

# Position Description

Position Title	Senior Cultural Educator – Aboriginal and Torres Strait Islander Cultural and Health Training	Reporting to	PLT - Project Manager – Aboriginal and Torres Strait Islander Health Training
Business Unit	Profession Led Training	Direct reports	Nil
Classification	Level F	Date	September 2022

## The Organisation

The Royal Australian College of General Practitioners (RACGP) is the voice of General Practitioners (GPs) in our growing cities and throughout rural and remote Australia. For more than 60 years, we've supported the backbone of Australia's health system by setting the standards for education and practice and advocating for better health and wellbeing for all Australians.

We cultivate a stronger profession by helping the GPs of today and tomorrow continue their professional development throughout their careers, from medical students and GPs in training to experienced GPs. We develop resources and guidelines to support GPs in providing their patients with world-class healthcare and help with the unique issues that affect their practices. We're a point of connection for GPs serving communities in every corner of the country.

Australia's GPs see more than two million patients each week, and support Australians through every stage of life. The scope of general practice is unmatched among medical professionals, so the RACGP supports members to be involved in all areas of care, including aged care, mental health, preventative care and Aboriginal and Torres Strait Islander Health.

Patient-centred care is at the heart of every Australian general practice and at the heart of everything we do.

## Our Values

RACGP Employees are expected to uphold our workplace values:



**Progressive leadership** Forward thinking and proactive leaders who lead by example and empower employees to create and drive innovation



**Quality** Honouring our Organisational Vision and Mission Statement by constantly striving for excellence in service delivery and advancement in the field



**Ethics** Committed to acting with morality, integrity and transparency in serving the best interests of all stakeholders



**Professionalism** Dedicated professionals who respect and collaborate with others and are fully accountable for their actions.

## Your Team

The RACGP are currently undertaking a complex transition program to establish within the College its new Profession-Led, Community-Based Training (PLT) capability to train medical doctors in General Practice as a key component of the Department of Health's Australian General Practice Training (AGPT) Program. The PLT transition is a fundamental change to the delivery of GP Training in Australia, providing an opportunity to improve the quality, safety and accessibility of GP services for all Australians. This transition will build new capabilities from the ground up as well as transfer capabilities from the existing Regional Training Organisations that currently provide AGPT training services.

The PLT Business Unit are a growing team is in the process of defining, planning and implementing this business transformation program, with a range of inter-related projects in-flight or being established. Whilst this role will be a part of the PLT Business Unit, it will also work closely with colleagues in the People, Capability and Transformation – (PCT) team, a key business services function within the RACGP who develops, implements and delivers responsive and contemporary people solutions - partnering across all levels and functions Australia wide.

## Your Role

As the Senior Cultural Educator, you will report to the PLT Project Manager – Aboriginal and Torres Strait Islander Cultural and Health Training where you will play a pivotal role in the team responsible for building a framework for Aboriginal and Torres Strait Islander Cultural and Health training. You will provide cultural education leadership in the establishment of an Aboriginal and Torres Strait Islander Culture and Health Training framework to support RACGP Profession Led Training delivery in 2023.

This role will be required to work across the College and with external stakeholders (particularly Regional Training Organisations at all levels).

This project is also closely aligned and supported by the RACGP National Aboriginal and Torres Strait Islander Health Faculty.

## Key Responsibilities

- Provide advice to assist with the mapping of Training Organisations' current Aboriginal and Torres Strait Islander health education programs to develop an Aboriginal and Torres Strait Islander Cultural and Health Training framework for integration throughout 2023.
- Provide expert advice, input and liaison that will inform the delivery of Aboriginal and Torres Strait Islander Cultural and Health Training in general practice training in a Profession-Led Community-Based program.
- Establish and maintain collaborative relationships with internal and external stakeholders
- Act as a cultural liaison point to ensure that feedback from relevant stakeholders is encapsulated in program development.
- Ensure that communication with key groups, stakeholders and communities is open, inclusive and timely.
- Provide early advice on key risks relating to development of the Aboriginal and Torres Strait Islander cultural and health education framework.
- Request, collate, analyse and synthesise data and other information required to inform creation of Aboriginal and Torres Strait Islander culture and health training in the Profession-Led Community-Based GP training model.
- Comply with all relevant workplace policies and procedures.
- Other duties as required.

## Key Selection Criteria

### Essential

- Must be an Aboriginal and Torres Strait Islander person.
- Understanding and knowledge of community and traditional and contemporary ways.
- Sound knowledge of Aboriginal and Torres Strait Islander History.
- Demonstrated experience in the design and delivery of Cultural Awareness and Cultural Safety Training.
- Demonstrated skills and experience in cross cultural facilitation.
- Possess skills in facilitation and presentation, interpersonal communication and brokerage
- Demonstrated understanding of Aboriginal Community Controlled Health sector and the environment where registrars work.
- Strong written and oral communication skills.
- Well-developed sense of personal responsibility, and grounded cultural identity.
- An understanding of General Practice Training in Aboriginal and Torres Strait Islander Health.
- Experience in program development

## Your Relationships

Your role requires interaction with internal and external stakeholders including:

### **Internal:**

- PLT employees
- Principal Medical Education Advisor,
- Aboriginal and Torres Strait Islander health Medical Educator
- Aboriginal and Torres Strait Islander Cultural Educator
- PLT Senior Leadership Team
- Manager, RACGP Faculty of Aboriginal and Torres Strait Islander Health
- Censor, RACGP Faculty of Aboriginal and Torres Strait Islander Health
- Member Engagement employees
- Business Services employees

### **External:**

- Aboriginal and Torres Strait Islander Cultural and Health Advisory committee
- Regional Training Organisations
- Australian College of Rural and Remote Medicine (ACRRM)
- Department of Health
- Indigenous General Practice Registrar Network (IGPRN)
- Australian Indigenous Doctors Association (AIDA)
- General Practice Supervisors Australia (GPSA)
- General Practice Registrars Australia (GPRA) External subject matter experts (SME)
- Non-government general practice education and training stakeholders
- Government **stakeholders**
- National Aboriginal Community Controlled Health Organisation (NACCHO) and relevant state / territory affiliates

