INFORMATION FOR CANDIDATES
ASSOCIATE PROFESSOR/PROFESSOR OF CLINICAL NURSING RESEARCH

A JOINT APPOINTMENT WITH:

• SCHOOL OF NURSING, MIDWIFERY AND SOCIAL WORK THE UNIVERSITY OF QUEENSLAND
• MATER GROUP
YOUR OPPORTUNITY

The University of Queensland (UQ) and the Mater Group are seeking vibrant and exceptional people to consider this opportunity to become an Associate Professor/Professor in Clinical Nursing Research. This exciting and innovative position aims to provide a clinical nursing-specific contribution to research and strategic nursing practice development at UQ School of Nursing, Midwifery and Social Work and the Mater Group.

The appointee will provide academic leadership in clinical nursing research capacity and capability across the School of Nursing, Midwifery and Social Work at UQ and the Mater Group. In particular the appointee will focus on the translation and implementation of research outcomes into nursing practice.

The collaboration between UQ and the Mater Group strengthens the clinical and education interface, providing an opportunity for the appointee to advance clinical nursing education and research, and deliver outstanding clinical services.

Professor Helen McCutcheon
Head of School
School of Nursing, Midwifery and Social Work, The University of Queensland

Mr Callan Battley
Chief Nursing and Midwifery Officer
Nursing and Midwifery, Mater Group
ABOUT OUR PARTNERSHIP

The University of Queensland

The University of Queensland (UQ) contributes positively to society by engaging on the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for the better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), ERA (5) and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

Our 50,000-plus strong student community included more than 12,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 250,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level institutes. The Institutes funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11 billion + (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences is a strong Faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventative health and behaviour change. Furthermore, the Faculty provides the opportunity for the non-medicinal health sciences to have a stronger voice and greater visibility within the University.

The Faculty currently includes six schools and five research centres:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
School of Pharmacy
School of Psychology
Centre for Youth Substance Abuse Research (CYSAR)
RECOVER Injury Research Centre
Queensland Alliance for Environmental Health Sciences (QAEHS)
POCHE Centre for Indigenous Health
Centre for the Business and Economics of Health.

Further information is available at [www.habs.uq.edu.au](http://www.habs.uq.edu.au).

School of Nursing, Midwifery and Social Work

The School of Nursing, Midwifery and Social Work is a leader in the education and training of nurses, midwives and social workers, demonstrating excellence through innovative, creative, and dynamic teaching and research. The School is committed to conducting academic, research and community partnership programs in a vibrant, interdisciplinary, and engaging environment. The work of the School is recognised for its excellence in contributing to the health and well-being of the community. The School is responsible for the Bachelor of Nursing, Bachelor of Midwifery, Bachelor of Nursing/Bachelor of Midwifery dual degree and Bachelor of Social Work (Hons), Master of Advanced Nursing, Master of Nurse Practitioner, Master of Social Work Studies, and Master of Counselling.

Mater Group

As a Catholic not-for-profit ministry of Mercy Partners, Mater Group is committed to meeting the healthcare needs of our community through an integrated approach to our health, education and research services, which is focused on delivering the highest quality care for our patients.


Mater Health comprises all of our hospitals and healthcare services. These services combine to help Mater offer comprehensive healthcare which meets identified community need. This care is delivered through a framework of medically-led clinical streams – cancer care services; medical/chronic disease services; mothers, babies and women's health services; neuosciences and surgical/acute services – a model which supports the provision of low-variability, evidence-based care, while maintaining genuine focus on high quality, individualised customer service.

Mater Education is a nationally accredited, independent, hospital-based Registered Training Organisation – the only one of its kind in Queensland. It offers a range of courses for students, through highly experienced practicing clinicians.

Mater Research is an internationally recognized leader in medical research, which connects its findings from bench to bedside, translating medical research into clinical practice to deliver better outcomes for our patients and the wider community. Established in 1998 with a primary focus on cancer research, the world-class institute has since expanded to include research within fields including immunology, mental health, maternity studies, diabetes and obesity.

By delivering on our aim to improve healthcare through the strategic and consistent integration of our health, education and research services, all of which are supported by Mater Foundation, who link community and philanthropic support to Mater, we will continue to fulfil our Mission to provide compassionate care to those who need it most.
PURPOSE OF POSITION

The Associate Professor/Professor in Clinical Nursing Research position has been established by The University of Queensland (UQ) and the Mater Group to combine world class nursing research, translation and implementation with comprehensive high quality service delivery to achieve better health outcomes for the community. This position should lead strategic development in building nursing research capacity and capability between UQ and the Mater Group in the area of Clinical Nursing Research.

The position is based at both UQ’s St Lucia campus and Mater South Brisbane.

CLASSIFICATION LEVEL

This is a full-time, fixed-term appointment as Research Academic (Level D or E). Appointment will be full-time, fixed-term for five in the first instance with a possible continuation by negotiation for a further term. Appointment will be offered at either Academic Level D or E dependent upon qualifications and experience.

SALARY LEVEL (RANGE)

The remuneration package for Academic Level D will be in the range $138,627.92 - $152,723.04 p.a., plus employer superannuation contributions of up to 17% (total package will be in the range $162,194.66 - $178,685.95 p.a.).

The remuneration package for Academic Level E will be $178,571.98 p.a. plus employer superannuation contributions of up to 17% (total package will be $208,929.21 p.a.)

A competitive remuneration package will be negotiated with the successful applicant.

ORGANISATIONAL RELATIONSHIPS

This position reports to the Head, School of Nursing, Midwifery and Social Work, UQ and the Chief Nursing and Midwifery Officer, Nursing and Midwifery Mater Group.

ROLE AND RESPONSIBILITIES

The main duties and responsibilities include but are not limited to:

Research

- Lead a research program to be conducted via UQ School of Nursing, Midwifery and Social Work and Mater Research in collaboration with key stakeholders/clinicians/researchers to foster an environment that encourages clinically oriented research activity and the translation of research outcomes into clinical practice

- Attract national and international competitive research and consultancy funds, consistent with the research themes of the School and Mater Group

- Publish scholarly papers in internationally recognised outlets

- Work with local, national and international colleagues in the development of joint research projects

- Supervise Honours and postgraduate research students (MPhil and PhD).
Leadership

- Lead and further develop positive working relationships within the University and with key stakeholders/clinicians within Mater Group
- Hold a clinical appointment with Mater Group to demonstrate leadership in research driven health care practice in nursing area of expertise
- Facilitating collaborative partnerships in all areas of engagement
- Lead the strategic development of building research capacity and capability for UQ staff and students at Mater in collaboration with clinicians in relation to the translation and implementation of research outcomes into nursing practice
- Undertake annual appraisals of academic staff within own research team.

Service and Engagement

- Foster a high profile for the School and Mater Group in the local, national and international media
- Foster the university’s relations with Mater Group and wider health districts, industry, government departments, professional bodies and the wider community
- Provide mentorship and leadership to students and clinicians at UQ and Mater Group in areas of expertise, early career researchers and other members of the Mater Group and the School of Nursing, Midwifery and Social Work
- Promote the availability of Mater clinicians to teach and contribute to university programs
- Advise the Head of School of Nursing, Midwifery and Social Work, Chief Nursing and Midwifery Officer at Mater Group on academic titles for clinicians at Mater Group; and promote the development of research skills in Mater clinicians
- Contribute to decision-making processes across UQ and Mater Group.
SELECTION CRITERIA

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the ‘Role and Responsibilities’ described above, the ideal applicant will be someone who can demonstrate the following:

**Essential**

**Qualifications and Experience**

- Applicants should possess a PhD in Nursing or equivalent qualification (e.g. professional doctorate) with an outstanding record of research and scholarly activity, including:
  - Recognition as a leading international authority
  - A substantial publication record
  - A strong track record of securing significant external research funding

- Eligibility for registration as a nurse in Australia and AHPRA and ability to practice clinically

- International and national recognition for sustained, outstanding research and leadership in an academic environment in clinical nursing research

- A strong track record of national and international competitive research funding

- Outstanding commitment to research education and training through demonstrated leadership in guiding the development of others in research and managing teams through intellectual leadership

- Developed network of industry and professional contacts with expertise in areas of clinical nursing research

- Ability to lead multidisciplinary research teams in an academic and clinical setting

- An established track record in publishing the findings of research in high impact factor journals and internationally recognised outlets in the areas of research priority for the School and Mater Group.

**Personal qualities**

- Experience in liaising and collaborating with key stakeholders and clinicians to develop co-operative research initiatives

- Ability to consult effectively with stakeholders and to develop shared visions and goals

- Highly developed interpersonal, communication and people management skills and a track record in leading, motivating and successfully managing a team in a collegiate environment

- Excellent organisational and communications skills, including the ability to manage priorities, multidisciplinary teams, and concurrent projects

- Significant demonstrated success in senior academic administration

- Significant demonstrated ability to represent the interests of the University and Mater Group committees and other service positions external to either organisation

- Proven leadership abilities, including the ability to work collaboratively with colleagues.
HOW TO APPLY

For a confidential discussion about the role and a copy of the information booklet, please contact the consultant leading the search, Jenny Sutton, on UQ_Clinical_Nursing@odgersberndtson.com or +61 402548703.

To submit an application for this role please provide the following information:

1. A covering letter.
2. Written response to selection criteria addressing your ability to meet the requirements on previous page and within the context of the ‘role and responsibilities’.
3. Your current CV or resume, including three referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current, immediate or past supervisor. Referees will not be contacted until after interview and candidates will be informed prior to this happening.

Applications close on 19th November 2018 at 11.55pm and applications should be emailed in word format to UQ_Clinical_Nursing@odgersberndtson.com.

Shortlisting is due to be finalised early December and interviews will take place late January 2019.
ADDITIONAL INFORMATION FOR APPLICANTS

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- Requirements of the Queensland occupational therapy health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School

- The adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures

- Requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University.

Qualification verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

Vaccinations and Immunisation

It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role; or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University’s Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to HR Advisor, HABS on habs-hr-advisory@uq.edu.au

USEFUL LINKS

General information on the University is available through the website http://www.uq.edu.au

Other documents to which candidates might wish to refer include:

Research at UQ: www.uq.edu.au/research

Governance: www.uq.edu.au/about/governance
