

POSITION DESCRIPTION

Indigenous Medical Education & Research Lead

Position Title	Indigenous Medical Education & Research Lead (Identified)
Reporting to	Director, Strategic Policy & Impact
Location	Flexible
Job type	Part-time (0.6 FTE)
Contract length	Ongoing
Salary	\$ per annum pro rata plus 15% superannuation

The Australian Indigenous Doctors' Association (AIDA) supports the Indigenous medical workforce and students by creating safe systems for them to achieve and therefore improve health outcomes for Aboriginal and Torres Strait Islander people.

We do this by working towards reaching population parity of Aboriginal and Torres Strait Islander medical students and doctors; and supporting a culturally safe healthcare system.

Organisation Overview

Our Vision	Aboriginal and Torres Strait Islander people have self-determination and equitable health and life outcomes in a culturally safe health system
Our Values	<ul style="list-style-type: none"> • Integrity • Respect • Professionalism • Excellence • Accountability • Reciprocity
Our Strategic Priorities	<ol style="list-style-type: none"> 1. Grow Aboriginal and Torres Strait Islander doctors. 2. Shape health outcomes. 3. Best practice care and cultural perspective. 4. Communicate and celebrate. 5. Our members. 6. Sustainability.

The following key responsibilities are intended to describe the general nature and level of work being performed, they are not intended to represent an exhaustive list of all responsibilities, duties and skills required.

What we offer:

- A flexible working environment, you can work from home.
- A competitive salary
- Salary packaging
- 15% superannuation (4.5% higher than the Superannuation Guarantee rate)
- 20 days annual leave in addition to complimentary leave during Christmas/New year shutdown period which is not taken out of leave entitlements
- Ongoing training and development opportunities
- The opportunity to join a forward-thinking not-for-profit with a desirable workplace culture where you will be a valued team member.

Key responsibilities

The role focuses on Indigenous medical education with the aim of increasing cultural safety, system transformation and promoting the success of Aboriginal and Torres Strait Islander medical students. The lead will work collaboratively with key stakeholders to ensure the programs are culturally safe and meet the needs of Aboriginal and Torres Strait Islander people.

- **Knowledge Translation and Dissemination:**
 - Lead the translation of academic research and Aboriginal and Torres Strait Islander perspectives into practical applications for medical education and healthcare training.
 - Work with researchers to identify key findings relevant to Aboriginal and Torres Strait Islander medical education and ensure their dissemination in culturally appropriate ways.
 - Inform tools, resources, and guidelines that support the incorporation of Aboriginal and Torres Strait Islander perspectives and evidence-based research into medical education curricula.
- **Curriculum Enhancement:**
 - Ensure that the medical education curriculum content reflects current Indigenous led research on Aboriginal and Torres Strait Islander health issues, social & cultural determinants of health, and best practice for trauma informed, culturally safe care.
 - Work with medical schools to ensure that pedagogy embeds learning from Aboriginal and Torres Strait Islander peoples, reflecting Indigenous methodologies, values and perspectives.
- **Building Capacity for Knowledge Translation:**
 - Facilitate workshops and professional development opportunities that enhance the capacity of medical educators to apply research findings in their teaching and clinical practice.
 - Support Aboriginal and Torres Strait Islander health professionals and students in developing skills in knowledge translation and evidence-based practice.
- **Evaluation Design and Planning:**
 - Develop evaluation designs and methodologies that are culturally appropriate and aligned with community needs.
 - Collaborate with program managers and stakeholders to establish clear evaluation objectives, indicators, and data collection methods.

- Ensure that evaluation activities are conducted ethically and in accordance with relevant guidelines.
- **Partnerships, Collaboration & Advocacy:**
 - Develop and maintain partnerships with universities, research institutions, healthcare providers, and government agencies to ensure the continuous flow of knowledge between research, policy, and practice.
 - Collaborate with Aboriginal and Torres Strait Islander health organizations and advocacy groups to ensure that knowledge translation activities align with national priorities and policies on Aboriginal and Torres Strait Islander health.
 - Work with policy makers to ensure that evidence-based research on Aboriginal and Torres Strait Islander medical education informs policy and system reform.
- **Cultural Safety:**
 - Ensure that program activities are conducted in a culturally safe manner, respecting Aboriginal and Torres Strait Islander intellectual property, traditions, and protocols.
 - Advocate for the inclusion of cultural safety principles in all aspects of medical education and healthcare training, ensuring that students and professionals are equipped to provide respectful and culturally safe care.
 - Promote understanding and awareness of the unique health challenges faced by Aboriginal and Torres Strait Islander people among healthcare professionals and educators.

Essential Qualifications and Skills:

- Medical professional with APHRA registration OR relevant qualifications and experience in the sector
- Deep understanding of Aboriginal and Torres Strait Islander cultures, values, and health issues, and the ability to work respectfully within these communities.
- Proven commitment to culturally safe practice and improving self-determination and health outcomes for Aboriginal and Torres Strait Islander peoples.
- A thorough understanding of the medical education environment and the barriers and enablers for Aboriginal and Torres Strait Islander students and doctors.
- Experience in conducting and/or interpreting research, with an emphasis on applying findings to real-world practice and education. Ability to translate complex research findings into practical, culturally relevant applications.
- Experience advocating for system change to grow the Aboriginal and Torres Strait Islander medical workforce and improve cultural safety.
- Strong communication skills with the ability to influence change.
- Demonstrated ability to think strategically and manage competing demands and priorities.

Desirable Qualifications:

- Postgraduate Degree: A postgraduate qualification in public health, medical education, or a related field, with a focus on Aboriginal and Torres Strait Islander health or knowledge translation.

Personal Attributes:

- Culturally aware, inclusive in approach and respectful of all others at all times.
- Calm and highly organised, with a structured yet flexible working style and adept at reprioritising workflows to meet tight deadlines in a fast-paced environment.
- Commitment to actively nurture collaborative working relationships and demonstrates initiative and drive to improve workplace processes.

- Exceptional standards of personal integrity and who ensures that sensitive matters are handled discreetly and diplomatically.
- Effective communicator, including written and verbal, and with both individuals and groups.
- Strategic thinker, able to make connections and plan for the future.
- Demonstrated ability to work with minimal guidance.
- Flexible and adaptive team player.

This role is pivotal in ensuring that the latest research and Aboriginal and Torres Strait Islander knowledge are effectively used to enhance medical education and improve healthcare delivery for Aboriginal and Torres Strait Islander people.