Director, Centre for Aboriginal Medical and Dental Health

INFORMATION FOR CANDIDATES — MAY 2013
Appointment of

Director, Centre for Aboriginal Medical and Dental Health

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Introduction

This is an attractive and exciting position in a small and dynamic group of academics, researchers and support staff. The appointee will be expected to provide academic leadership in the Centre's teaching and research.

Applications are invited for the position of Director of the Centre for Aboriginal Medical and Dental Health. Aboriginality is a requirement for this position under Section 50D of the Equal Opportunity Act. A degree qualification or equivalent competency at an appropriate level in Indigenous Health or a related field is essential.

Aboriginal Health is a vibrant, growing discipline and a key area in the School of Primary, Aboriginal and Rural Health Care. Situated on the main UWA Campus, the Centre is co-located and works in collaboration with the University's School of Indigenous Studies.

Applicants will be considered for appointment to the position as Winthrop Professor or as Professor depending on qualifications and level of experience.

Professor Paul Johnson
Vice-Chancellor
The University of Western Australia

The University of Western Australia – a member of Australia’s Group of Eight – combines the traditions of the world’s old and great universities with the vitality and excitement of innovative study and research in the 21st century. It is recognised internationally as an excellent teaching and research university, and a leading intellectual and creative resource to the community it serves.

The University of Western Australia is a high-quality research-intensive university with a broad and balanced coverage of disciplines in the arts, science and major professions. It is Western Australia’s oldest university, established in 1911, and currently has a student population of approximately 24,500.

The University has acquired an international reputation for excellence and enterprise and is regarded as one of Australia’s best research institutions. Its strong research culture sees it attract high levels of competitive research funding. At the same time the University places great emphasis on high quality in teaching and learning, and is committed to the development of innovative and responsive programs. It has focused on the teaching-research nexus, so that teaching and learning take place in an atmosphere of research scholarship.

The University’s high quality teaching and research ensure it remains the university of preference for Western Australia’s highest achieving school leavers, as well as attracting high-calibre undergraduate and postgraduate students from around the nation and overseas. The quality of the student population is extremely high by national and international standards.

The University is recognised nationally and internationally for the quality of its academic staff and has strong strategic partnerships with industry, the professions and government. It operates in collaboration with other research intensive universities in Australia and around the world. The University of Western Australia graduates are highly competitive internationally, achieving success in higher study and in wide-ranging fields of employment. Many graduates have risen to prominence in leadership roles in industry, government, education and the professions, in Australia and internationally.

uwa.edu.au
Role, key responsibilities, selection criteria and conditions of employment

The Director is responsible to the Head of the School of Primary, Aboriginal and Rural Health Care and is expected to provide a visionary perspective to the discipline and academic leadership in teaching, research and policy development. The appointee is expected to be actively involved in contemporary professional practice and maintain strong links with Aboriginal community health and health related organisations. The Director is expected to take a key role in positioning the Centre as a leader in Aboriginal health policy, medical education and research at national and international levels.

Key Responsibilities

Teaching
- Provide active leadership in teaching and the maintenance of academic standards
- Lead the development and introduction of the Aboriginal health curricula and curriculum policy
- Make a significant contribution to all levels of undergraduate and postgraduate teaching.

Research
- Provide academic leadership in the development of the Centre’s research capacity through fostering individuals and groups interested in research;
- Initiate and conduct scholarly research;
- Actively seek and attract research funding;
- Link research to clinical practice and teaching.

Professional Practice
- Provide leadership and actively participate in contemporary professional practice.

Management
- Manage the Centre including its human resource, budgeting and financial management, as well as planning and policy development;
- Provide high level advice within the Faculty, the University and the wider community on matters relating to Indigenous medical and health education, research, professional development and policy.

Service
- Represent and promote the Centre’s role and expertise in Aboriginal health policy, education and research at national and international levels;
- Develop and maintain networks and relationships with Aboriginal communities and Aboriginal health organisations;
- Liaise and effectively communicate with relevant sections of the professions, government and industry bodies as well as the wider community;
- Effectively represent and advocate for the discipline with the School, the University and the community.

General
- Work within the legislative requirements of the University and support the principles of equity and diversity;
- Ensure relevant occupational safety and health practices and standards are implemented and maintained;
- Other duties as directed.
Selection Criteria

Qualifications
- Aboriginality is a requirement for this position under Section 50D of the Equal Opportunity Act;
- For appointment at Winthrop Professor level, a higher degree or equivalent is essential.

Leadership and Teaching
- Demonstrated considerable experience in Aboriginal health;
- Evidence of a strong personal contribution and commitment to high quality teaching at all levels;
- Experience in the development of educational policy and curriculum within the discipline;
- Capacity to provide academic leadership and maintain high academic standards in all facets of academic life;
- Demonstrated ability to represent the discipline within the University and more broadly;
- Exemplary interpersonal and organisational skills and the ability to communicate effectively at all levels.

Research and Scholarship
- Academic leadership and personal commitment to scholarly research;
- Evidence of quality research output and communication of that output to others;
- Ability to attract research funding;
- Ability to foster research groups and individuals;
- Experience in the development of Aboriginal Health research policy and the ability to link research to clinical practice and teaching.

Conditions of Employment

The appointment will commence as soon as possible for a fixed term period until February 2016.

An attractive remuneration package will be negotiated. Benefits include generous superannuation, study leave, long service leave, and relocation assistance including airfares to Perth for the appointee and dependents (if applicable). There are limited rights of private practice.
The Faculty of Medicine was founded in 1956 with the Faculty of Dentistry being established ten years earlier. The Faculty now teaches courses in medicine, dentistry, podiatry and health science as well as in the science disciplines of pharmacology and pathology. The combined Faculty is now known as the Faculty of Medicine, Dentistry and Health Sciences.

The medical course is undertaken in a variety of settings – at the University’s Crawley Campus; in primary care and community health settings, and in urban and regional hospitals across the State. Some of the urban hospitals include Sir Charles Gairdner, Royal Perth and Fremantle Hospitals, Joondalup Health Campus, Princess Margaret Hospital for Children, King Edward Memorial Hospital for Women. Students are also taught in hospitals in 12 towns/regional centres ranging from Broome, Derby and Kununurra in the North to Bunbury, Albany, Esperance and Kalgoorlie in the South.

School of Primary, Aboriginal and Rural Health Care

One of the larger and more complex Schools in the University, the School of Primary, Aboriginal and Rural Health Care comprises the Disciplines of General Practice and Emergency Medicine, the Centre for Aboriginal Medical and Dental Health (CAMDH), the Combined Universities Centre for Rural Health and the Rural Clinical School of WA. The School is located at three different sites in Perth and 13 regional sites.

The Centre for Aboriginal Medical and Dental Health

CAMDH was established in 1996 by the then Faculty of Medicine and Dentistry with a mandate to improve recruitment and retention of Aboriginal students in medicine and dentistry, to teach Aboriginal health in the Faculty’s course and to work to improve links between Aboriginal organisations and schools in the Faculty. The Centre also works in close collaboration with the University’s School of Indigenous Studies.

The Centre has nine main areas of responsibility. They are to:

- Promote the concept of holistic health care and cultural security in relation to Aboriginal health and health care practice, research and learning.
- Encourage workforce development through active recruitment and support of Aboriginal students into courses in the Faculty of Medicine, Dentistry and Health Sciences.
- Educate non-Aboriginal students, graduates and teachers in Aboriginal health issues including cultural security.
- Provide professional development for existing medical and dental practitioners, both Aboriginal and non-Aboriginal.
- Liaise, support and conduct joint projects with Aboriginal community health and health-related organisations.
- Develop a network with other universities with programs for Aboriginal medical students and graduates.
- Provide an Aboriginal health resource for the community, UWA and government.
- Promote an understanding of the importance of an inter-sectoral approach to health within other sectors of the University.
- Develop an understanding of the differences and range of needs in urban, rural and remote Aboriginal communities.

The Centre has been a recipient of two prestigious awards; the WA Premier’s Award in 1995, and the Leaders in Medical Education (LIME) Network’s 2009 LIMElight Award for National Leadership in Indigenous Medical Education. In the same year the Centre was also the recipient of the LIMElight Award for Leading Innovation in Curriculum Implementation.
Individual staff were LIMElight Award winners in 2007, 2009 and 2011 – in the categories of Leading Innovation in Cultural and Organisational Change, in Leadership in Medical Education and in Indigenous Student Recruitment Support and Graduation.

Teaching
CAMDH staff teach across many of the Faculty’s courses including medicine, podiatry and public health. UWA’s Indigenous Health curriculum aims to give students a deeper understanding of and commitment to local and national needs of Indigenous people in terms of health and health outcomes.

In the current six year medical course the vertically and horizontally integrated Aboriginal health curriculum was fully implemented by 2004. As a result of the experience in developing and implementing the curriculum, CAMDH staff made a significant contribution to the development of the Indigenous Health Curriculum Framework. Thus the national Indigenous health curriculum framework mirrors the CAMDH curriculum quite closely.

The integrated yet easily identifiable curriculum map on Indigenous health taught throughout the six years of the medical course includes general learning objectives in every semester in the first three years and specific learning objectives within units in the latter three years. There are year and graduate outcomes and as late as 2011 UWA was the only medical school to have evaluated their Indigenous health curriculum and published data from the evaluation tool. The data shows substantial gains in knowledge and skills following the implementation of a more comprehensive curriculum.

In 2014 the Faculty’s medical training will move to a graduate entry course; the Doctor of Medicine. At the same time the Centre will offer an Advanced Diploma in Medical and Aboriginal Health Science, a specially designed pathway to provide Aboriginal students direct entry to the new MD course.

Research
Despite its small number of academic staff, CAMDH is actively involved in the development of international and national interdisciplinary research programs that promote resilience, self-determination and improved health and wellbeing for Indigenous people. The Centre currently leads the Australian component of a tri-nation International Collaborative Indigenous Health Research Partnership with researchers in Canada and New Zealand. Funded by the NHMRC, the Educating for Equity grant explores how health professional education can reduce disparities in chronic disease care and improve outcomes for Indigenous populations.

CAMDH offers opportunities for postgraduate research training, including a Masters in Aboriginal Health, and supervising PhD students.

Community Service
CAMDH staff are active on advisory committees to State and Commonwealth governments, particularly in areas of Indigenous health education and policy. Staff are closely involved with professional bodies such as the Leaders in Medical Education Network, and WA Aboriginal Community Controlled Health Organisations.
Western Australia and Perth

The resource-rich State of Western Australia is the economic powerhouse of Australia. Western Australia is the principal Australian supplier of natural resources and energy to international partners, including China, India, Japan, South Korea and much of South-East Asia. Western Australia’s diverse inventory of minerals and energy, as well as its agricultural and fisheries resources, account for 25 per cent of the nation’s exports and place the State at the heart of Australian economic growth and transformation.

Perth is a cosmopolitan city, with wide ethnic and cultural diversity. The city centre is on the Swan River 12 kilometres from the Indian Ocean port of Fremantle.

The city enjoys a Mediterranean climate, with more hours of sunshine than any other capital city in Australia. Summers are hot and dry and the winters mild and wet. Perth’s world-famous beaches and rivers, extensive parklands and variety of restaurants and cafés provide a superb living environment. For more information see: tourism.wa.gov.au

Perth is well served with art galleries, theatres and cinemas and is home to the WA Symphony Orchestra, the WA Ballet and the WA Opera. The cultural highlight of the year is the Perth International Arts Festival, founded and owned by The University of Western Australia – uwa.edu.au/perthfestival

Western Australia’s five universities and wide variety of public and private schools, vocational institutions and English language colleges provide quality assured education with flexible study pathways and state-of-the-art facilities. Perth continues to build its reputation as a destination for international students seeking a quality education – pertheducationcity.com.au

Applications

Thank you for your interest. If you wish to proceed, the following information will assist you with your application. Refer also to the selection criteria on page 5.

There are no specific application forms to complete. Your application must include the following:

- A statement that clearly demonstrates the extent to which you satisfy each of the selection criteria;
- A curriculum vitae that provides your personal details, qualifications and work history;
- A list of any publications and research grants;
- The names, email, mailing addresses and the telephone contact details of three referees who can be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

Please also note: If you are the successful candidate for this position and you are not an Australian citizen or permanent resident of Australia, you will be required to obtain an entry visa to work here. The University of Western Australia will sponsor you for employment in Australia under the Employer Nomination Scheme.
Lodging your application

ELECTRONICALLY – Send your application as an email attachment to: toni.pilgrim@uwa.edu.au
Please include in the subject line: Director CAMDH

BY MAIL – Please address your application package as follows:
Ms Toni Pilgrim
Human Resources M350
The University of Western Australia
35 Stirling Highway
Crawley 6009
Western Australia

Closing date

The closing date for applications is Friday 28 June 2013

Enquiries and further information

If you wish to discuss the position in confidence, please contact:

Winthrop Professor Geoff Riley
Head
School of Primary, Aboriginal and Rural Health
Telephone: +61 8 9842 0820
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Or

Winthrop Professor Jill Milroy
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