

Appointment of  
Clinical Educator in  
Allied Health

LOCATED IN CHARLEVILLE



SQRH

Southern Queensland  
Rural Health

UNIVERSITY DEPARTMENT OF RURAL HEALTH



Darling Downs  
Health



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## Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.

## Southern Queensland Rural Health

Southern Queensland Rural Health (SQRH) is a joint initiative of The University of Queensland (UQ), University of Southern Queensland (UniSQ), Darling Downs Health (DDH) and South West Hospital and Health Service (SWHHS) funded by the Commonwealth Department of Health as a University Department of Rural Health. Funding is tied to a contract between UQ and the Commonwealth Department of Health under the Rural Health Multidisciplinary Training Program (RHMT).

Under the funding agreement the SQRH is be expected to:

1. Deliver effective rural training experiences for allied health, nursing and midwifery students (prior to gaining professional registration).
2. Ensure rural training experiences are of a high quality.
3. Develop processes to improve rural student recruitment.
4. Engage with the local community to support the delivery of training to students.
5. Maintain and progress an evidence base and the rural health research agenda.
6. Support improvements in Aboriginal and Torres Strait Islander health.
7. Provide regional leadership in developing innovative training solutions to address rural workforce recruitment retention.

SQRH is governed by a joint venture agreement between the four parties. The Joint Venture establishes an Advisory Board (Board) comprising five voting members – an independent chair and one representative from each of the parties.



## About the partners in SQRH

### The University of Queensland

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni.

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 (43), Academic Ranking of World Universities (47), and Times Higher Education World University Rankings (53).

UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other university in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students. UQ is one of Australia's Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

The University's 55,000-plus strong student community includes more than 20,000 postgraduate scholars and more than 21,000 international students, adding to its proud 311,000-plus alumni. The University has six Faculties and eight globally recognised research institutes.

[uq.edu.au](http://uq.edu.au)

### University of Southern Queensland

The University of Southern Queensland (UniSQ) is a dynamic regional University committed to developing research solutions that deliver a global impact. With a vision to be a leading discovery partner in priority research areas, UniSQ aligns its research with regional and global agendas in agriculture and natural resource management, regional development, regional health and wellbeing, education and digital literacy. UniSQ has forged a reputation as one of Australia's leading providers of on campus and online distance education programs in Australia. With more than 75% of students studying via distance or online, our delivery of external education resources continues to lead the way.

Recently named as one of the top five Universities to work for in Australia, UniSQ provides staff with a positive and friendly environment where they are supported to fulfil their personal and career goals and contribute to the university's success.

[usq.edu.au](http://usq.edu.au)



## Darling Downs Hospital and Health Service

The Darling Downs Hospital and Health Service provides a comprehensive range of high-quality acute, sub-acute, mental health, drug and alcohol, oral health, residential aged care, and community health services. We deliver clinical services to approximately 300,000 people across 26 locations, including the major hospital in Toowoomba, regional and rural community hospitals, residential aged care facilities, multipurpose health services and community clinic facilities.

Our services cover the Regional Council areas of Toowoomba, Western Downs, Southern Downs, South Burnett and Goondiwindi as well as Cherbourg Aboriginal Shire Council and part of the Banana Shire Council (community of Taroom), representing an area of approximately 90,000 square kilometres.

The Hospital and Health Service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. We have a strong focus on, and commitment to, service delivery and education and training and a thriving culture of research that delivers continuous service improvement and evidence-based care. We are the largest employer in the Darling Downs, employing more than 5,000 people, with revenue of more than \$700 million annually.

[darlingdowns.health.qld.gov.au](http://darlingdowns.health.qld.gov.au)

## South West Hospital and Health Service

The purpose of the South West Hospital and Health Service is to provide safe, effective and sustainable health services that people trust and value. Our purpose, not only gives our Health Service shape and direction but it inspires, motivates and guides us in everything we do as we provide quality health care to our communities.

There are over 26,000 people who live in our catchment area and rely on the public healthcare services that our 700 plus employees provide. We are responsible for the delivery of medical, surgical, emergency, obstetrics, paediatrics, specialist outpatient clinics, mental health, critical care and clinical support services in an area spanning over 319,000 square kilometres. We are responsible for the direct management of four hospitals, seven multipurpose health services, four community clinics and two aged care facilities.

Our culture is one that empowers staff, and encourages leadership, innovation and new ideas, and every single day our workforce makes a positive impact on the community they serve.

[southwest.health.qld.gov.au](http://southwest.health.qld.gov.au)



## About Charleville

Are you an experienced allied health clinician looking for the next step in your career?

Are you interested in developing your clinical education and research skills while helping to build and mould the future rural health workforce?

Are you looking for a real, authentic tree change?

This is a unique opportunity to live in Charleville. Located in southwestern Queensland, Charleville is 750kms west of Brisbane and 600kms west of Toowoomba (SQRH's primary hub). It is the largest town and administrative centre of the Shire of Murweh, which covers an area of 43,905 square kilometres. Charleville is situated on the banks of the Warrego River and is home to southwest Queensland's largest Royal Flying Doctor Service base.

A peaceful, pretty town with a strong community spirit, Charleville is renowned for its fishing, camping, rodeos and horseback riding, stargazing and bilby conservation. The town is also rich with history and heritage just waiting to be discovered.

Should you be relocating to take up this position, SQRH will offer up to \$5000 to support with this process.

You can find more information about Charleville [here](#).



## Role of the Clinical Educator in Allied Health

### About this opportunity

This is an exciting opportunity for a Clinical Educator to develop their profile in clinical teaching and clinical research whilst contributing to, and participating in, service and engagement activities.

### Duties

#### Teaching and Learning

- Develop a growing teaching profile through contributions to formal and informal teaching activities across different settings applying well developed general clinical knowledge, skills and expertise to achieve optimal student and project outcomes.
- Organise, lead and collaborate in interprofessional learning opportunities within the health care environment.
- Contribute to the development of course material and new programs in the area of focus, by consulting with program advisors and stakeholders, ensuring courses are engaging, relevant and contemporary.
- Develop and deliver educational materials and incorporate emerging information technology to enhance learning.
- Contribute to the development of Allied Health Rural Generalist pathways in consultation with relevant professional representative bodies.
- Actively contribute towards educational practice and innovative curriculum design.
- Work collaboratively and in partnership with all health-care professionals and academic staff during rural clinical placements.
- Work with allied health clinical and academic staff to develop high quality learning opportunities for undergraduate students.
- Provide best practice clinical and educational support to clinical supervisors within the clinical learning environment.
- Support allied health professionals in the development and maintenance of their clinical supervisory skills.
- Assist in identifying a range of supports that would further enhance rural clinical learning experiences.
- Identify existing under-utilised placement opportunities.
- Collaborate in the evaluation of rural clinical education strategies.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

#### Research

- Maintain own expert knowledge and professional specific clinical skills for the application of current evidence-based practice.



- Actively engage in research which is aimed at contributing to an evidence-base within a rural health agenda.
- Publish and present the results of the research in high quality outlets.

### Service and Engagement

- Demonstrate behaviours that align to the UQ values.
- Show leadership of self and others through mentoring, collaboration and active participation in priority activities for the unit.
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Effectively and efficiently manage internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Actively pursue and develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.
- Fulfill the accountabilities of this role in accordance with the SQRH initiative.
- Contribute to the processes that enable the academic team to manage the work of SQRH, including participate in SQRH decision-making and serve on SQRH and partner / stakeholder committees.
- Foster SQRH's relations with industry, government departments, professional bodies and the wider community.

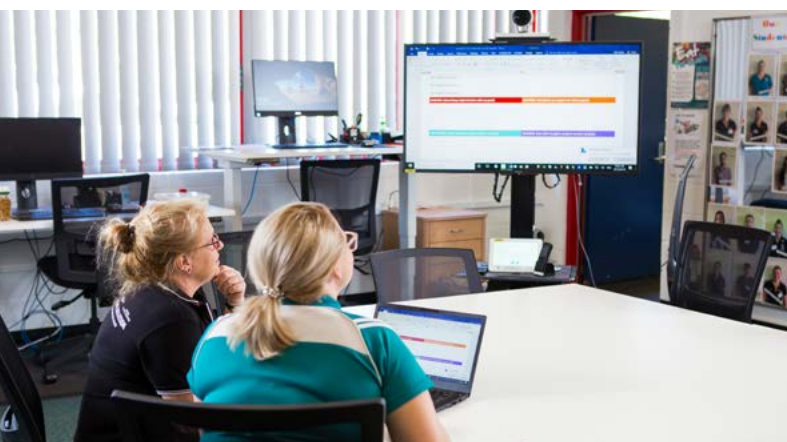
### Travel

- This position is primarily based in Charleville, however travel will be required to work from other sites across the South West Queensland region as required.

### Other

Ensuring for SQRH, awareness of and compliance with legislation and University policies 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.





## About you

### Essential

- Possession of a tertiary degree in one of the following: Physiotherapy, Occupational Therapy, Speech Pathology, Psychology, Social Work, Dietetics, Pharmacy or Exercise Physiology.
- Broad clinical experience with at least 3 years of recent practice experience.
- Demonstrated experience and expertise in clinical education with undergraduate students.
- Demonstrated commitment to research activities and a willingness to participate in rural health research.
- Sound knowledge of interprofessional education, collaboration and practice or the willingness and ability to rapidly acquire, utilise and disseminate such knowledge.
- High level of interpersonal, written and oral communication skills, with the ability to negotiate and work consultatively.
- Demonstrated ability to work independently with high levels of initiative and autonomy, with the ability to work collaboratively with colleagues.
- An ability to establish effective relationships and to represent and promote academic discipline at a university and wider community level, including industry, government and professional bodies.
- Willingness to travel within the South West region, where required.

### Desirable

- A relevant postgraduate qualification in health.
- Experience in rural and/or Indigenous health issues, rural health education and training and a demonstrated commitment to improving rural and remote area health.
- Clinical education training.
- Experience in the higher education sector or health sector.



## What we can offer

### Employment type

This is a full-time (or part-time negotiable), fixed-term, clinical academic position through to 31 December 2024 at Academic Level B.

### Salary

At Level B, the full-time equivalent base salary will be in the range \$104,579- \$124,187, plus an additional 10% rural loading, plus a generous super allowance of up to 17%. The total FTE package will be up to \$132,815 - \$157,717 annually.

### 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.

### Mandatory Immunisations

It is a condition of employment for this role that you will be required to provide evidence of immunisation against certain vaccine preventable diseases.

### AHPRA (or equivalent) registration

It is a requirement of this position that the incumbent holds and maintains (or demonstrates eligibility to do so) full AHPRA registration or equivalent relevant professional representative body membership.

### Qualification verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

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## How to apply

All applicants must upload the following documents in order for your application to be considered:

- Cover letter
- Full Curriculum Vitae
- Responses to the 'About You' section above

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 (43), Academic Ranking of World Universities (47), and Times Higher Education World University Rankings (53).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, 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 3 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,000 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.

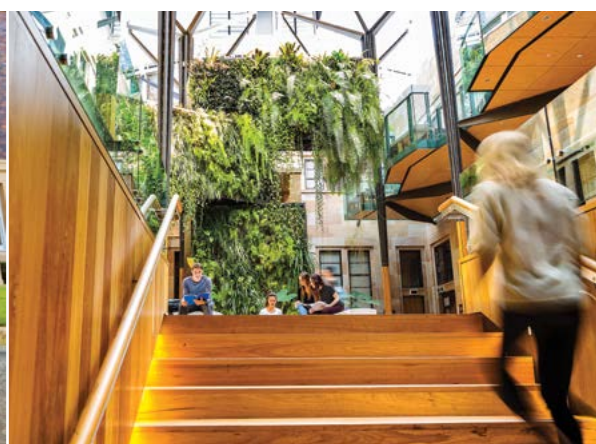
UQ's 311,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,000 PhDs.

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 3 Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only 3 Australian charter members of the prestigious edX consortium, the world's leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 7,410 academic and professional staff (full-time equivalent) and has a \$1.877 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](http://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.

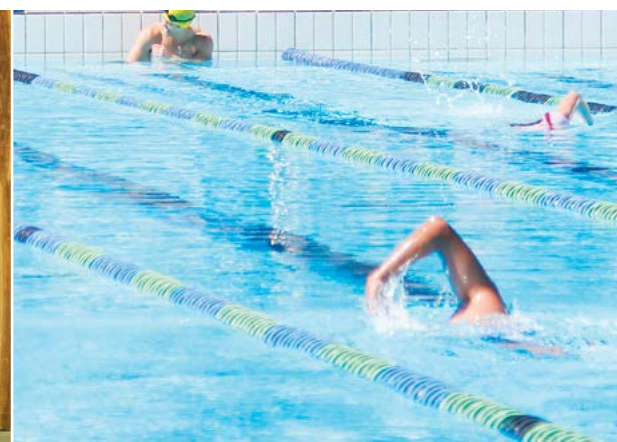
#### **Courage**

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](https://about.uq.edu.au/strategic-plan)



## Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, and mission, vision and values.

### Achieves results and drives accountability

Leaders ensure engagement and performance, and motivate and empower others to achieve results.

### Communicates and collaborates with influence

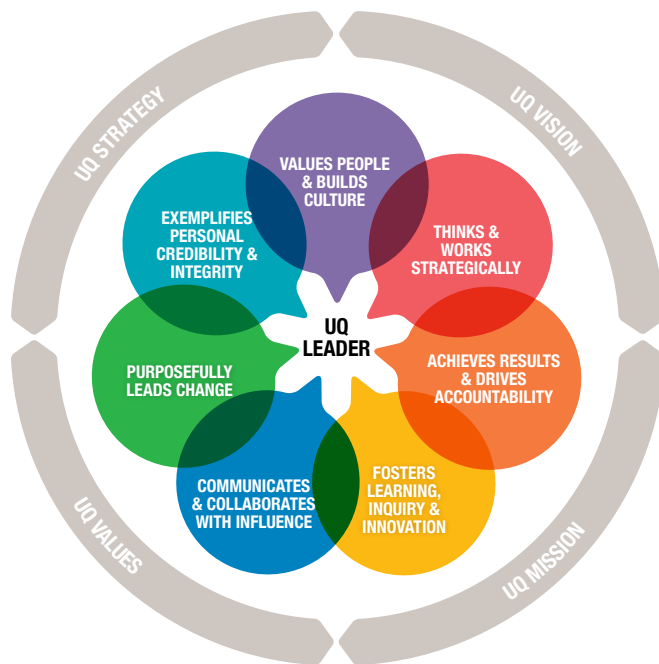
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

### Exemplifies personal credibility and integrity

Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

### Fosters learning, inquiry and innovation

Leaders nurture an environment that allows for multiple perspectives, challenge assumptions, and model openness to new ideas.



### Purposefully leads change

Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

### Thinks and works strategically

Leaders create and communicate a clear direction for the future, aligned with UQ’s vision.

### Values people and builds culture

Leaders create a positive, constructive workplace where people feel connected and valued.



## Further information

General information on the University is available through the University's website:  
[uq.edu.au](http://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](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance:  
[about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics:  
[pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart:  
[about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ:  
[research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025:  
[about.uq.edu.au/strategic-plan](http://about.uq.edu.au/strategic-plan)
- UQ Global Strategy:  
[global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan:  
[about.uq.edu.au/reconciliation/plan](http://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](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)





THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

[uq.edu.au](http://uq.edu.au)