

Professor of Nursing

School of Nursing, Midwifery and Indigenous Health
Faculty of Science

Classification	Level E
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Special Conditions	May be required to travel
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	April 2019

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.

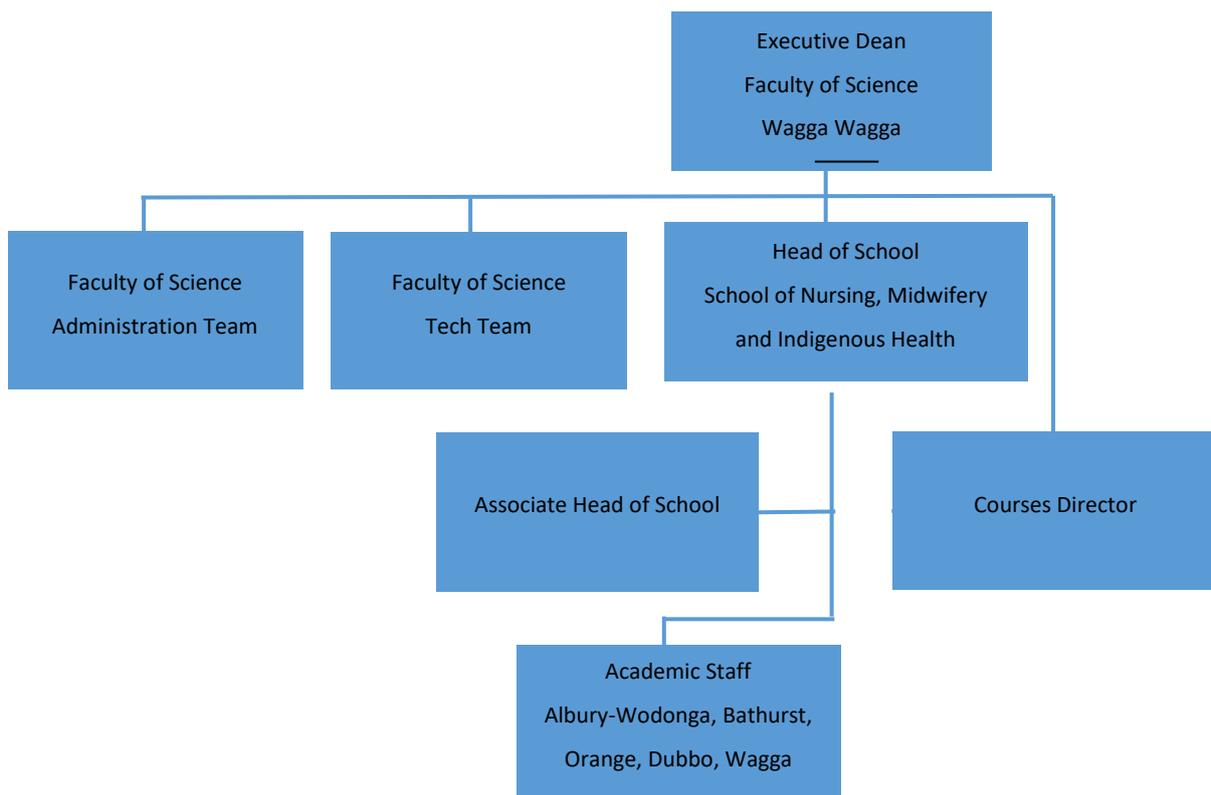
Faculty of Science

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.

School of Nursing, Midwifery and Indigenous Health,

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 across a range of health specialities.

Organisational Chart



Reporting Relationships

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

This position supervises: Nil

Position Overview

As Professor of Nursing, you will provide significant leadership through teaching and research and contribute to the administration, and strategic planning of the School, Faculty and University. This position will play a pivotal role in the further development of nursing education and research at CSU. The successful applicant will be expected to drive the further development and enhancement of the University's research profile in the School. Duties in this area will include: supervising doctoral students, mentoring early career staff, attracting research grants and contributing high quality research outputs of both national and international standing.

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;
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback;
- Provide leadership for:
 - collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students;
 - curriculum development;
 - the convening, coordination and delivery of subjects and/or courses, as required;
- Exemplify significant mentoring and coaching support for the academic development of colleagues;
- Expand current knowledge and understanding of the relevant discipline through original and substantial contributions to industry engagement and/or scholarly activities or similar;
- 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 or professional activity to his/her discipline at a national and international level through scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including securing external funding and maintaining up-to-date research records within CSU's research database;
- Supervision of Research Higher Degree students;
- Lead collaborative research projects with internal and external researchers and stakeholders;
- 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;
- Make an outstanding 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;
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation;
- 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;

- Provide leadership for projects and external professional reviews that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula;
- Lead activity that contributes to the governance, marketing and promotion, and administrative/academic activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required.
- Contribute to leadership beyond the School through making contributions to the wider University and tertiary education sector as appropriate.

Capabilities

- Utilising the knowledge and experience gained from working in a range of academic and/or clinical contexts, demonstrate outstanding leadership capabilities within the School of Nursing, Midwifery and Indigenous Health, in line with University and Faculty strategy, to enhance outcomes for the University as a whole;
- Utilising the knowledge and experience developed from working in a range of academic and/or clinical contexts, demonstrate outstanding leadership capabilities that improve the teaching and learning environments supported by the School;
- Lead and coordinate the delivery of highly quality subjects, using flexible and contemporary teaching and learning approaches and technologies, to achieve high student satisfaction ratings;
- Utilising advanced knowledge and extensive experience gained from academic and/or clinical environments, lead academic teams to achieve outstanding teaching, learning and research outcomes;
- Applying a range of outstanding leadership and management (including change management) skills, promote culturally respectful, inclusive and safe practices in the workplace; and
- Drawing on knowledge and experience of a range of industry settings, lead 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

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

Physical Requirements

- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations;
- On occasion travel in/drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at:
<https://policy.csu.edu.au/view.current.php?id=00176> and
<https://policy.csu.edu.au/view.current.php?id=00184>.

Selection Criteria

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

- A. A doctoral qualification in the area of nursing and current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia;
- B. Demonstrated ability to provide outstanding leadership in an academic setting with a record of national and international achievement in leading, building and maintaining strong partnerships, networks, relationships and teams, with an outcomes focus;
- C. Evidence of and a demonstrated commitment to the delivery of high quality student centred learning and teaching; leading and formally mentoring teaching teams; and applying culturally respectful, inclusive and safe practices in the workplace;
- D. An outstanding record of research, national and international, relevant to the discipline area, with a strong alignment to the CSU ethos together with the health of regional and rural communities, including Indigenous health, e-health, and / or innovative models of nursing / health service delivery.

Desirable

- E. High level and proven capacity to utilise and embrace current and emerging technologies to achieve work objectives.

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](#)