Position Description – Senior Lecturer

Updated 03 November 2026

POSITION DETAILS	
College/Portfolio	**College of Health and Enablement**
Organisational Unit	**Core Clinical Education Workforce**
Supervisor (Title)	**Dean, Partnerships and Practice (or Delegate)**
Classification	**Teaching Specialist (Clinical / Practitioner) Level C**
Employment Type	**Continuing, Full - Time**

POSITION SUMMARY

This Teaching Specialist (Clinical/Practitioner) position is a senior clinical education position within Flinders University's academic career framework, with a primary focus on excellence in clinical education, teaching leadership, workforce capability development, professional practice, and scholarship. The position contributes directly to the University's strategic agenda, *Impact. With Purpose: The 2035 Agenda*, through advancing student success, educational innovation, industry engagement, and workforce readiness.

The Senior Lecturer will play a key role in the University's integrated clinical education ecosystem, supporting the delivery of high-quality, innovative and sustainable clinical education across simulation, work-integrated learning, and student-led services. The position forms part of a core clinical education workforce and contributes to the University's vision of seamlessly connecting simulation-based learning with authentic clinical practice experiences to enhance student learning, strengthen workforce capability, and improve community outcomes.

Working within a designated clinical stream (for example Adults, Children and Families, or Ageing and Restorative Care), the Senior Lecturer will provide leadership for clinical education activities, supervision models, and student learning experiences across both simulated and practice environments. The position will lead the implementation and evaluation of contemporary, evidence-informed approaches to clinical education, ensuring curricula, supervision models, assessment practices and learning experiences remain relevant to current and emerging healthcare workforce needs.

The Senior Lecturer will provide leadership, mentoring and capability development for other academic staff contributing to the development of a sustainable and high-performing clinical education workforce. This includes supporting educator induction, training, professional development, supervision quality, and implementation of best-practice clinical education approaches. The position will contribute to the establishment of clear clinical educator career pathways and foster a culture of continuous improvement, collaboration and educational excellence.

Drawing upon extensive contemporary clinical expertise and professional standing, the Senior Lecturer will build and maintain strong partnerships with healthcare providers, community organisations, professional bodies and other internal and external stakeholders. The position will contribute to expanding placement capacity, developing innovative supervision and service delivery models, strengthening interprofessional learning opportunities, and enhancing alignment between education, workforce development and community needs.



Consistent with the expectations of the Teaching Specialist pathway, the Senior Lecturer will make a recognised and sustained contribution to pedagogical leadership, scholarship of teaching and learning, and educational innovation. The position will lead and contribute to scholarly projects, evaluation activities, dissemination of outcomes, and funding opportunities that advance clinical education practice and enhance the University's reputation as a leader in health professions education.

The position will make a significant contribution to College and University leadership and service through participation in strategic initiatives, accreditation and quality activities, workforce planning, curriculum review, policy development and interprofessional collaboration. The Senior Lecturer will exercise a high level of professional judgement, autonomy and influence in advancing clinical education outcomes across the University.

To maintain contemporary expertise and credibility, the incumbent will sustain active engagement in professional practice, industry leadership, or other relevant professional activities. Through this engagement, the Senior Lecturer will ensure that teaching, supervision, simulation and student-led service activities reflect contemporary evidence, professional standards, emerging workforce requirements and community expectations.

The Senior Lecturer will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to academic teaching staff according to the University’s policies, practices and standards.



UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation and Excellence
- demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent.
- contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's *Work Health and Safety, Injury Management and Equal Opportunity* policies.

Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.

In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).

Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID-19 in line with the SA Health policy.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to clinical teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level clinical education. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution however, it is expected that the Senior Lecturer will engage in the relevant activities to embed the NEXUS between research, education and practice.

Clinical Education Leadership

- Provide leadership for clinical education within an identified stream (Adults, Children and Families, or Ageing and Restorative Care) across simulation, student-led services and work-integrated learning environments.
- Lead the planning, implementation, evaluation and continuous improvement of clinical education activities that promote high-quality student learning, professional capability development and workforce readiness.
- Lead the development and implementation of innovative and sustainable clinical education models that enhance student learning experiences, service outcomes and placement capacity.



- Contribute to the strategic development of an integrated clinical education ecosystem that connects simulation-based learning, clinical practice and student-led services.
- Foster a culture of excellence, innovation, collaboration and continuous improvement across clinical education activities.

Teaching and Learning

- Create, coordinate and deliver high-quality clinical education, simulation-based learning, tutorials, workshops, seminars and other teaching activities that support student achievement and professional competence.
- Design and implement learning experiences that progressively scaffold student development from simulated learning environments to authentic clinical practice.
- Lead the development, review and evaluation of clinically relevant curricula, learning resources and assessment practices to ensure alignment with professional standards, accreditation requirements and workforce needs.
- Integrate contemporary pedagogical approaches, educational technologies and evidence-informed teaching practices that enhance student engagement, success and employability.
- Provide expert clinical supervision, coaching, mentoring and assessment of students across simulation, student-led service and professional practice settings.
- Support students through academic guidance, reflective practice, professional development and career preparation activities.
- Contribute to interprofessional learning initiatives that promote collaborative practice, clinical reasoning and person-centred care.

Clinical Education Workforce Development

- Provide leadership, mentoring and supervision to Clinical Educators and other teaching staff working within the clinical education workforce.
- Contribute to the development, delivery and evaluation of clinical educator orientation, training and professional development programs.
- Support capability development in clinical supervision, assessment, feedback, teaching practice and learner support.
- Promote consistency, quality and excellence in clinical education practices across disciplines, services and learning environments.
- Contribute to workforce planning, succession planning and the development of sustainable clinical educator career pathways.

Scholarship, Innovation and Quality Enhancement

- Provide leadership in the scholarship of teaching and learning, contributing to the development, evaluation and dissemination of innovative clinical education practices.
- Lead or contribute to scholarly projects, educational research, grant applications, publications and presentations relating to clinical education, simulation and workforce development.
- Use evaluation, quality assurance and learning analytics data to inform continuous improvement of educational programs and student outcomes.
- Identify and implement opportunities for innovation in clinical education, simulation, assessment, service-learning and workforce capability development.
- Foster collaboration between academic staff, clinicians, service partners and researchers to strengthen the nexus between education, practice and scholarship.

University, Professional and Community Service



- Provide leadership and substantial contributions to College, University and discipline-based committees, working groups and strategic initiatives.
- Contribute to accreditation, quality assurance, regulatory compliance and professional standards activities relevant to clinical education programs.
- Maintain contemporary professional expertise through ongoing engagement in clinical practice, professional leadership and continuing professional development.
- Contribute to professional associations, conferences, advisory groups and other activities that enhance the University's profile and influence in clinical education.
- Support College and University initiatives relating to student success, workforce development, interprofessional education, equity, diversity and inclusion.
- Provide high-quality service and leadership that advances the strategic objectives of Flinders University.

Leadership and Management

- Coordinate and prioritise clinical education activities across multiple service, simulation and teaching environments.
- Provide day-to-day leadership, mentoring and performance feedback to Clinical Educators and other staff in accordance with Flinders University policies and procedures.
- Contribute to strategic planning, resource utilisation and operational decision-making associated with clinical education delivery.
- Exercise a high level of professional judgement, autonomy and influence in the achievement of clinical education, workforce and service objectives.
- Undertake other responsibilities consistent with the classification and strategic priorities of the College and University as directed by the Supervisor.

KEY POSITION CAPABILITIES

- Completion of a PhD, or other relevant and equivalent qualification and/or experience in relevant health field.
- Hold and maintain a current registration with AHPRA (where relevant) or equivalent for self-regulating health professions.
- Demonstrated experience and expertise working with children and families in OT, SP, PT, DT, EP, Audiology, Optometry, Nursing, Midwifery, Disability and Community Inclusion, Social Work and/or Psychology.
- Relevant and contemporary clinical experience in relevant health field.
- An understanding of pedagogical theory and contemporary educational practice relevant to clinical education.
- Significant and sustained evidence of excellence in teaching performance at a tertiary level, inclusive of simulation and/or clinical services.
- Significant and sustained evidence of development, delivery and evaluation of innovative teaching and learning strategies in clinical education,
- Demonstrated willingness and ability to contribute to scholarship in teaching through participation in teaching and learning strategies and in professional development in higher education teaching.
- Demonstrated strong understanding of the nexus between teaching and learning, research, scholarship and practice.



- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Demonstrated experience and innovation using e-learning platforms and other technology for teaching purposes.
- Demonstrates a commitment to fostering a positive workplace culture, and role modelling behaviours that support the University's Reconciliation Action Plan (RAP) and commitment to enhancing educational opportunities for Aboriginal and Torres Strait Islander people.
- Evidence of upholding the values and ethos of the University.

