



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Head, Regional Training Hub SQ and Intern Transition, Central Queensland

REGIONAL MEDICAL PATHWAY (CQRMP)



CONTENTS

Faculty of Medicine	01
Medical School	02
Role of the Head, Regional Training Hub SQ and Intern Transition, CQRMP	06
About you	06
Conditions of employment	07
How to apply	07
The University of Queensland	08
Governance	09
Strategic direction	09
Strategic Plan 2022-2025	10
UQ Leadership Framework	11
About Brisbane	12
Further information	13



Faculty of Medicine

With three research-intensive schools and five hospital-based institutes, The University of Queensland (UQ) 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 [here](#).



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 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, 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.

Further details are available [here](#).

Rural Clinical School

Located within the UQ Medical School, the Rural Clinical School (RCS) is the largest rural clinical school hosted by a single university. It works to foster and sustain a skilled and dynamic medical workforce to meet the needs of rural, regional, and remote Queensland.

The Rural Clinical School provides students with rigorous clinical training built upon hands-on experiences in hospitals and community-based practices. Above all, we give our students the unique opportunity to live and work in some of Queensland's amazing rural, regional, and remote locations. Our classrooms are the public and private hospitals, specialist consulting rooms, general practices and community healthcare settings throughout rural, regional and remote Queensland. Our teachers are dedicated and passionate rural clinicians. Our students get the opportunity to learn in a range of clinical contexts across the public, private and community sectors.

The Regional Training Hubs support medical students and junior doctors based in the regions to become regional, rural and remote doctors.



Role of the Head, Regional Training Hub SQ and Intern Transition, CQRMP

About this opportunity

The University of Queensland has three Regional Training Hubs (RTH) are funded through the Commonwealth Department of Health through the Rural Health Multidisciplinary Training Program. They have been established to support medical students and prevocational doctors with an interest in rural and regional medicine to become rural and regional doctors in their chosen specialty. The three RTHs are based in Central Queensland, Wide Bay and Southern Queensland.

The University of Queensland is one of four partners of the Regional Medical Pathway (RMP) based in Central Queensland and the Wide Bay regions. The partners of the RMP are the University of Queensland, Central Queensland University, CQ Hospital and Health Service and the Wide Bay Hospital and Health Service. This position sits within the Central Queensland Regional Medical Pathway (CQRMP).

The primary purpose of this position is to provide academic leadership to the RTHCQ, CQRMP, which aims to enhance the transition of medical graduates to internship and improve the recruitment and retention of medical graduates and junior doctors by better coordinating the different stages of medical training within the Central Queensland region.

The Head will promote inclusivity and a sense of belonging for students and junior doctors, with the primary focus on providing a mutually supportive environment to allow medical students and junior doctors to flourish and thrive in the regional setting.

Duties

Duties and responsibilities include, but are not limited to:

Teaching

- Be an effective and professional role model for students.
- Provide high quality academic leadership for students in the CQRMP, in their preparation and transition to internship. This may include academic guidance, and extension activities for students where required.
- Provide career guidance to medical students and junior doctors.
- Contribute to face-to-face clinical teaching, relevant to clinical expertise, to support the development of professional identity, as well as clinical knowledge and skills.
- Contribute to the development and provision of supervisor training and support for both hospital and community based clinical supervisors.
- Facilitate close working relationships with the CQHHS to support and grow vocational training pathways within its hospitals.
- Develop and maintain close working relationships with the GP Colleges and the Queensland Rural Generalist Pathway to foster and facilitate training pathways and GP careers for CQRMP participants in the region.
- Participate in personal Continuing Professional Development to enhance leadership, teaching and learning performance.



Research

- Review and draw upon best practice research methodologies.
- Contribute to building the Rural Clinical School's research capacity by enabling and/or engaging in collaborative research projects between UQ academics, health service clinicians and other partners.

Supervision and researcher development

- Lead the facilitation of engagement in research opportunities for medical students and junior doctors.
- Provide supervision of employees by providing effective feedback, coaching, and professional development
- 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.

Citizenship and service

- Consistently demonstrate behaviours that align to the UQ values.
- Contribute proactively and respectfully to the Regional Clinical Unit, the CQ RMP and the Rural Clinical School.
- Complete all necessary mandatory training and professional development activities in a timely manner.
- Contribute to School, Faculty & University governance, and initiatives including service on relevant committees.
- Develop, maintain and nurture internal and external stakeholder relationships, building effective relationships to ensure that medical students and junior doctors feel well supported to join rural and regional medical career pathways.
- Facilitate close working relationships with the Medical Education Unit within the DDH to ensure effective processes are in place for support, mentorship, career guidance for medical students and junior doctors.
- Align student recruitment endeavours with our university partner's strategies and work closely with them to recruit students from the local footprint.
- Promote and foster interest in rural medical careers for medical students and junior doctors.
- Maintain service to the community.



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 will report to the Director, Rural Clinical School.



About you

- Medical qualification and a non-GP Specialist or General Practice Specialist qualification, with eligibility for registration as a medical practitioner in Australia, with AHPRA.
- Expert knowledge and experience in a general or specialist clinical capacity, including evidence of knowledge of current education best practice.
- An established profile in clinical teaching.
- Evidence of a substantial senior contribution to quality clinical teaching at undergraduate, postgraduate and/or professional level.
- Experience in undertaking or facilitating research or scholarship of teaching and learning.
- Ability to establish effective relationships and to represent and promote the UQRCS within hospitals and health care facilities at a university level and in the wider community including professional bodies.
- High level communication and interpersonal skills for working with students, colleagues and the wider community.
- A commitment to and an understanding of the issues surrounding, living and working in a rural and/or regional area.

In addition to Level C, a Level D academic is expected to have:

- Masters or PhD, or equivalent experience, preferably in medical education or medical leadership
- A record of peer reviewed publications in reputed refereed journals and presenting at conferences, in conjunction with evidence of contribution towards successful applications for external research funding.



Conditions of employment

This is a part time (40% FTE), fixed term appointment through to 31st December 2025, at Clinical Academic Level C/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 and/or state) within this role, based on their qualifications and registrations and subject to approval. More information can be found [here](#).

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

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.

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.

AHPRA registration: It is a requirement of this position that the incumbent is eligible for and/or holds and maintains full AHPRA registration.

How to apply

To discuss this role, please contact Director RCS, Associate Professor Riitta Partanen r.partanen@uq.edu.au or Acting Director RCS Dr Doogie Whitcombe d.whitcombe@uq.edu.au.

For information on the position description please contact 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.

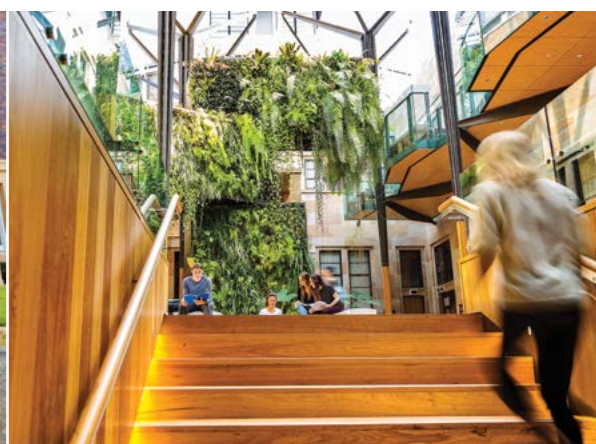
UQ's 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 PhDs.

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.

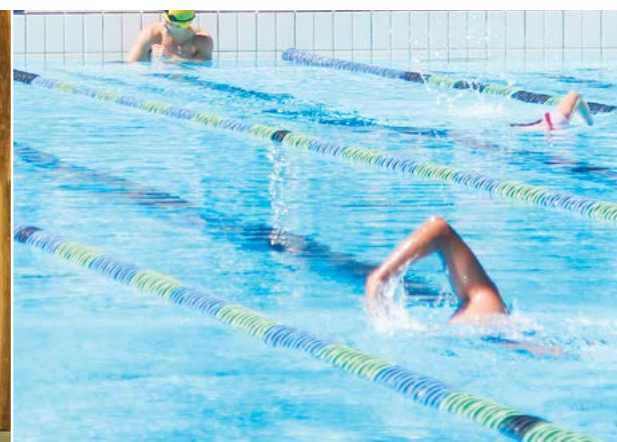
Courage

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

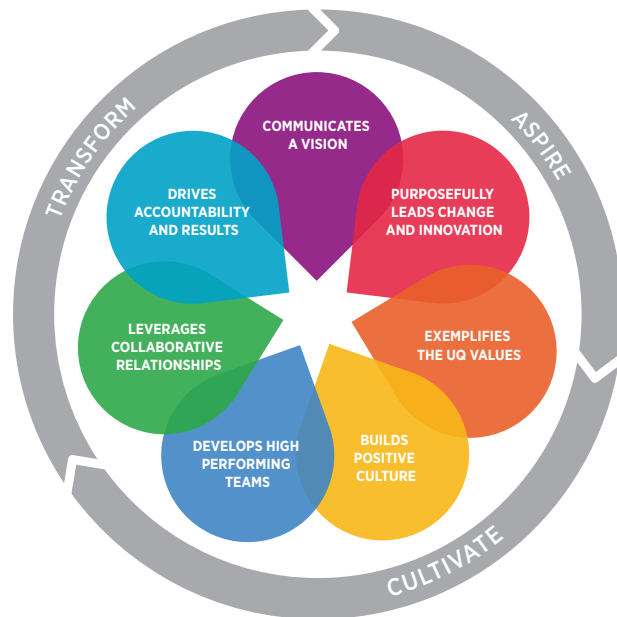


UQ Leadership Framework

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





THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

uq.edu.au