



# Position Description

## Professor in Nursing

School of Nursing, Paramedicine and Healthcare Sciences

Faculty of Science and Health

<b>Classification</b>	Level E
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Must hold registration with Aphra as a Registered Nurse Working With Children Check
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	September 2022



# 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:

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



## Faculty of Science and Health

### School of Nursing, Paramedicine and Healthcare Sciences

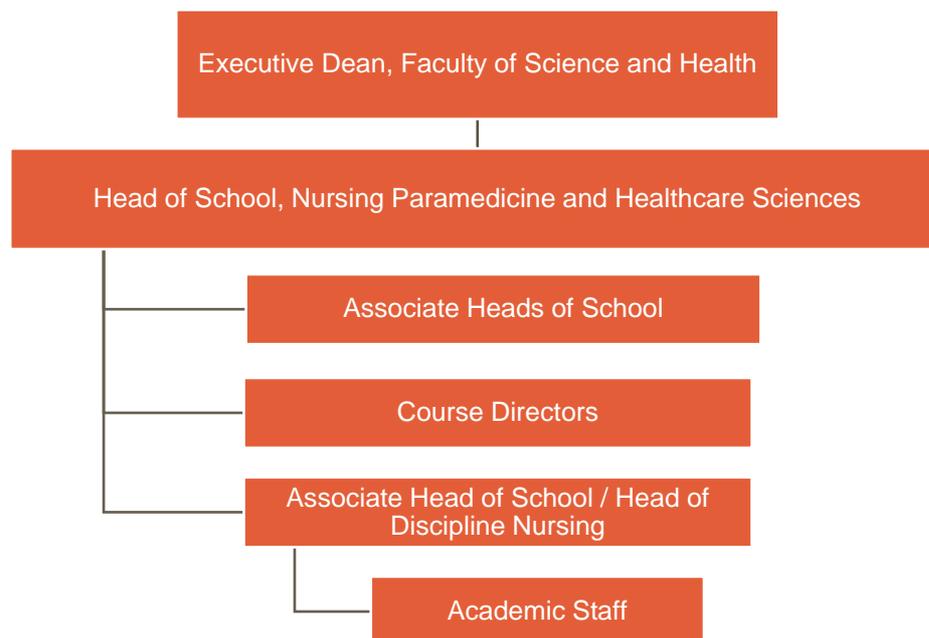
The School of Nursing, Paramedicine and Healthcare Sciences is committed to educating all students to live well and help others to adopt healthy lifestyles in a range of settings. Academic staff are passionate about the transformational nature of education – it is through learning and growth that people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

**This position supervises:** Nil

## Key working relationships

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

## 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 Charles Sturt University. 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 a distinguished contribution to the development, implementation and promotion of Charles Sturt University 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 Charles Sturt University's Research Plan and objectives including securing external funding and maintaining up-to-date research records within Charles Sturt University'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 a distinguished 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.
- Contribute to leadership beyond the School through making contributions to the wider University and tertiary education sector as appropriate.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

<b>Service Focused</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct).
<b>Live our Values</b>	Uphold the Charles Sturt values daily in our own behaviours and interactions with others.
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes.
<b>Leading and supervising</b>	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent.
<b>Learning and Researching</b>	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach.
<b>Planning and Organising</b>	Setting objectives, planning, establishing contingencies, managing time, resources and people, monitoring progress.

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driving Hours Guidelines and Policy](#).
- 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. 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.
- D. An outstanding record of research, national and international, relevant to the discipline area, with a strong alignment to the Charles Sturt University ethos together with the health of regional and rural communities, including Indigenous health, e-health, and / or innovative models of nursing / health service delivery.
- E. Demonstrated ability to provide effective leadership in an academic setting.
- F. Demonstrated high level written and oral communication and interpersonal skills.
- G. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

### Desirable

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



Brisbane

## New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Sydney

Goulburn  
NSW Police Academy

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta  
Regional Study Centre

## Victoria

Melbourne

● - Capital city ● - Campus location

