

## Senior Lecturer in Nursing & Midwifery

School of Nursing, Midwifery and Indigenous Health  
Faculty of Science

Classification	Level C
Special Conditions	May be required to support residential schools
Nature of Employment	Full-time, Continuing
Workplace Agreement	<a href="#">Charles Sturt University Enterprise Agreement 2013 - 2016</a>
Date Last Reviewed	March 2018

### Our University Values



### Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

#### **Set Direction and Deliver Results**

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

#### **Collaborate with Impact**

- Relating and networking.
- Working with people.
- Persuading and influencing.

#### **Lead Self and Others**

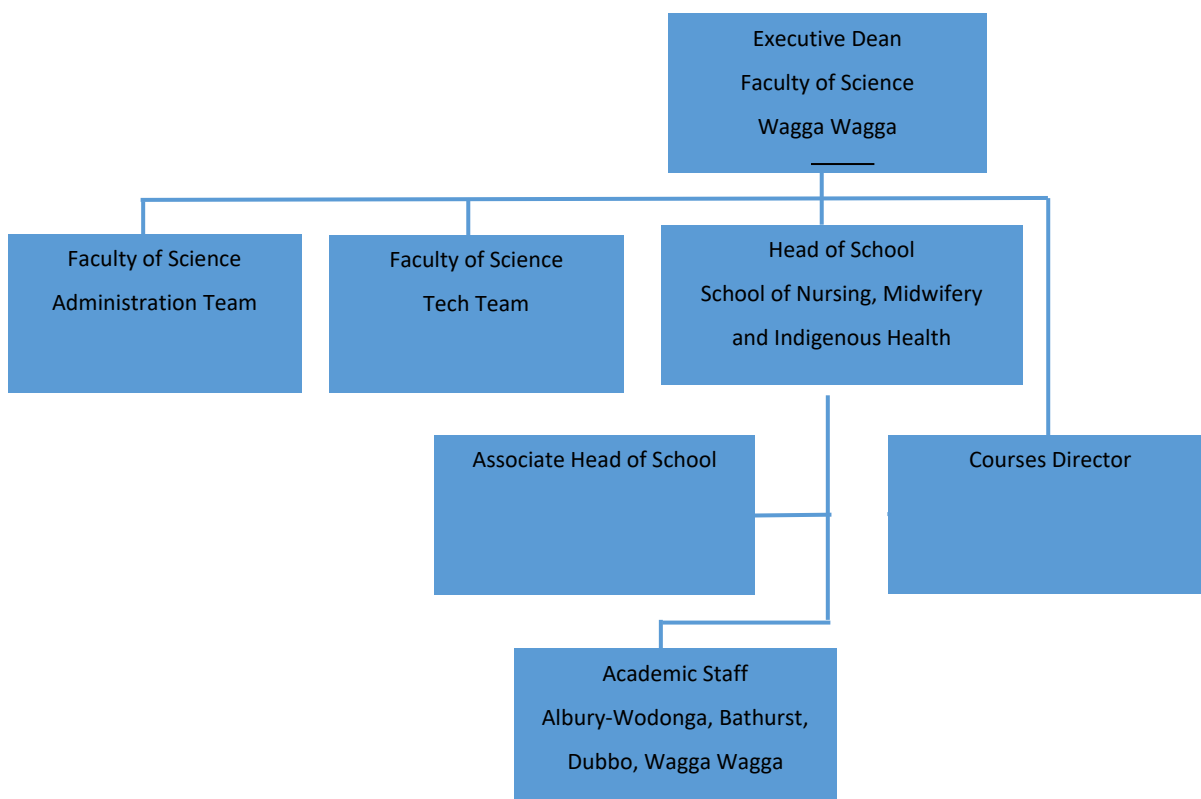
- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

## The School of Nursing, Midwifery and Indigenous Health, Faculty of Science

The Faculty of Science has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. The Faculty of Science delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research, the Faculty aims to enhance and extend scientific knowledge, train and educate future researchers as well as provide scientific solutions to current regional, national and global challenges. The staff and students of the Faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement.

The School of Nursing, Midwifery and Indigenous Health is currently located on five campuses in NSW (Albury-Wodonga, Bathurst, Dubbo, Orange and Wagga Wagga) and offers a number of undergraduate and postgraduate courses. The School has a well established reputation in providing high quality education programs, both on-campus and online, which equip graduates to function effectively in nursing, midwifery, and Indigenous mental health settings. The School has long standing affiliations with a number of health care providers across Australia, and academic staff have significant expertise in teaching and research related to primary health care, acute care, chronic health conditions, aged care, mental health, midwifery, and Indigenous health.

### Organisational Chart



### Reporting Relationships

This position reports to: Head, School of Nursing, Midwifery and Indigenous Health

This position supervises: Nil

## **Position Overview**

The Lecturer in Nursing &/or Midwifery will substantially contribute to the teaching and learning needs of students enrolled in nursing courses. The successful applicant will be required to use blended models of subject delivery at both undergraduate and postgraduate levels, participate in the administration and ongoing subject development.

Applications are sought from either teaching focussed academics or teaching/research academics with an active research profile aligned to the strategic direction of the School. In addition, the appointee will also have the opportunity to supervise higher degree students and to teach in other postgraduate programs in areas where they hold suitable academic qualifications.

## **Principal Responsibilities**

1. Make a significant 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;
2. Supervision of Research Higher Degree students;
3. Build strong professional relationships with students and provide timely and appropriate consultation and feedback;
4. Contribute significantly to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback;
5. Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required;
6. Provide mentoring and coaching to support the academic development of colleagues;
7. Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies;
8. Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar;
9. Provide leadership and manage small research teams which contributes to the development of the profession, discipline and/or community;
10. Conduct ethical, high quality research/creative works to his/her discipline at a national level through scholarship, publication and presentation;
11. Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders;
12. 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;
13. Make a significant contribution to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy;

14. Develop, lead and/or evaluate continuing professional education and maintain professional accreditation;
15. Other duties appropriate to the classification as required.

### **Capabilities**

1. Utilising the knowledge and experience gained from working in a range of academic and/or clinical contexts, contribute to the leadership of the School of Nursing, Midwifery and Indigenous Health, in line with University and Faculty strategy, to enhance outcomes for the University as a whole;
2. Utilising the knowledge and experience developed from working in a range of academic and/or clinical contexts, support the Head of School to lead improvements in the teaching and learning environments supported by the School;
3. Lead and mentor teams that coordinate highly quality subjects, using flexible and contemporary teaching and learning approaches and technologies, to achieve high student satisfaction ratings;
4. Utilising advanced knowledge and extensive experience gained from academic and/or clinical environments, enable academic teams to achieve substantial teaching, learning and research outcomes;
5. Applying a range of leadership and management (including change management) skills, promote culturally respectful, inclusive and safe practices in the workplace; and
6. Drawing on knowledge and experience of a range of industry settings, identify, support the development and maintenance of strong partnerships, networks, relationships and teams with external stakeholders, thereby enhancing the success of courses offered and research conducted by the School.

### **Physical Capabilities**

1. Drive long distances in rural NSW, between School campuses, in accordance with CSU Policy.

## **Selection Criteria**

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

1. Current registration as a Registered Nurse and/or Midwife with the Nursing and Midwifery Board of Australia;
2. A doctoral or masters qualification, relevant to the discipline areas of nursing and/or midwifery, or equivalent accreditation and standing;
3. A record of research or professional activity relevant to the discipline area of nursing and/or midwifery, which demonstrates a capacity to make an autonomous and original contribution at the national level;
4. Demonstrated ability to provide effective leadership in an academic setting;
5. Demonstrated high level analytical, critical thinking and problem solving skills;
6. Evidence of success in identifying, building and maintaining strong partnerships, networks, relationships and teams, with an outcomes focus;
7. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace;
8. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

## **Desirable**

1. Qualifications in education, or equivalent standing.

## **Information for Prospective Staff**

### **Your Application**

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to [www.csu.edu.au/jobs/](http://www.csu.edu.au/jobs/).

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

### **Staff Benefits**

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

### **Essential Information for Staff**

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)