



Job Description

Title	Senior Lecturer – Rural Generalist Medicine
Faculty/School	Faculty of Nursing Medicine & Health Sciences (FNMHS)
Category	Academic
Reports to	Head of School Medicine - FNMHS
Location/Campus	Kukum Campus Honiara
Summary of Duties	Clinical Expert in Rural Medicine and training of clinical staff. Coordinates Programme Review and Development. Plans & delivers learning experiences to meet Programme objectives. Develops instructional materials. Involved in Student Selection and Consultations. Manages and Maintains students' records. Liaises with Authorities and Industry especially National Referral Hospital (NRH) and the Ministry for Health and Medical Services (MHMS). Carries out research and is involved in Distance Education. Responsible for heading a department and coordinating the Programme. Seeks to value add through inter-professional learning opportunities arising from the Programme. Works collaboratively with the Dean of Faculty.
Main Duties and Responsibility	
Key Task	<p>Document key tasks in the following sections where they apply.</p> <p>Teaching and learning</p> <ul style="list-style-type: none"> • To ensure an appropriate selection process is developed for the Programme. • To deliver an appropriate recognition of the prior learning process. • To deliver learning instructions, prepare lesson plans, and ensure quality term rotational learning experiences in line with the curriculum. • To manage all enrolled training across departments or programs. • To have an expert knowledge of the entire syllabus' curriculum. • To coordinate the review of Programme content and materials on a regular basis, updating when required. • To develop and apply innovative and appropriate teaching techniques and materials that create interest, understanding and enthusiasm amongst students. To transfer knowledge including practical skills, methods and techniques. • To structure clinical learning terms that meet the Programme outcomes and cover the curriculum completely. • To ensure formative assessment and feedback are provided to students. • To engage and support the network of clinical tutors at NRH and across provinces to support the Programme objectives. • To develop training supervisor resources to enable quality training and supervision, term evaluation and feedback, and remediation

processes.

- To ensure that Programme design and delivery comply with the quality standards and regulations of the University.
- To supervise student projects, clinical term experiences, field trips and, where appropriate, provincial placements.
- To participate in the school Distance Education and Outreach Programs.
- To write, prepare and mark assignments and examinations and provide feedback to students.
- To ensure that the teaching content and methods of delivery are in accordance with equal opportunities and respond to issues relating to staff and student needs.
- To seek feedback on teaching and learning experiences from students and stakeholders and make changes where appropriate based on this.

Research and consultancy.

- To improve the knowledge and skills in Rural Medicine practice in the Solomon Islands.
- To determine relevant research objectives and prepare research proposals.
- To support student module assignment assessment pieces to publication level in areas of high health impact.
- To manage aided Projects.
- To identify sources of funding and carry out research relevant to the basic purposes of the University.
- To write or contribute to publications or disseminate research findings.
- To deliver descriptive papers for publication on new programs such as the Post-Graduate Diploma in Rural Medicine for the wider Pacific academic audience.
- Carry out consultancy work for school, national level and regional level
- To seek practical application of research findings.
- To make presentations or exhibitions at national and international conferences and other similar events.
- To encourage students and clinical tutors to undertake research and to publish.
- To maintain current industrial information practices.

People management and teamwork.

- To deliver an appropriate selection process and recognition of prior learning processes for the Programme.
- To develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.
- To develop strong links to NRH Medical Superintendent and Directors of departments including feedback on the Programme and support of clinical tutors.
- To develop strong links to provincial hospital Medical Superintendents and clinicians including feedback on the Programme and support of clinical tutors.
- To develop training supervisor resources to enable quality training and supervision, term evaluation and feedback, and remediation processes.
- Regular contact and liaison with students to teach and provide support.

	<ul style="list-style-type: none"> • To provide academic leadership to those working within program areas, as senior lecturers or equivalent. • To manage the work of others to ensure that Programs are delivered effectively, and/or organize the work of a team by agreeing objectives and undertaking yearly performance management reviews with all direct reports. • To act as a personal mentor to peers and colleagues. • To lead teams within specific areas of responsibility. • To ensure that teams within the department work together effectively. • To develop clinical work opportunities as a clinical expert in rural medicine across all learning sites which fit into governance structures for the clinical sites. • To act to resolve conflicts within and between teams.
Dimensions	<p>Document key tasks across the following dimensions.</p> <p>Problem-solving and impact</p> <ul style="list-style-type: none"> • To resolve problems affecting the delivery of the Programme in accordance with University regulations. • To make decisions regarding the operational aspects of own Programme. • To transition the Programme through development, implementation, commencement, consolidation, evaluation and adaptation phases. • To contribute to decisions that have an impact on other related programmes. • To maximize inter-professional learning and the development of rural generalism in other disciplines including nursing and allied health. • To provide advice on strategic issues such as the balance of student recruitment, staff appointments and student and other performance matters. • To identify opportunities for the strategic development of new Programmes or appropriate areas of activity, and contribute to the development of such ideas. • To report through the SINU hierarchy on programs for strategic advancement of learning in line with Government National Health strategic plans. <p>Problem-solving and impact</p> <ul style="list-style-type: none"> • To resolve problems affecting the delivery of the Programme in accordance with University regulations. • To make decisions regarding the operational aspects of own Programme. • To transition the Programme through development, implementation, commencement, consolidation, evaluation and adaptation phases. • To contribute to decisions that have an impact on other related programmes. • To maximize inter-professional learning and the development of rural generalism in other disciplines including nursing and allied health. • To provide advice on strategic issues such as the balance of student recruitment, staff appointments and student and other performance matters. • To identify opportunities for the strategic development of new Programmes or appropriate areas of activity, and contribute to the

	<p>development of such ideas.</p> <ul style="list-style-type: none"> To report through the SINU hierarchy on programs for strategic advancement of learning in line with Government National Health strategic plans. <p>Resource management</p> <ul style="list-style-type: none"> To contribute to the overall management of the department in areas such as budget management and business planning. To manage the workload of reporting staff and conduct regular performance reviews. To develop distance-delivered educational packages and support IT development in line with such distance education. To be involved in departmental-level strategic planning and contribute to wider strategic planning processes in the University. To contribute to the management of quality, audit and other external assessments. <p>Working Environment</p> <ul style="list-style-type: none"> To balance the competing pressures of teaching, scholarship, research, knowledge transfer, administrative demands and deadlines. To ensure governance structures which achieve a balance of university teaching, clinical teaching off campus, and clinical practice safely and transparently. To take responsibility for conducting risk assessments and reducing hazards (depending on the area of work and level of training received). To engage in continuous professional development. To understand and apply the principles of equality of opportunity in an academic context.
Measures of Effectiveness	<ul style="list-style-type: none"> Student selection and recognition of prior learning processes are developed, evaluated and effective. Class quizzes, practical exercises, exams and Programme results. Teaching notes, aids, and equipment designed and developed. Formative assessment through clinical tutor term reports and student progress interviews. Remediation processes are developed and clear for students and tutors Training supervisor resources to enable quality training and supervision, term evaluation and feedback, and remediation processes are developed. Programme workshops are delivered and completed at appropriate standards Examination papers produced. Programme Outline completed/reviewed. Research reports and publications produced. Programme Units or Modules for distance education taught, supervised and reviewed. Programme Results, Students Attendance, Morale and Feedback. Feedback analysis and appropriate adaptation plans are produced. Valid and reliable discussions and decisions in meetings and consultations. Training facilities and resource improvements. New materials, tools, machines and ideas for training purposes. Exams results, evaluation reports from students, Feedback from industry. Outcomes, feedback analysis and adaptation are discussed at

	SINU and with the broader stakeholder group.
Qualifications required	<p><i>Clinical:</i> Specialist-level qualification in rural generalist medicine OR general practice OR equivalent discipline (e.g. family medicine), with at least five years of experience working in rural and remote communities is essential</p> <p><i>Academic:</i> Bachelor of Medicine/Bachelor of Surgery or equivalent is essential Demonstrated curriculum development experience and research/publication, and/or consultancy experience in the relevant field is essential</p> <p>PhD qualification or equivalent, OR a relevant high quality Master's degree, with at least 5 peer reviewed/ranked journal publications or equivalent is desirable</p> <p>A Senior Lecturer/Clinical Lead PGDRGM shall have a demonstrated ability to make a significant contribution to the discipline through research and/or scholarship. In research and/or scholarship and/or teaching they shall demonstrate the ability to make original contributions which expand knowledge or practice in their disciplines.</p>
Experience	<p>Essential to the position:</p> <ul style="list-style-type: none"> • Experience working in Pacific island countries and/or other developing world settings. • More than five years in teaching experience. • Published research papers in national and regional journals. • Wide breadth and depth of specialist knowledge in own area of expertise. • Understanding of different teaching and learning methods. • Computer proficiency in the standard packages (word processing, e-mail and internet use, and spreadsheets). • Experience of conducting quality research in a particular specialism and publishing in recognized international journals. • Experience of developing and implementing research objectives, projects and proposals. • Experience of collaboration with University and industry colleagues when developing new curricula. • Experience in consultancy work with national, regional and international organizations.
Term	The position is for five (5) years under an employment contract. The contract is renewable subject to good performance.

