

Position Description – Associate Lecturer

Updated 08 September 2026

POSITION DETAILS

College/Portfolio	College of Health and Enablement
Organisational Unit	College of Health and Enablement
Supervisor (Title)	Dean, Partnerships and Practice (or Delegate)
Classification	Teaching Specialist (Clinical / Practitioner) Level A
Employment Type	Continuing, Full-Time or Part Time

POSITION SUMMARY

This Teaching Specialist (Clinical/Practitioner) position is an early-career clinical education position within Flinders University's academic career framework, with a primary focus on teaching and teaching-related activities that support high-quality clinical education, student learning and professional practice. The position contributes to the University's strategic agenda, *Impact. With Purpose: The 2035 Agenda*, through supporting student success, educational innovation and workforce readiness.

The Associate Lecturer will contribute to the University's integrated clinical education ecosystem through the delivery of contemporary clinical education across simulation, student-led services and work-integrated learning environments. The position forms part of a core clinical education workforce and supports the University's vision of integrating simulation-based learning and authentic clinical practice to strengthen graduate capability and improve workforce outcomes.

Working within a designated clinical stream (for example Adults, Children and Families, or Ageing and Restorative Care), the Associate Lecturer will contribute to student supervision, teaching, assessment and service-learning activities in both simulated and practice settings. The position will work under the guidance of Lecturer and Senior Lecturers to support the delivery of high-quality, safe and effective learning experiences.

The Associate Lecturer will contribute to the preparation, delivery and evaluation of clinical education activities, including clinical skills teaching, simulation-based learning, student-led service delivery and professional practice education. The position will assist in implementing innovative teaching approaches and contribute to the development of learning resources and educational activities that support student learning and professional capability development.

Drawing on contemporary clinical expertise, the Associate Lecturer will contribute to maintaining productive relationships with healthcare providers, community organisations and professional stakeholders that support student learning opportunities and workforce development initiatives.

Consistent with the expectations of the Teaching Specialist pathway, the Associate Lecturer will participate in scholarship, quality improvement and professional development activities that strengthen the nexus between education, practice and evidence-informed healthcare. The incumbent will maintain active engagement in

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professional practice to ensure teaching and supervision activities reflect contemporary evidence, professional standards and workforce requirements.

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 teaching and teaching-related duties involving the delivery and continuous improvement of university-level clinical education. The role contributes to high-quality clinical teaching, student supervision, professional practice education and service activities. The position does not include a formal research contribution; however, it is expected that the Associate Lecturer will engage in activities that support the nexus between research, education and practice.

Clinical Education Delivery

- Deliver clinical education activities across simulation, student-led services and work-integrated learning environments under the guidance of senior academic staff.
- Assist in facilitating learning experiences that support students' clinical reasoning, professional skills development and readiness for practice.

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- Provide supervision and assessment of students in simulation, community and clinical practice settings.
- Support the implementation of contemporary and evidence-informed approaches to clinical education.
- Contribute to safe, inclusive and supportive learning environments that promote student engagement and success.
- Collaborate effectively with academic, professional and clinical staff to support high-quality student learning experiences.

Teaching and Learning

- Deliver workshops, tutorials, practical classes, simulation activities, clinical skills sessions and other teaching activities.
- Assist in the planning, preparation and evaluation of teaching and learning resources.
- Contribute to student assessment processes and provide constructive feedback to support learning and development.
- Support students through guidance, coaching and professional advice relating to clinical learning and professional practice.
- Utilise contemporary educational technologies and teaching approaches to enhance student learning experiences.

Student-Led Services and Simulation

- Support the delivery of student-led services as authentic learning environments.
- Assist with the preparation, facilitation and evaluation of simulation-based learning activities.
- Contribute to the integration of simulation and practice-based learning experiences across the student learning journey.
- Participate in quality assurance, risk management and safe practice activities associated with simulation and student-led services.
- Contribute to activities that improve the effectiveness of clinical education and service delivery.

Scholarship and Continuous Improvement

- Participate in scholarship, evaluation and quality improvement activities related to teaching and clinical education.
- Contribute to the collection and use of student feedback and evaluation data to improve learning experiences.
- Engage in professional development activities that support growth as a clinical educator.
- Contribute to dissemination activities such as presentations, workshops and professional forums where appropriate.
- Maintain awareness of contemporary developments in clinical education, healthcare practice and educational technologies.

University, Professional and Community Service

- Participate in College, discipline and University activities, committees and working groups as appropriate.
- Contribute to accreditation, compliance and quality assurance activities within clinical education programs.
- Maintain contemporary professional expertise through continuing professional development and, where appropriate, clinical practice.
- Participate in relevant professional associations, conferences, workshops and community engagement activities.
- Support College and University initiatives relating to student success, interprofessional education, equity, diversity and inclusion.

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- Undertake other responsibilities consistent with the classification level and strategic priorities of the University as directed by the Supervisor.

KEY POSITION CAPABILITIES

- Completion of a relevant degree qualification and eligibility for entry into a relevant profession, or equivalent qualifications and experience.
- Hold and maintain current registration with AHPRA (where applicable) or equivalent professional accreditation or registration.
- Relevant and contemporary clinical experience in a health or human services profession.
- Demonstrated interest in and commitment to clinical education and student learning.
- Evidence of teaching, supervision, mentoring or professional education experience in clinical, practice, simulation or tertiary settings.
- Demonstrated ability to contribute to the delivery of teaching, assessment and student support activities.
- Understanding of contemporary clinical education principles and educational technologies.
- Demonstrated commitment to reflective practice, professional development and continuous improvement.
- Demonstrated understanding of the relationship between teaching, scholarship, professional practice and research.
- Effective interpersonal, written and verbal communication skills, including the ability to establish positive relationships with students, colleagues and external stakeholders.
- Ability to work collaboratively within interprofessional and multidisciplinary teams.
- Demonstrated commitment to fostering a positive workplace culture and supporting the University's Reconciliation Action Plan and commitment to Aboriginal and Torres Strait Islander peoples.
- Evidence of upholding the values and ethos of Flinders University.

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