Department of Nursing
FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

Lecturer in Critical Care Nursing

POSITION NO 0047023
CLASSIFICATION Lecturer - Level B
SALARY $114,645 - $136,136 p.a. (pro-rata for Part-Time)
SUPERANNUATION Employer contribution of 17%
WORKING HOURS Full Time (1 FTE)
EMPLOYMENT TYPE Continuing

FLEXIBLE EMPLOYMENT
The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.

OTHER BENEFITS https://about.unimelb.edu.au/careers/staff-benefits

HOW TO APPLY Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number.

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Please do not send your application to this contact

For information about working for the University of Melbourne, visit our website: about.unimelb.edu.au/careers
Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

Position Summary

The position is located within the Department of Nursing at The University of Melbourne and involves course and subject coordination in the Graduate Certificate in Critical Care. This position requires relevant and recent clinical experience in critical care nursing and previous experience supporting nurses to learn and experience with online teaching and/or learning is preferred.

We encourage applicants from under-represented groups, including Aboriginal and Torres Strait Islander people. To allow us to consider performance relative to opportunity, we also invite applicants to provide a brief statement (up to 1 page) that describes circumstances that may have affected their career development or progression, including career interruptions or delays, periods of part time work, or forms of bias they have experienced.

1. Key Responsibilities

As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.

A Lecturer (Level B) is expected to make contributions to the teaching effort of the institution and to carry out activities to maintain and develop his/her scholarly, research, and/or professional activities relevant to the profession or discipline. Specific duties:

1.1 TEACHING & LEARNING

The appointee will be expected to:

- Coordinate and deliver critical care nursing subjects and provide input into other subjects as required.
- Make a significant contribution to the development of online curriculum.
- Attend and provide updates to the Strategic Reference Group
- Attend teaching and learning meetings, staff meetings, and staff professional development.
- Collaborate with Course Coordinator, Director of Teaching and Learning and Program Coordinator of Specialty nursing programs.
- Identification of appropriate approaches to teaching through analysis of learning needs of students
- Demonstrate a proactive reflexive teaching practice through seeking guidance from senior teaching staff and student feedback
- Apply contemporary pedagogical insights to teaching practice, including those specific to the discipline of nursing.
- Acknowledge team charter for the Department of Nursing that guides subject, course, and program delivery.

### 1.2 LEADERSHIP AND SERVICE

The appointee will be expected to:

- Actively participate at School meetings and contribute to planning activities or committee work to support capacity building in the School/discipline.
- Involvement in professional activity in the discipline.
- Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

### 1.3 OTHER DUTIES

The appointee will be expected to:

- Perform other tasks as requested by the supervisor or the Head of School
- Actively participate in the University Professional Development Framework
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

### 2. Selection Criteria

#### 2.1 ESSENTIAL

- Master level degree in Nursing or equivalent;
- The incumbent is required to hold a current Registration with Australian Health Practitioner Regulation Agency (AHPRA);
- Specialty level qualifications in critical care nursing.
- Demonstrated experience in curriculum development and subject coordination;
- Excellent problem solving and organisational skills;
- A high level of interpersonal, written and oral communication skills and ability to build effective working relationship with all levels of stakeholders
- Demonstrated capacity to negotiate and exercise initiative and innovation.
- Excellent interpersonal and communication skills including the ability to build positive, professional relationships with staff, collaborators and students

#### 2.2 DESIRABLE

- Commitment to commencing a PhD within 5 years.
- Demonstrated experience, relative to opportunity, in developing engaging undergraduate and graduate teaching programs

### 3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and
victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 ORGANISATION UNIT

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and knowledge exchange that contributes to local, national and global efforts to improve health and wellbeing. The Health Sciences School educates graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy and other non-medical health sciences through accredited programs tailored to workforce needs nationally and internationally. It provides national and international health sciences students with professional training to enable them to be competent and effective health professionals who are work ready, eligible for registration. It also delivers professional education courses and training for the health sciences professions and builds strong relationships and active programs of interaction with the alumni in each discipline. A key aim is to continue to build effective collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 60 full continuing academic staff and 30 continuing professional staff as well as more than 200 sessional and contract staff. In
addition, there are more than 200 honorary appointments within Health Sciences. The School has a student teaching load in excess of 1,000 equivalent full-time students including more than 100 research higher degree students. Further information about School of Health Sciences is available at: http://www.healthsciences.unimelb.edu.au.

5.2 FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne’s largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty’s annual revenue is $628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff. The Faculty has appointed Australia’s first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty’s Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty’s RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

In July 2009, Nursing became a Department of the School of Health Sciences, in the Faculty of Medicine, Dentistry and Health Sciences. Nursing was established within the Faculty of Medicine, Dentistry and Health Sciences in 1996. The philosophy of nursing at The University of Melbourne is that clinical practice and practice-based research are integral to the educational preparation of all nurses at all levels of professional practice.

From 2008 the qualifying degree in Nursing at The University of Melbourne has been a Master of Nursing Science and is open to graduates from a range of undergraduate degree programs. The School offers a range of specialist postgraduate programs at Graduate Certificate, Postgraduate Diploma and Masters levels. The research degree program features both Masters and PhD courses which are well recognised for the quality of the research training offered and the strong clinical focus of the nursing research programs. The research foci include cancer care; mental health; infant, child and adolescent health; skin integrity and wound care; and emergency and critical care. The School is also home to the Centre for Psychiatric Nursing. For further information about Nursing at the University of Melbourne visit www.nursing.unimelb.edu.au

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.
Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers.

5.4 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes: place, community, education, discovery and global.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance