

POSITION DESCRIPTION



Professor of Indigenous Health



POSITION DETAILS

Position Title	Professor of Indigenous Health
Classification	Level D/E
Position Number	TBD
School/Office	School of Medicine
Division	Provost

This is an identified position and applicants must be an Aboriginal and/or Torres Strait Islander person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act, 1977 (NSW).

POSITION PURPOSE

The Professor of Indigenous Health is the recognised academic lead for the discipline of Indigenous Health within the School of Medicine. The role leads scholarship in Indigenous health education, research and community partnerships across the School, focussing on the Doctor of Medicine Program.

The Professor will lead and oversee the design, renewal and delivery of Indigenous Health learning in the medical program, maintain and grow the School's reputation for innovation in Indigenous Health medical education and to meet accreditation standards. Building and maintaining respectful, reciprocal partnerships with Indigenous Australian communities and organisations, including Indigenous Community Controlled Health Organisations, to support teaching, research and achievement of shared priorities is integral to the role.

The Professor will provide academic leadership, mentoring and guidance to students, Alumni, colleagues, sessional teachers and professional staff contributing to Indigenous health teaching, research and engagement.

KEY ACCOUNTABILITIES

- **Indigenous Health Curriculum Leadership**

- Provide clear leadership and oversight for Indigenous health as a longitudinal theme across all years of the medical program, ensuring coherent integration, constructive alignment and ongoing improvement.
 - Lead and oversee curriculum review, renewal and mapping to relevant accreditation expectations for Indigenous health content, assessment and learning outcomes.
 - Lead the design and delivery of high-quality learning activities and resources, including community-based and blended learning where appropriate, with assessment and feedback that supports student learning.
 - Support and guide academic colleagues, sessional staff and professional staff to build culturally safe learning environments and strengthen teaching practice in Indigenous health.
- **Teaching and Student Support**
 - Teach and oversee teaching into Indigenous health learning across the School's programs in collaboration with the wider academic and medical education team, including lectures, small-group teaching, supervision, assessment and feedback.
 - Provide culturally safe academic leadership and mentoring that supports Indigenous medical students' recruitment, transition, progression and success, working with relevant support services.
 - Contribute to initiatives that strengthen connection between students, graduates, community partners and staff, including development of an Indigenous medical alumni network and community of practice.
- **Community Engagement and Partnerships**
 - Build and sustain respectful, reciprocal partnerships with Indigenous communities and organisations across the School's footprint, working closely with professional staff who support partnership and placement operations.
 - Provide academic leadership for Indigenous health placements, including extended placements in Indigenous health contexts where applicable, ensuring learning outcomes are met and community expectations are respected.
 - Represent the School and University with integrity and accountability, supporting co-designed initiatives that advance Indigenous health, education and workforce development.
- **Research and Scholarship in Indigenous Health**
 - Lead a program of scholarship in Indigenous health that is ethical, culturally safe and aligned with community priorities, producing outcomes that contribute to improved health and wellbeing.
 - Actively participate as a member of the Indigenous Professoriate Group.
 - Build and oversee collaborations that align with the School's strengths in primary care and community-based health, and support research translation into teaching and practice.
 - Supervise and support higher degree research candidates and emerging researchers, including Indigenous scholars where possible.
 - Contribute to attracting research and partnership funding appropriate to Indigenous health work, including competitive and partnership-based funding where relevant.
- **Leadership, Governance and Contribution to the University**
 - Contribute to School, Faculty and University governance relevant to Indigenous health, curriculum quality and accreditation, and the University's Indigenous Strategy.
 - Work in close partnership with Indigenous leadership structures across the University to support alignment, shared planning and mutual support for Indigenous health priorities.

- Provide mentoring and leadership that strengthens culturally safe practice in teaching, research and engagement across the School.

QUALIFICATIONS, EXPERIENCE AND SKILLS

- This is an identified position and applicants must be an Aboriginal and/or Torres Strait Islander person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act, 1977 (NSW).
- Demonstrated ability to lead and oversee Indigenous health work in ways that are culturally safe, respectful and accountable, including understanding of community protocols and the ability to build trust-based relationships over time.
- A doctoral qualification (PhD) in a relevant discipline or equivalent standing demonstrated through an appropriate combination of qualifications, professional experience and scholarly contribution in Indigenous health, health professions education, primary care and/or a closely related field.
- Demonstrated leadership in integrating Indigenous health across complex curricula (preferably in medicine or health professional education), including planning, implementation, evaluation and continuous improvement.
- Evidence of educational leadership, teaching excellence and the ability to support and uplift the teaching practice of others, including sessional staff, in culturally safe ways.
- Demonstrated experience mentoring and supporting Indigenous students and/or early and mid-career colleagues, and contributing to safe, supportive learning and work environments.
- A strong record of Indigenous health scholarship and impact, which may include peer-reviewed publications, community-engaged scholarship, research translation, funded projects, and/or other recognised scholarly outputs.
- Highly developed interpersonal and communication skills, with demonstrated ability to work collaboratively and influence across disciplines and roles within a complex organisation and with external partners.
- Demonstrated capability to lead and support partnerships that enable high quality learning and placement experiences while respecting community priorities and expectations.
- Capacity and willingness to travel as required to support partnerships, placements and teaching across the School's locations, there is openness to flexible arrangements that support connection to Country where feasible.

KEY RELATIONSHIPS

- **This position reports to:** Dean, School of Medicine (or nominee)
- **This position supervises:** Nil (no direct line management). Provides academic leadership and mentoring to academic and professional colleagues and HDR candidates involved in Indigenous health.
- **Key internal relationships:**
 - School executive and discipline leaders.
 - Faculty leadership and relevant teaching and learning governance, including the Faculty Associate Dean (Indigenous) and the Faculty Indigenous Student Success Officer.
 - University Indigenous leadership structures and Indigenous-focused units.
 - Academic and professional staff supporting placements, partnerships and student success.
 - Indigenous students and alumni.
- **Key external relationships:**
 - Indigenous Community Controlled Health Organisations, including Aboriginal Medical

Services

- Indigenous community organisations and community leaders
- Relevant professional bodies, advisory groups and accrediting agencies
- Government departments and agencies relevant to Indigenous health and workforce

CHALLENGES

- Leading whole-of-program Indigenous health curriculum renewal while meeting accreditation expectations and maintaining strong educational quality.
- Sustaining partnerships across metropolitan, regional and rural settings, requiring responsiveness, consistency and relationship-based ways of working.
- Supporting Indigenous student and workforce outcomes that advance the University's Indigenous Strategy, including the development, mentoring and retention of Indigenous graduates and emerging academics as future leaders within a competitive national higher education context
- Balancing teaching leadership, research/scholarship, community partnership work and governance while providing mentoring and leadership across the School.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by:

Date: