

# Position Description



Position title:	Professor, Nursing and Practice Development
School/Directorate/VCO:	School of Health
Campus:	Gippsland Campus. Travel between campuses will be required.
Classification:	Academic Level E
Time fraction:	Full-time
Employment mode:	Fixed-term employment for five years
Probationary period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Professor Wendy Cross, Dean, School of Health Telephone: (03) 51226091 E-mail: <a href="mailto:w.cross@federation.edu.au">w.cross@federation.edu.au</a>
Recruitment number:	850651

## Background

At Federation University, we are driven to make a real difference to the lives of every student, and to the communities we serve.

We are one of Australia's oldest universities, known today for our modern approach to teaching and learning. For 150 years, we have been reaching out to new communities, steadily building a generation of independent thinkers united in the knowledge that they are greater together.

Across our university and TAFE campuses in Ballarat, Berwick, Brisbane, Gippsland, and the Wimmera, we deliver world-class education and facilities. With the largest network of campuses across Victoria, as well as a growing Brisbane base, we are uniquely positioned to provide pathways from vocational education and skills training at Federation TAFE through to higher education.

## Portfolio

The School of Health is a multi-campus School and comprises approximately 60 continuing academic staff, a range of administrative and professional staff and sessional staff members.

The School of Health offers a range of undergraduate and postgraduate programs in nursing, midwifery, paramedicine, occupational therapy, physiotherapy, public health, work health and safety, and research.

Research, industry collaboration and consultancy form a major aspect of the School's activities, with numerous partnerships established with local, state, national and international organisations.

### Position summary

The Professor of Nursing and Practice Development is responsible for leadership of Nursing at Gippsland in accordance with relevant learning and teaching and research plans including the progression of Practice Development collaboration activities with industry partners. The position will also represent Nursing internally and externally including industry and professional body collaboration to ensure Nursing and Practice Development activities are recognised both nationally and/or internationally. Management of Gippsland Nursing staff through the PRDP process and maintenance of the academic workloads model (SWP) and compilation of estimated student numbers for resource allocation of learning and teaching activities, are all requirements of this position.

The Professor will have an outstanding record in a relevant research area which will support the achievement of one of the University's priorities of developing its research capacity. This position is a strategic appointment which forms part of the University's priorities to further develop its key research strengths.

### Key responsibilities

#### Level E

1. Provide academic leadership in Nursing and managerial decision-making in the School of Health.
2. Provide leadership for the development, implementation and monitoring of student retention and success strategies in Nursing.
3. Undertake research of an international calibre and generate research income.
4. Supervise research students at doctoral, masters and honours level.
5. Provide policy, strategic and planning advice regarding research activities to the Dean and Deputy Dean and other appropriate colleagues within the University.
6. Make a distinguished personal contribution to teaching at all levels, including conducting lectures, tutorials and workshops as required.
7. Foster interactions with industry, government, and community groups.
8. Provide leadership in Practice Development.
9. Develop collaborative opportunities for undergraduate teaching, postgraduate coursework and supervision of research higher degree students.
10. Interact with relevant disciplines in the School of Health and other Schools of the University, and TAFE, in developing research translation opportunities and teaching programs which are attractive to domestic and international students.
11. Take an active role as part of the leadership of the School and serving on committees of the University as required.
12. Contribute to the growth of the School through its research and teaching, and its international and income generation activities.

#### Leadership

13. Plan, lead and support the strategic and operational development of Nursing at Gippsland including identification of priorities in a manner consistent with the University and School strategic priorities.
14. Develop and promote quality and currency in Nursing activities and inculcate excellence in teaching and research.
15. Represent Nursing at the University and School level as well with industry and professional bodies.

#### Teaching and Research

16. Develop and maintain innovative and attractive academic majors and programs managed by Nursing.
17. Plan and approve course offerings per semester including the mode of delivery and oversight of transition arrangements for program changes.
18. Provide oversight of student academic progress and results ratification in Discipline courses.
19. Chair campus-based meetings and contribute to boards and committees as required.
20. Undertake teaching and research supervision as required.
21. Lead, develop and maintain an appropriate research profile for nursing and generally guide research activities.

### Resource Allocation

22. Manage Nursing staff including work allocation (SWP) and performance management (PRDP)..

Provide estimates of student numbers and of requirements for staff, equipment and other resources required for teaching and learning.

### University requirements

23. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position. For a more complete understanding and further information please access the Strategic Plan at: <https://federation.edu.au/about-us/our-university/strategic-plan>.

24. Undertake the responsibilities of the position adhering to:

- The Staff and Child Safe Codes of Conduct and Conflict of Interest Policy and Procedure;
- Equal Opportunity and anti-discrimination legislation and requirements;
- the requirements for the inclusion of people with disabilities in work and study;
- Occupational Health and Safety (OH&S) legislation and requirements; and
- Public Records Office of Victoria (PROV) legislation.

### Level of responsibility

The Professor, Nursing and Practice Development demands excellent analytical, conceptual and research translation skills, together with substantial, sustained and proven educational, research and professional experience.

The Professor, Nursing and Practice Development must be able to develop and implement long and short-term research strategies for the School within the strategic framework of the University and in accordance with its mission, and possess significant problem solving abilities, creativity and initiative to resolve complex issues in a multi-sectoral regional university environment.

### Training and qualifications

Doctorate or equivalent in Nursing or related discipline with demonstrated achievements in research translation.

The Professor, Nursing and Practice Development will also have completed the Graduate Certificate in Education (Tertiary Teaching) or equivalent. If the Professor, Nursing and Practice Development does not hold this qualification, they will be required to complete the qualification through the University's Centre for Teaching Innovation and Quality upon commencement of their employment (for further information, go to: <https://federation.edu.au/staff/learning-and-teaching/professional-development/award-programs/graduate-certificate-in-education-tertiary-teaching-gcett>).

### Position/Organisational relationships

The Professor, Nursing and Practice Development will work under the general direction of the Dean and Deputy Dean, and work as part of the School's team of academic and administrative staff.

You will also work closely and collaboratively with the School leadership team to foster a teaching and learning, research culture within the School.

### Key selection criteria

Applicants must demonstrate they are able to undertake the inherent responsibilities of the position as contained in the position description and are able to meet the following key selection criteria:

1. Doctorate or equivalent in Nursing or a related discipline.
2. Possession of an international scholarly reputation including an outstanding record of research publications in refereed international journals in the area of Nursing and nurse education.
3. Expertise in developing research programs in Nursing and managerial decision-making.
4. Ability to attract funds for research and/or consultancies from a variety of sources including significant success with national and/or international competitive research grants.
5. Industry experience in a relevant area including involvement in inter-disciplinary projects.
6. Strong record of supervision of Doctoral students to completion.

7. Demonstrated experience in establishing, leading and managing research groups.
8. Demonstrated experience in developing teaching programs and ability to conduct high quality teaching in one of the relevant disciplines.
9. Excellence in communication and negotiation that will facilitate leadership in the School, the University and the wider community.
10. Demonstrated expertise in developing and implementing student-centred approaches with a focus on student success, including the ability to provide leadership in the development, implementation and monitoring of student-centred approaches and student success initiatives.
11. Knowledge and understanding of the needs, including learning needs, of a diverse range of students, including those with disabilities.
12. Demonstrated alignment with the University's commitment to child safety.

**The University reserves the right to invite applications and to make no appointment.**

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.

## Key Minimum Standards for Academic Levels (MSALs)

### Teaching and research academic staff

#### Level E

A Level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial and industrial sectors.

A Level E research academic will have attained recognition as an eminent authority in his or her discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E academic will make original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline. He or she will make a commensurate contribution to the work of the institution.

*The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.*