



POSITION DESCRIPTION

Position:	Professor of Midwifery and Discipline Lead
Work Area:	School of Health
Classification:	Level E
Supervisor:	Dean, School of Health

OUR VISION

To create a better tomorrow.

OUR PURPOSE

To transform lives through learning and knowledge in every place we operate and with every community we serve.

OUR VALUES

Integrity, community, sustainability.

For further information about UniSC, visit us online: usc.edu.au/about

POSITION OVERVIEW

This professorial position will lead the university's initiatives in Midwifery research, learning & teaching, and engagement. This role demands an individual of international standing within the field of Midwifery, capable of driving innovation, advancing knowledge, and shaping the future of Midwifery education and practice. As an internationally recognised authority in Midwifery, the successful applicant will have made a significant impact on the discipline, earning respect and acknowledgment from peers both nationally and internationally. They will bring with them extensive experience in research, learning & teaching, and engagement, showcasing excellence across these domains.

The incumbent will demonstrate leadership in securing competitive grants, publishing in esteemed journals, and mentoring researchers; thereby contributing to the growth and development of the field. Moreover, they will exhibit innovation in curriculum development, learning & teaching practices, fostering student engagement and ensuring their success. Beyond academic pursuits, the Professor of Midwifery and Discipline Lead will play a pivotal role in forging strategic partnerships and initiatives to address real-world healthcare challenges at regional, national, and international levels. Their mentorship and leadership will be pivotal in fostering a positive academic environment, nurturing excellence among colleagues and students.

This position presents an opportunity to make a profound impact on the field of Midwifery at UniSC, contributing to shaping the next generation of healthcare professionals and researchers. Additionally, as the Discipline Lead, the incumbent will provide leadership and support to academic staff within the discipline, aligning with school objectives and university strategies while promoting research integration, innovation, and improved experiences for students and staff alike.



ACADEMIC PROFILE

At the University of the Sunshine Coast, a Professor has an established and continuing international expert status and is recognised as an eminent authority in their discipline/field. They have substantial involvement in the development of their discipline/field, both nationally and internationally, having made a clear and formative impact, which is recognised and acknowledged as significant by national and international leaders in the discipline/field.

(i) A Professor has a strong, systematic and sustained track record in research. They have attained international recognition in their discipline and can demonstrate significant involvement in and impact on the development of their discipline internationally, which are recognised by their peers as international leadership in the field. They have had consistent success applying for external competitive grants, manage significant research projects and lead and mentor other researchers. The quality and impact of their research can be demonstrated by, for example: the status and consistency of publications or exhibitions with the expectation that publications are in leading journals in the discipline/field; commercialisation or the uptake of intellectual property; citation rates; and the value of their research for social, environmental, cultural and commercial benefit. They can demonstrate sustained and consistent quality supervision of candidates for higher degrees by research (HDR) and mentor other HDR supervisors.

(ii) A Professor has extensive experience as a senior academic and provides strategic leadership in key aspects of learning and teaching.

They have made significant contributions to the teaching efforts through both exemplary teaching practice and leadership in teaching. The quality of their learning and teaching can be demonstrated by, for example: high level management and administrative functions in learning and teaching; responsibility for strategic leadership and policy-making in learning and teaching; providing leadership and fostering excellence in the design and development of innovative curricula and program development; the ability to influence, motivate and inspire both students and other academic staff. Additional outputs can include: a consistent and substantial record of scholarship and publications in learning and teaching that is nationally and internationally recognised and has demonstrable impact on learning and teaching in the discipline/field; and competitive grants for teaching innovation. A Professor provides scholarly leadership that is recognised externally through national learning and teaching awards (for example, Senior or Principal Fellowship of the Higher Education Academy) and invitations to serve on national panels and deliver keynote addresses at significant learning and teaching conferences.

(iii) A Professor at UniSC makes significant contributions to the development and standing of the University and/or regional development. Through leadership in engagement, a Professor demonstrates sustained excellence that has resulted in major outcomes and high levels of recognition and prestige for the University and significant social, economic and cultural impact outside the University. For example, external



engagement can involve significant contributions to, and outcomes from, developing and maintaining strategic and productive partnerships, connections and relationships with people, groups and organisations at local, national and international levels and serving on national panels (for example, ARC College of Experts or other national/international assessment panels).

- (iv) Within the University, a Professor makes high level strategic contributions to School and University development, governance and capacity-building. They make significant leadership contributions to the development of collegial activities and foster academic and professional excellence at all levels.

All staff are expected to contribute to the achievement of the University's strategic goals and priorities and provide service to the University commensurate with their level of appointment and the opportunities available to them.

DUTIES

1. The University aims to build research productivity and output significantly. Research is a scholarly practice that includes:
 - International leadership in their field
 - purposefully developing focused expertise in a discipline/field
 - developing a clear research agenda and leading research teams
 - framing research problems and researchable hypotheses
 - designing, conducting and leading research projects and writing research reports
 - consistently and successfully applying for significant research grants, particularly external competitive grants, industry or philanthropic funding
 - communicating research outcomes to both expert and lay audiences through publishing, exhibiting and performing, and subjecting outcomes to peer appraisal
 - mentoring other researchers, including Mid- and Early Career Researchers
 - successfully supervising Higher Degree by Research candidates
 - developing and maintaining strategic research partnerships
 - developing and exploiting intellectual property
 - being invited to conduct research with colleagues at other universities and give addresses in various research and research training fora in recognition of excellence in research in the discipline/field, and
 - consistently making significant leadership contributions to the development and maintenance of a positive academic environment that is conducive to high levels of engagement and standards of performance in research
2. The University is committed to delivering high quality teaching, learning and graduate outcomes. Teaching is a scholarly practice that includes:
 - maintaining currency in one's discipline/field



- maintaining currency in effective learning and teaching practices, especially in one's discipline/field
 - leading the design, development, evaluation and improvement of curricula and teaching
 - leading innovation and making use of appropriate technologies and media to support and enhance learning, teaching, assessment and evaluation
 - engaging students in learning in a variety of modes including: face-to-face (lecturing, tutoring, conducting workshops, simulations and in laboratories) and learning supported by online tools that enhance knowledge construction, collaboration, communication and engagement
 - supporting students to be successful learners
 - assessing, and giving fair, helpful and timely feedback on students' work
 - leading learning and teaching development processes within and beyond the University
 - high-quality administration of teaching
 - developing and maintaining strategic partnerships that enhance the quality of learning and teaching within the University and beyond
 - conducting "practitioner research" into learning and teaching and communicating the outcomes of that research, particularly in quality refereed journals
 - being invited to teach at other universities and give addresses in various learning and teaching fora in recognition of excellence in learning and teaching in one's discipline/field, and
 - consistently making significant leadership contributions to the development and maintenance of a positive academic environment that is conducive to high levels of engagement and standards of performance in learning and teaching
3. The University is committed to regional, national and international engagement and articulates the importance of partnerships and ongoing consultation and cooperation with a broad and diverse range of stakeholders. External engagement is a scholarly practice through which academic staff apply their discipline knowledge and skills to problems in the world. Through external engagement, worthwhile social, civic and professional functions are performed.
 4. Engagement within the University enables academic staff to contribute to defining and achieving the University's strategic priorities through activities other than teaching and research.
 5. Contribute to a positive and safe work environment for you and others, by modelling and promoting conduct that is culturally capable, inclusive, respectful, and ethical.
 6. Other duties within the range of skills normally associated with this classification, including those associated with an evolving research, teaching, learning and professional environment, as required.



SELECTION CRITERIA

Applicants need to demonstrate:

1. Registration as a Midwife with AHPRA, completion of a doctoral qualification in Midwifery or related field and extensive experience as an academic leader.
2. Experience of strategic and operational leadership (including workforce planning, program planning, resource management efficiency) at a School, Discipline or Program level, specifically in Midwifery.
3. Involvement in the development of the Midwifery profession at a national and international level, and evidence of having made a clear and formative impact in Midwifery.
4. A clear and coherent research program with: a strong track record of active, sustained and productive engagement in high-quality research; publicly verifiable outputs and outcomes from research; external recognition of research performance and achievement; quality supervision of candidates for Higher Degrees by Research; and impact of research.
5. Quality academic leadership, for example through: effective mentoring to develop the research capability and capacity of individual and teams of mid-career and early-career Researchers; substantial leadership contributions in Midwifery that strengthen the University's teaching programs, research capacity, capability and culture; and a consistent record of service on national discipline panels, such panels of experts and other assessment panels.
6. Effectiveness as a teacher, which is evidenced by both exemplary teaching practice and leadership in teaching, the ultimate outcome of which is student engagement and success. For example, by: Leadership and/or implementation of research-led approaches to learning and teaching in the design and development of curricula; Leadership of learning and teaching development processes which improve teaching practice within and/or beyond the University; and sustained formal recognition for excellence in learning and teaching.
7. Strong leadership contributions and personal qualities that influence the development and maintenance of a positive academic environment which is conducive to high levels of engagement and standards of achievement for both staff and students.
8. Participation and success in academic administrative functions e.g. course/program/discipline coordination and/or leadership, within a University.
9. Experience in leading external accreditation of Midwifery programs/degrees by the Australian Nursing and Midwifery Accreditation Council (ANMAC)
10. The ability to develop and maintain productive regional, national and international partnerships that reap significant benefits for the University.

Desirable

11. Formal external and/or internal recognition for excellence in learning and teaching and/or research.



Additional Requirements

It is a condition of employment for this position that you may be required to provide periodic evidence of immunisation against communicable diseases in accordance with Queensland Health regulations.

Please note that the position holder will be primarily based at the Moreton Bay campus but may be required to work between UniSC campuses across the academic year.

Additionally, in accordance with the University's Staff Code of Conduct – Governing Policy, all staff are expected to display professional behaviour, communicate respectfully, and perform their duties responsibly.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered to meet the changing operational needs of the University.

UniSC is committed to creating a work and study environment that values diversity, facilitates equitable access and full participation.