

Position Description

Lecturer, Nursing (Indigenous) - (Teaching Focussed)

Position No:	NEW
Business Unit:	Provost
Division:	School of Nursing and Midwifery
Department:	Nursing and Midwifery
Classification Level:	Level B Lecturer (Teaching Focussed)
Employment Type:	Continuing/Part-Time
Campus Location:	Melbourne (Bundoora)
Position Supervisor: Number:	Discipline Lead, Nursing Undergraduate 50001097
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

A Level B academic with a teaching focussed appointment will work without the need for close supervision and is expected to develop curriculum, coordinate subjects, teach and support students as they learn. In addition, a teaching focussed academic will support the administrative functions of the discipline as well as undertake scholarly work relevant to the development of learning and teaching in their discipline or professional field.

A teaching focussed academic is expected to demonstrate teaching excellence in keeping with the La Trobe Teaching Excellence Principles and maintain a track record of excellence as evidenced by Student Feedback on Teaching (SFT) surveys, peer-feedback on teaching and through other evidence-based measures. Further, a level B teaching focussed academic will co-ordinate and/or lead the activities of other staff, as appropriate to learning and teaching in the discipline.

A teaching focussed academic is expected to participate regularly in gathering and monitoring of student feedback through Student Feedback on Teaching surveys and will normally receive high teaching results relative to their peers. At least once a year they will also undertake to have their teaching peer reviewed as part of a commitment to scholarly teaching practice.

The School of Nursing and Midwifery has immersed the curricula and research within a range of clinical contexts. The School offers undergraduate, postgraduate and higher degree research programs. An essential element is the establishment of Clinical Schools based at Alfred Health, Austin Health, Northern Health and Melbourne Health networks. The Clinical Schools enable students' direct access to expert clinicians and clinical services and provide a rich environment for clinically relevant research and practice change and facilitate opportunities for staff to undertake clinical practice. The Bachelor of Nursing students are based at a clinical school for the third year of the program, with all relevant third year theory and clinical practicums provided within the clinical school networks. Bachelor of Nursing/Bachelor of Midwifery students are also placed at the Women's and Mercy Hospitals. The School has a long established national and international reputation in nursing and midwifery research and education and the Clinical Schools provide opportunities for educational innovations, including simulation and clinician facilitated student supervision.

The School is seeking an experienced person who identifies as Aboriginal and/or Torres Strait Islander and has a track-record in nurse education and Indigenous health. They will lead and give voice to Aboriginal and/or Torres Strait Islander people engaging in coursework and research in the field of nursing. The position holder will demonstrate leadership and advise others on best practice in Indigenous pedagogy to design innovative approaches to curriculum design that highlight Indigenous perspectives and Indigenous knowledge across undergraduate and postgraduate subjects and course offerings in the School. They will work with academic colleagues to build culturally appropriate and relevant Indigenous content into our curricula. Furthermore, they will ensure Indigenous students are well supported, nurtured and connected with community across all aspects of their courses, including placements.

The incumbent could work across all sites associated with the Melbourne (Bundoora) campus and will be required to undertake travel to other La Trobe University locations, such as clinical schools, as well as health and community services.

Duties at this level will include:

- Design and develop high quality, innovative curriculum approaches, based on contemporary pedagogically-sound theory and current learning design practices, which embed Aboriginal and Torres Strait Islander knowledge and contexts.

- Provide specialist advice to academic staff to build their capability to deliver high-quality learning experiences to students that embed Aboriginal and Torres Strait Islander knowledges and contexts using a range of strategies and technologies
- Develop a network of casual academic staff members who can contribute to relevant subjects and programs in the School. This could include liaising with Indigenous health and community organisations and services.
- Demonstrate effectiveness by taking an evidence-based approach to evaluate learning and teaching initiatives.
- Demonstrate a scholarly approach to learning and teaching by contributing to La Trobe's SOLT including sharing of good practice.
- Coordinate and teach subjects providing a high-quality learning experience that engages students through the conduct of lectures, tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and/or other sessions in online, blended or face-to-face modes.
- Provide constructive, fair and timely feedback on learning to students.
- Initiate, and participate in innovative subject and course level curriculum design (including the embedding of employability capabilities), development and review in areas such as, but not restricted to, online and blended delivery, taking an evidence-based approach to evaluate how these initiatives improve the student experience.
- Contribute to building relationships at local and national level.
- Attend to effective and efficient performance of allocated leadership and administrative functions connected with the position.
- Serve on committees at the school or course level and contribute to committees at the School or University level as required.
- Continue to develop professional practice skills, knowledge, and expertise.
- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required by the Associate Dean (Academic) or Dean of School.

Essential Criteria

Skills and knowledge required for the position

- Registered or eligible to register as a Registered Nurse with the Australian Health Practitioners Regulation Agency (AHPRA).
- A Masters or equivalent accreditation and standing recognised by the University/profession as appropriate for the Nursing/Midwifery disciplines.
- Demonstrated advanced understanding of Indigenous pedagogies, ways of knowing and issues affecting Aboriginal and/or Torres Strait Islander peoples to inform development of innovative nurse education programs at undergraduate and postgraduate level.
- Demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander peoples.
- Demonstrated effectiveness in teaching, curriculum development and subject coordination in face-to-face, blended and/or online modes, as evidenced by sustained high results on student feedback on teaching surveys, teaching excellence awards or through other forms of evidence.
- Clinical Currency in professional nursing.
- Demonstrated familiarity, sensitivity and respect for the diverse needs, aspirations and cultures of Indigenous societies.
- Ability to encourage intellectual development, discipline development and career aspirations of students.
- Sound analytical skills with an ability to communicate complex information clearly both verbally and in writing.
- High level organisational skills with the ability to set priorities, meet deadlines, initiate and follow-up actions, all with minimal or no supervision.
- High level verbal and written communication skills, including the ability to interact effectively with people from a diverse range of backgrounds.

- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.

Capabilities required to be successful in the position

- Ability to work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
- Ability to demonstrate self-awareness, see things from another person's perspective and actively seek out and act on feedback to improve knowledge, skills and behaviour.
- Ability to enable a safe, inclusive, high-performing team culture, prioritising staff mental health and wellbeing.
- Ability to think creatively, explore new ideas and respectfully challenge existing practices in order to improve current ways of working.
- Ability to build a culture of continuous improvement, implementing ideas generated by team members.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

La Trobe's Cultural Qualities:



We are accountable

We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.



We are connected

We connect to the world outside – the students and communities we serve, both locally and globally



We are innovative

We tackle the big issues of our time to transform the lives of our students and society.



We care

We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities

For Human Resource Use Only

Initials:

Date: