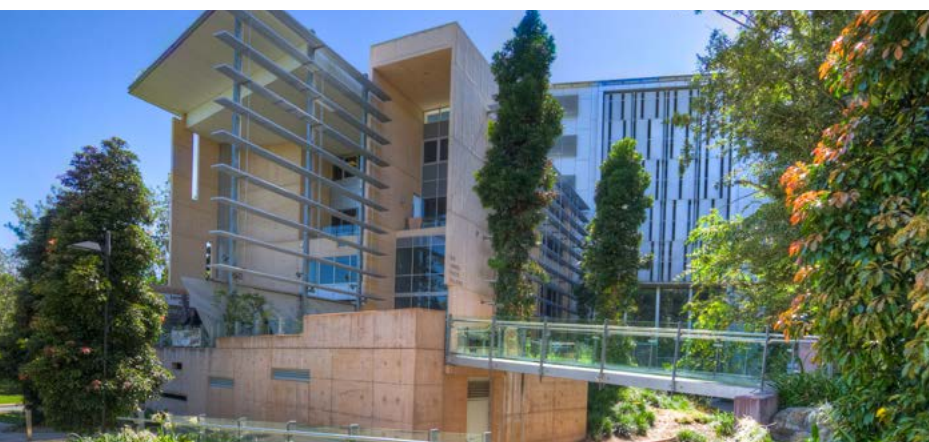


Further information

General information on the University is available through the University's website: uq.edu.au

Other documents which you may wish to refer to include:

- Annual Report:
about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports
- Governance:
about.uq.edu.au/governance
- Key statistics:
pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
- Organisation chart:
about.uq.edu.au/files/5643/org-chart.pdf
- Research at UQ:
research.uq.edu.au
- Strategic Plan 2022–2025:
about.uq.edu.au/strategic-plan
- UQ Global Strategy:
global-strategy.uq.edu.au
- UQ Reconciliation Action Plan:
about.uq.edu.au/reconciliation/plan
- UQ Aboriginal and Torres Strait Islander Employment Strategy:
staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf





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