

Lecturer in Nursing & Midwifery
School of Nursing, Midwifery and Indigenous Health
Faculty of Science

Classification	Level B
Special Conditions	May be required to support residential schools
Nature of Employment	Full-time, Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement 2013 - 2016
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

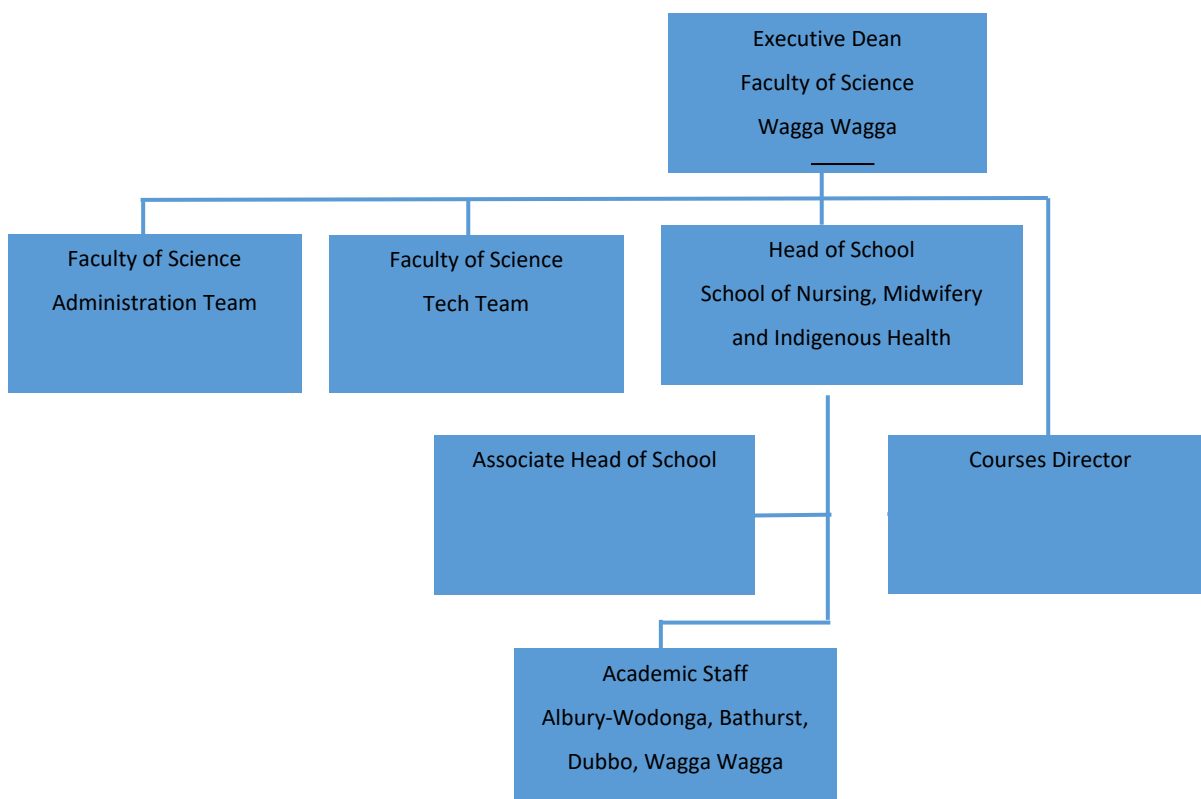
- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

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. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred learning opportunities in the discipline of nursing, 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. Build strong professional relationships with students and provide timely and appropriate consultation and feedback;
3. Actively contribute 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;
4. Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment;
5. Provide leadership and management, as appropriate, in the convening, coordination and delivery of subjects. This may include coordinating and/or leading other staff, including casual academic staff;
6. Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies;
7. Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities;
8. Continue to build a record of research which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database;
9. Supervise Research Higher Degree students, as appropriate;
10. 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;
11. 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;
12. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
13. 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 operation 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 improve the teaching and learning environments supported by the School;
3. 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, support academic teams to achieve substantial teaching, learning and research outcomes;
5. Applying a range of 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 contribution;
4. Sound knowledge and understanding of the discipline areas of nursing and/or midwifery gained through industry experience and/or scholarly activities or similar;
5. Evidence of and a demonstrated commitment to the delivery of high quality student centred learning and teaching;
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.

Attachment (i)

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/.

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](#)