

Position Description

Lecturer (Nursing – NIKERI)



Details

Area	Faculty of Arts and Education
Team / School	The National Indigenous Knowledges Education Research Innovation (NIKERI) Institute
Employment	Full-time and fixed term for 2 years
Location	Geelong Waurun Ponds Campus
Classification	Level B
Manager Title	Director, NIKERI Institute

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the University acknowledges, values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[The National Indigenous Knowledges Education Research Innovation \(NIKERI\) Institute](#)

[Deakin-Indigenous-Strategy-2023-2028](#)

[Benefits of working at Deakin](#)

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Overview

With the Aboriginal and Torres Strait Islander communities, nursing and midwifery industry partners across the sector, as well as with other professions, Deakin University employees in Health (Nursing) at the NIKERI Institute are actively involved in strong respectful collaborations. Relational pedagogies are the focus of the NIKERI staff's work, and at the centre of learning is how to help students draw on their own knowledge and experiences while integrating disciplined subject-matter to become highly sought after health professionals. Scaffolding of knowledges is co-created from strength-based strategies for self-direction, empowerment and sovereignty to support students' progression and success.

The NIKERI Institute is seeking to recruit an academic to join our community to promote and progress our strategic direction. The appointee will make an independent contribution to the Institute's teaching and program development and provide mixed delivery of online and on-Country teaching intensives in a culturally inclusive way that recognises the primacy of Indigenous Knowledge Systems. The person will be expected to liaise with students at all levels.

In line with special measure provisions in Section 12 of the Victorian Equal Opportunity Act (2010) the University will only accept applications from people who identify as Australian Aboriginal and or Torres Strait Islander.

Responsibilities

Education and Employability

- Maintain deep discipline knowledge which is applied to inform unit design
- Adopt new innovation in curriculum design at the unit level
- Deliver learner-centric, research-informed teaching practices across different levels / modes of delivery
- Integrate industry, clinical and/or research practice to teaching
- Lead unit teaching teams and works collaboratively with other unit teaching teams in the course for the School of Nursing and Midwifery (SoNM)
- Contribute to review of units and courses and implements refinements with the SoNM
- Implement creative teaching practices to improve student success and engagement
- Provide clear assessment criteria and timely feedback to learners to demonstrate learning outcomes
- Monitor and adapts assessment practices to improve learning outcomes
- Assist in applying industry, clinical and/or research practice into student learning experiences and resources
- Provide academic support to students within units
- Guide students to appropriate support services where appropriate
- Support the development of junior colleagues
- Contribute effectively to culture of educational excellence and engages collaboratively with peers
- Complete Graduate Certificate in Higher Education Learning and Teaching
- Build teaching and learning capability related to discipline or pedagogy
- Advance knowledge within their specific fields/areas of teaching scholarship and pedagogical research activity
- Contribute to discipline-based educational or pedagogy research projects
- Demonstrate emerging reputation in teaching scholarship and pedagogical research
- Assist in integrating new pedagogical research across all aspects of education

Research and Innovation

- Initiate, designs and conducts and may lead productive, high-quality research, scholarship and creative activities generating high impact outputs
- Engage collaboratively to develop novel and high-quality research or creative activities

Position Description

Lecturer (Nursing – NIKERI)



- Widely communicates outputs to discipline(s) and the community
- Ensure impact of academic activity in the field and the community
- Support seeking funding for research and creative activities
- Build national reputation, based on growing, focused body of work recognised for quality, excellence and impact
- Initiate, design, conduct and may lead in development of industry partnerships and collaboration to enable major breakthroughs, innovative solutions for future translation into real world impact
- Support and may lead in applications for external competitive and other funding, and demonstrates sustained efforts
- Build track record of timely delivery of outcomes for industry partners
- Supervise honours and/or HDR students with timely completions and productive, high quality outcomes
- Provide effective mentoring to HDR students to support professional and career development and employability
- Adopt and promote a culture of research excellence, innovation and impact
- Establish/expand industry network to create opportunities for placements
- Support industry partnerships that provide HDRs with industry experience

University Citizenship and Engagement

- Assist the implementation of local citizenship activities and contribute to effectiveness as influencer
- Contribute to the implementation of specific aspects of University's strategic agenda
- Assist the implementation of community engagement activities
- Contribute to the implementation of University's community engagement agenda

Relationships

- Internal relationships: NIKERI Institute BN Coordinator, NIKERI Associate Director of Teaching & Learning (CBD); NIKERI academics, and professional staff School of Nursing and Midwifery staff, and simulation centre officers. Student Success Team; NIKERI professional staff inclusive of Cultural Mentor, Social and Emotional Wellbeing counsellor, academics and tutoring services, and nursing enablement officer.
- External relationships: First Nations' community networks; established suppliers and service providers; industry leaders in discipline, specifically facilities where students are attending placement; discipline-related professional associations.

Selection

Qualifications and experience

- Registered with Australian Health Practitioner Regulation Agency (AHPRA) as a registered nurse.
- Degree with Honours or Degree in a relevant discipline and/or other relevant qualifications and Health (nursing) and willingness to enrol in Masters or PhD to be Australian Qualification Framework compliant.
- Experience of scholarly learning and teaching in UG and/or PG programs, including innovative curriculum design.
- Emerging reputation in research and scholarship through publications and/or exhibitions and/or success in obtaining external research funding.

Position Description

Lecturer (Nursing – NIKERI)



- At least one year academic employment in an Australian university (preferred) and/or extensive experience in Higher Education or Health.
- Excellent interpersonal skills and a proven ability to establish good working relationships with colleagues.
- Excellent administration skills
- A demonstrated knowledge and understanding of Aboriginal and or Torres Strait Islander societies and cultures and an understanding of contemporary issues.
- A demonstrated ability to communicate sensitively and effectively, including the requirement for culturally appropriate ways in which to negotiate, consult and teach Aboriginal and or Torres Strait Islander Peoples' on matters relevant to the delivery of education and health services.
- Willingness to contribute to community engagement for teaching and research.

Capabilities

1. **Digital Literacy:** Interprets and distils information; produces clear communications through a variety of digital platforms
2. **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
3. **Emotional Intelligence:** Recognises emotions in self and others; uses emotional cues to guide thinking and behaviour
4. **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes
5. **Communicating with Influence:** Engages and energises others through clear and persuasive communication
6. **Personal Resilience:** Maintains composure and focus under pressure, adapts to changing situations and recovers from setbacks

Special Requirements

- Infrequent work outside business hours may be required.
- Face to face teaching is required during intensive periods and possible visits for placements.
- Current Drivers Licence
- Working with Children Check (refer to Recruitment Procedure)

Note The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.