Appointment of
Professor of Nursing
Department of Nursing, Melbourne School of Health Sciences

Photographer Phoebe Powell’s ‘Thank you’ photo essay commissioned by the Metro Tunnel Creative Program. Photograph by Phoebe Powell.
Our Faculty

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia’s pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 2,500 members of staff, attracts more than 8,300 students each year and comprises six schools; 37 departments, centres and institutes; and 160 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia’s overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally in 2021 by the Times Higher Education World University Rankings. In 2021 the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia in clinical medicine (14th internationally), public health (16th internationally), human biological sciences and medical technology. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

Consistent with the introduction of the Melbourne Model, the Faculty offers 10 entry to practice programs including the Master of Nursing Science.
These programs which are unparalleled in the Australian higher education system provide new approaches to educating health care professionals and are specifically designed to better align student attributes to the sector’s needs.

Please see study.unimelb.edu.au for further information.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, Melbourne Brain Centre, Doherty Institute, Bio21 Institute and Royal Children’s Hospital campus.

**Melbourne Biomedical Precinct**

The Faculty is a key collaborator within the Melbourne Biomedical Precinct – a leading global research and teaching hub and one of the top five biomedical precincts in the world. Precinct partners share an impressive history of ground-breaking medical discoveries and developments, as well as a future-focused outlook on innovative and transformative health care.

Key precinct partners include WEHI, Murdoch Children’s Research Institute, Peter MacCallum Cancer Centre, Florey Institute for Neuroscience and Mental Health, Centre for Eye Research Australia and Bionics Institute. The 25 precinct partners, located within easy reach of each other, are engaged in breakthrough research, education and the delivery of clinical care and health services. This dense concentration of hospitals, research institutes and academic campuses provides the opportunity, which is unparalleled in Australia, for talented individuals from a range of disciplines to engage in world-class collaborations.

For more information about the Biomedical Precinct please visit www.melbournebiomed.com.

**Melbourne Academic Centre for Health (MACH)**

MACH is a joint venture between 19 full partners, including 10 Victorian healthcare providers, 8 independent medical research institutes and the University of Melbourne, with La Trobe University as an affiliate member. Across this partnership, which has nearly 40,000 staff, around $7 billion is invested each year in health care, research and education. The MACH partnership brings together health services and health scientists committed to translation of interdisciplinary research that will benefit patients and strengthen the economy. MACH addresses current health challenges by delivering precision care tailored to the needs of patients, developing world-leading research into tomorrow’s healthcare and nurturing future leaders of innovative care.

For more faculty information, please visit our website at mdhs.unimelb.edu.au.
Our Values

Caring for people is at the heart of what we do. Our Faculty values guide our ways of working and we are committed to a diverse and inclusive culture that enables our staff and students to reach their full potential. This includes our commitment to progressing gender equity which is aligned with the University’s Athena SWAN Bronze Award from SAGE (Science in Australian Gender Equity), and championing the Pride in Action Network, the University’s inaugural LGBTQIA+ ally network.

We work to improve the health and wellbeing of the communities we serve. We invest in developing the careers and wellbeing of our students and staff, fostering a culture that supports us all to do our best work. We are guided by our values in our pursuit of excellence.

Respect
- We respect the diversity of histories, lived experiences and futures of our students, staff and communities we serve
- We see diversity, inclusion and personal growth as a strength
- We create a safe place to work that fosters belonging and aspiration

Accountability
- We are accountable for our actions, outcomes and conduct
- Our processes are efficient and transparent
- We hold ourselves accountable to those we serve
- We uphold our sense of place and our responsibility for the environment

Compassion
- We provide an environment that is caring and upholds the health and wellbeing of our students and staff
- We have the courage to act on our convictions
- We communicate and clarify our expectations of each other

Collaboration & Teamwork
- We collaborate with each other and our partners to lead the advancement of health and wellbeing
- We connect locally and globally to advance and enrich the communities we serve
- We share our knowledge and expertise to achieve our goals
- We drive innovation and are open to new perspectives, ideas and ways of working

Integrity
- We apply the highest standards of ethics and quality in all that we do
- Honesty and trust underpin our relationships
- We believe in freedom of intellectual enquiry and the value of diverse cultural knowledges
- We are humble learners and proud leaders

Artist statement: This artwork depicts the united values MDHS are guided by. The shields are a representation of how we are protected by these values but also loyal to them. Surrounding the shields are the communities that are connected to MDHS, such as the Hospitals and research centers. The line work pattern in the shields represent how each value is linked as each one doesn’t work without the other – Kat Clarke

Wurundjeri translation – Aunty Gail Smith, Wurundjeri Elder from Wurundjeri Council
Our Faculty is ranked among the top in the world for its impact, innovation, education, prosperity and growth. We equally recognise and celebrate our rich diversity across our staff and student populations. The University is recognized as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of the Athena SWAN in Australia. We were also recently awarded a bronze award on the Australian Workplace Equity Index (AWEI) with significant contributions to achieve this coming from our Pride in Action networks initiatives.

We offer the opportunity to be part of a growing list of networks and initiatives across the Faculty such as the Supporting Women in MDHS (SWiM) program, including mentoring, Women Clinicians in Academic Leadership, Pride in Action network, Indigenous Development network, Early Career Researcher network, Professional Leaders network and our Faculty Administration network.

We are creating new traditions and continually expanding our offer to our people to ensure we provide a welcoming and inclusive environment for you to thrive and exceed your own expectations. As a member of our University community, you will have access to:

- Increased flexible work possibilities including flexible hours and work from home options
- Paid parental leave and retention benefits
- Salary packaging of childcare
- Subsidised onsite sporting facilities
- A tailored transition plan to take on this new role
- Professional development opportunities including a University wide Academic Women in Leadership program
- Relocation support (where applicable)
- Strategic grants for outstanding Women
- Our campuses with 11 libraries, 12 museums and galleries and 37 cultural collections

We are integrating our values and behaviours into the way we work with a strong focus on leadership accountability. Our people’s safety and wellbeing are a top priority. We want you to feel safe in talking about mental health and trust that bullying, harassment, sexual misconduct and discrimination will not be tolerated.

Performance relative to opportunity is another important component of promoting an inclusive environment. This is also reflected in our recently announced momentum fellowships that are designed to support researchers who have managed extraordinary personal circumstances including disability.

Benefits can also be tailored to best suit your needs and circumstances. Speak with us about how we can support you to become a valued member of our dynamic world-class organisation.
Our School

**Melbourne School of Health Sciences**

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 Melbourne School of Health Sciences educates graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy, Audiology, Speech Pathology and Optometry 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 and, in the case of Physiotherapy, primary contact practitioners.

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 240 fixed-term and continuing academic staff and 30 continuing professional staff as well as more than 400 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 1,800 equivalent full-time students including more than 100 research higher degree students.

Further information about School of Health Sciences is available at: healthsciences.unimelb.edu.au
Melbourne School of Health Sciences at a glance...

Our Disciplines
- Audiology and Speech Pathology
- Nursing
- Optometry and Vision Sciences
- Physiotherapy
- Social Work

Our Staff
- 219 Staff HeadCount
  - 184 Academic
  - 25 Professional
- 585 Other Appointments
  - Honorary, Casual, Visiting Academics
- 5 Indigenous Staff
  - 4 Continuing

Our Values
- RESPECT • ACCOUNTABILITY • INTEGRITY
- COMPASSION • COLLABORATION AND TEAMWORK

Our Purpose
We are here to discover, empower and transform global health and wellbeing

Our Research
- Healthy Start to Life
- Disability and Inclusion
- Optimising Health and Wellbeing

Health Services Research / Implementation Science

Digital Health and Informatics

Our Disciplines
- Audiology and Speech Pathology
- Nursing
- Optometry and Vision Sciences
- Physiotherapy
- Social Work

Our Learning and Teaching
- 3 Undergraduate Subjects
  - Auditory Neuroscience
  - Visual Neuroscience
  - Perception, Illusion and Art
- 2 Honours Programs
  - Honours and Master of Biomedical Science
  - Physician Science
- 38 Advanced Practice / Specialty Award Courses
  - Offered in Nursing, Physiotherapy, and Social Work
- 6 Postgraduate Entry to Practice Courses
- 19,150+ Living Alumni
  - Located in nearly 60 Countries
- 1260 Publications
- 2819 Students 2022
  - 219 Graduate Research Students (GR)
- 136 Graduate Research Students
  - 24 Indigenous Students
  - Includes GR

Our Values
- RESPECT • ACCOUNTABILITY • INTEGRITY
- COMPASSION • COLLABORATION AND TEAMWORK

Professor of Nursing
The University of Melbourne
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.

Since 2008 the qualifying degree in Nursing at The University of Melbourne has been the Master of Nursing Science which is open to graduates from a range of undergraduate degree programs. The Department also offers 8 specialist Graduate Certificate courses, 1 Graduate Diploma course and 3 Advanced Practice courses (including the Master of Advanced Nursing Practice/Master of Public Health and the Master of Advanced Nursing Practice Nurse-Practitioner). There are 5 programs of research including: cancer, emergency and critical care, infant and child health, chronic disease and care across the lifespan and mental health. The Department is also home to the Centre for Mental Health Nursing.

nursing.unimelb.edu.au
Position Summary and Selection Criteria

Classification  Professor - Level E
Salary  Negotiable salary package
Superannuation  Employer contribution of 17%
Working hours  Full time
Basis of Employment  Continuing

Position Summary
The Professor of Nursing will demonstrate excellent and sustained performance and achievement in research, scholarship and academic leadership within the discipline that aligns to the Melbourne School of Health Sciences research themes.

The appointee will demonstrate a significant contribution to research at an international level and make independent and original contributions to the advancement of knowledge in the discipline through interdisciplinary collaboration. This standing will be demonstrated through outstanding scholarship, publication and grant track record relative to opportunity.

The appointee will contribute to leadership in research and the translation of research evidence to practice. They will have well-developed inter-disciplinary collaborations with university partners and an international reputation.

The appointee will make a substantial contribution to the strategic directions, growth and ongoing development of research, including research training.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of: collaboration and teamwork, compassion, respect, integrity and accountability.

1. Key Responsibilities

1.1 RESEARCH

- Foster and grow research with the aim of placing The University of Melbourne at the forefront of translational research in nursing and allied health internationally.
- Conduct world-class research in their scholarly area enabling knowledge generation, knowledge transfer, innovation, commercialisation and high-level research training.
- Make outstanding contributions to research and scholarly publication.
- Attract research income via nationally competitive research schemes, fellowships, government and industry funding.

- Work collaboratively with the Head of Department and Director of Research (Melbourne School of Health Sciences) to optimise research productivity.
- Identify, encourage and supervise research higher degree candidates and foster their professional development.
- Develop clinical research policy in parallel with the strategic objectives of the School, Faculty and the University.

1.2 TEACHING AND LEARNING

- Contribute to teaching, as an occasional guest speaker, in entry to practice and postgraduate programs within the University relevant to their area of expertise and in ways that seek to apply their research in an educational context.
- Provide mentorship to develop early and mid-career research active staff working within the Department of Nursing
- Positive engagement in learning and career development of self and others.

1.3 LEADERSHIP AND SERVICE

- Effective demonstration and promotion of university values including diversity and inclusion and high standards of ethics and integrity.
- Forge strong external partnerships with research, education and professional bodies, governments, health and non-governmental organisations, philanthropists and funding agencies.
- Represent the Department of Nursing on relevant School, Faculty, University and external committees.
- Provide leadership in the maintenance of academic standards and the development of educational policy.
- Participate in policy and administrative issues as appropriate within the Department, School, Faculty and University.
- 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

- Doctor of Philosophy.
- A degree in nursing.
- Be eligible for registration as a nurse with the Australian Health Practitioner Regulatory Agency (AHPRA).
- Established international standing within the discipline and/or in health services research.
- A well-established program of research in the discipline and/or health services research that aligns with the research themes of the Melbourne School of Health Sciences (inclusive and equitable access to healthcare, health and well-being across the lifespan, sustaining the future workforce).
- Demonstrable experience in the development of partnerships with professional groups, health services, government organisations and other relevant bodies to further research, clinical or educational activities.
- Proven experience of collaborative interdisciplinary research.
- A successful track record in obtaining competitive research grants and fellowships.
- Ability to build and lead effective research teams.
- Track record of postgraduate, post-doctoral and mid-career clinician supervision and mentorship.
- Highly developed leadership skills including working effectively with committees and collaborative teams.
- Track record of research impact and translation to nursing practice and healthcare delivery.
- Demonstrable experience of working with/conducting research in public healthcare settings.
Our Strategic Plan

Advancing Melbourne 2020 – 2030

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.

More information about Advancing Melbourne can be found at about.unimelb.edu.au/strategy/advancing-melbourne.
Our city

Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 5 million people and a metropolitan area of 9990.5 km$^2$. The Economist Intelligence Unit has rated Melbourne one of the world’s most liveable cities for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University’s main Parkville campus is based, covers 37.7 km$^2$ and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia’s cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

Parkville Campus

The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia’s premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizeable portion of the Faculty of Medicine, Dentistry and Health Sciences is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent’s Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley with health services affiliations to almost 40 smaller towns in rural Victoria.
Need further information?

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

For queries, please email snr-talentacq@unimelb.edu.au

Please do not send your application to this email address.

To Apply
Visit jobs.unimelb.edu.au/caw/en/listing/

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Faculty of Medicine, Dentistry and Health Sciences
mdhs.unimelb.edu.au

Melbourne School of Health Sciences
healthsciences.unimelb.edu.au