



Position Description

Associate Professor in Nursing

School of Nursing Paramedicine and Healthcare Sciences

Faculty of Science and Health

Classification	Level D
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 2021



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none"> • Commencing progress rate • Student experience
Our Research	<ul style="list-style-type: none"> • Research income • Research quality and impact
Our People	<ul style="list-style-type: none"> • All injury frequency rate • Engagement
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment



Faculty of Science and Health

School of Nursing, Paramedicine and Healthcare Sciences

The School of Nursing, Paramedicine and Healthcare Sciences is committed to educating all students to live well and help others to adopt healthy lifestyles in a range of settings. Academic staff are passionate about the transformational nature of education – it is through learning and growth that people achieve their potential.

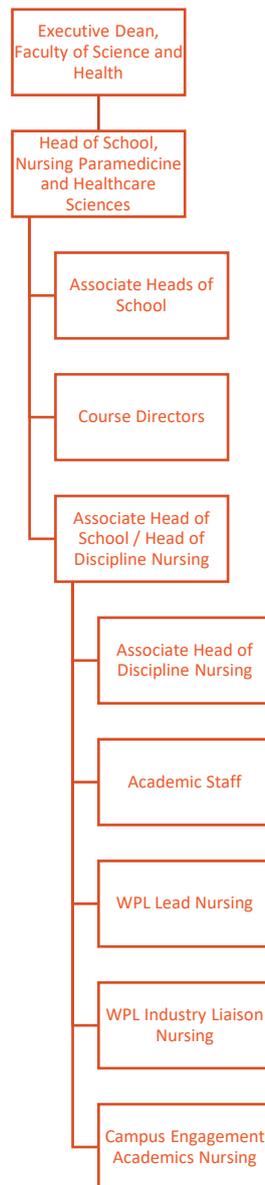
The courses offered by the School of Nursing, Paramedicine and Healthcare Sciences include undergraduate, postgraduate, and higher degrees by research in nursing, midwifery and Indigenous health.

The strength of these courses lies in the opportunities provided to students to develop personally and also professionally, acquiring the knowledge, attitudes and practical skills needed to work autonomously and also as part of a team, as high-quality health professionals.

While there is a particular need for high-quality health professionals in regional, rural and remote locations, graduates of the School are also in high demand in urban and metropolitan settings, reflecting as they do the resilience and independent thinking for which rural Australians are known.



organisational chart



Reporting relationship

This position reports to: Associate Head of School Nursing

This position supervises: Nil

Key working relationships

- Head of School
- Associate Head/s of School
- Course Director/s
- Head/s of Discipline
- Academic staff



Position overview

This position will be responsible for providing nursing leadership in clinical nursing research, community engagement and education. This will include promoting excellence in the School's teaching, research, scholarly and professional activities and supporting other nursing academic staff.

Principal responsibilities

- Make an outstanding contribution to the development, implementation and promotion of CSU learning and teaching methodologies, processes, technologies and tools to deliver and lead high quality student centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
- Supervision of Research Higher Degree students.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Provide leadership in collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Lead and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Provide significant mentoring and coaching to support the academic development of colleagues.
- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database;
- Provide a significant degree of leadership and manage research teams which contribute to the development to the profession, discipline and/or community.
- Conduct ethical, high quality research/creative works to his/her discipline at a national and international level through scholarship, publication and presentation.
- Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the university, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation.
- Lead external professional reviews.
- Engage in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significant advanced practice skills or improves/transforms practices within the profession and which informs teaching.
- Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship.



- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification required.



Role-specific capabilities

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Learn and research	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A doctoral qualification relevant to the discipline and current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia.
- B. A record of academic achievement of national and/or international standing through outstanding contributions to teaching, research, and/or clinical innovation.
- C. Demonstrated ability to provide effective leadership and building people capability in a academic and clinical setting, and to contribute to the leadership and collegial life of the academic and clinical settings, profession and discipline
- D. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace and community.
- E. Significant experience in and comprehensive knowledge of the discipline area with capacity to develop and evaluate practice innovations that underpin quality and person-centred care.
- F. Evidence of success in identifying, building and maintaining strong partnerships, networks, relationships and teams in academic, clinical, and health-related environments, to achieve a range of objectives.

Desirable

- G. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

