



POSITION DESCRIPTION

Department of Nursing, School of Health Sciences

Faculty of Medicine, Dentistry and Health Sciences

Professor of Nursing – Knowledge Translation and Implementation/Health Services Research

Position No	0043959
Classification	Professor, Level E
work focus category	Academic Teaching and Research
Salary	\$187,654 per annum
Superannuation	Employer contribution of 17%
Employment Type	Full-time Continuing
Other Benefits	http://about.unimelb.edu.au/careers/working/benefits
Current Occupant	Vacant
How to Apply	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
contact For enquiries only	Associate Professor Marie Gertz Tel +61 3 83449418 Email gerdtzmf@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our websites:

about.unimelb.edu.au/careers

Position Summary

The Professor of Nursing will demonstrate excellent and sustained performance and achievement in nursing research, scholarship and academic leadership within the discipline that is focussed on Knowledge Translation and Implementation (KTI) and/or health services research.

The appointee will demonstrate eminence in KTI and/or health services research at an international level and make independent and original contributions to the advancement of knowledge through interdisciplinary collaboration. International standing in the discipline will be demonstrated by an outstanding scholarship, publication and grant track record relative to opportunity.

The appointee will contribute to leadership in research and the translation of research evidence into practice as a member of the Department of Nursing Executive team. They will have well-developed inter-disciplinary collaborations with University partners and an international reputation.

The appointee will make a substantial contribution to the strategic directions, growth and ongoing development of research, including research training, within the Department of Nursing at The University of Melbourne.

The appointee will demonstrate attributes aligned with the values of the Department of Nursing, in the School of Health Sciences, at the Faculty of Medicine, Dentistry and Health Sciences: Collaboration and Teamwork, Compassion, Respect, Integrity and Accountability.

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Contribute to teaching in entry to practice and postgraduate programs within the University relevant to their area of expertise and in ways that seek to apply their research in an educational context.
- ▶ Provide mentorship to develop early and mid-career research active staff working within the Department of Nursing

1.2 ENGAGEMENT

- ▶ Build research capacity and collaboration within the Department of Nursing, School of Health Sciences, the Faculty, the University and its partners
- ▶ Provide strong leadership and foster academic achievement in researcher at the University, with its partners and with other Australian and international institutions
- ▶ Participate in and provide local and national leadership in community affairs, at professional organisation and public policy levels.

1.3 RESEARCH

- ▶ Foster and grow nursing research with the aim of placing Nursing at Melbourne at the forefront of nurse-led KTI and/or health services research.
- ▶ Conduct world-class research in his or her scholarly area that matches the research priorities for the Department of Nursing and the Melbourne School of Health Sciences,

enabling knowledge generation, knowledge transfer, innovation, commercialisation and high-level research training

- ▶ Make outstanding contributions to research and scholarly publication in high-impact journals.
- ▶ Attract category 1-4 research income via nationally competitive research grants, fellowships, government and industry funding
- ▶ Work collaboratively with research program leads within the Department of Nursing to optimise research productivity within the Department
- ▶ Identify, encourage and supervise higher degree students and foster the professional development of these students
- ▶ Develop clinical research policy in parallel with the strategic objectives of the School, Faculty and the University

1.4 SERVICE AND LEADERSHIP

- ▶ Represent the Department of Nursing and the Melbourne School of Health Sciences on relevant University and external committees such as The Department of Health and Human Services (Victoria).
- ▶ Provide leadership in the maintenance of academic standards and the development of educational policy.
- ▶ Participate in policy and administrative issues as appropriate within the Department of Nursing, School, Faculty and University.
- ▶ Participate, at an appropriate level, in leadership activities of the Department, School and University in consultation with the Heads of Department or Head of School
- ▶ Forge strong external partnerships with research, education and professional bodies, governments, health and non-governmental organisations, philanthropists and funding agencies;
- ▶ Carry out other duties as requested by the Head, Department of Nursing, Melbourne School of Health Sciences.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A PhD and an undergraduate or graduate entry level degree in Nursing
- ▶ Be eligible for registration as a nurse with the Australian Health Practitioner Regulatory Agency (AHPRA).
- ▶ Established international standing within the field of Nursing research;
- ▶ An internationally-recognised program of research in nursing that is focused on Knowledge Translation and Implementation and/or health services research
- ▶ Demonstrable experience of leading research in public healthcare settings
- ▶ Demonstrable experience in the development of partnerships with professional groups, health services, government organisations and other relevant bodies to further research, clinical or educational activities

- ▶ Proven experience of collaborative interdisciplinary research
- ▶ Leadership and success in obtaining competitive national and international research grants and Fellowships
- ▶ Demonstrated ability to build and lead effective research teams;
- ▶ Strong track record of postgraduate, post-doctoral and mid-career research supervision and mentorship
- ▶ Highly developed leadership skills including working effectively with committees and collaborative teams
- ▶ Track record of research impact and translation to nursing practice.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 DEPARTMENT OF NURSING

www.nursing.unimelb.edu.au

Nursing was first established at The University of Melbourne in 1996. In July 2009, Nursing became a Department of the Melbourne School of Health Sciences, Faculty of Medicine Dentistry and Health Sciences.

The philosophy of Nursing at Melbourne is that clinical practice and practice-based research are integral to the educational preparation of all nurses at all levels of professional practice.

The qualifying degree in Nursing at Melbourne is the Master of Nursing Science. This degree is open to graduates from a range of undergraduate degree programs. The Department also offers 8 specialist Graduate Certificate courses, 1 Graduate Diploma course and 4 Advanced Practice courses (including the Master of Advanced Nursing Practice Nurse-Practitioner).

In research and research training, the Department of Nursing is progressing a dynamic nurse-led health services research program comprising five streams, each led by a senior academic, mid and early career researchers and research teams. The streams include cancer, emergency and critical care, infant and child health, chronic disease & care across the lifespan and mental health. This comprehensive program of work focuses on understanding and addressing: patterns of health service utilisation, variations in access to and the delivery of care, the efficiency, quality and safety of the health system and consumer co-design of health service improvements. Critically, this research program is concerned with where and how nurse-led interventions, in the context of multi-disciplinary models of care, value add to patient, system level and population outcomes.

The Department is also home to the Centre for Psychiatric Nursing.

SCHOOL OF HEALTH SCIENCES

<http://www.healthsciences.unimelb.edu.au>

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, research, scholarship, professional practice, workforce training and knowledge translation. Our collective focus is on improving health and well-being of people, locally and globally. Our diversity of disciplines and research expertise provides us with unique shared insights into health and wellbeing, impacting on both physical and mental health outcomes across people and their families. Our research has a strong focus on cross-cutting research themes including implementation science, health services research and clinical trial methodology resulting in the integration of findings into improved care of the communities that we serve as well as influencing health policy.

The School comprises the departments of Optometry and Vision Sciences, Nursing, Social Work, Physiotherapy, Audiology and Speech Pathology. It educates approximately 1400 equivalent full-time graduate entry and post-graduate students in each of these disciplines through accredited, and other, programs tailored to workforce needs nationally and internationally. It provides national and international health sciences students with professional training designed to foster their leadership capabilities with a focus on developing workforce ready and research capable graduates.

It also delivers professional education courses and training for the health sciences professions and builds strong relationships with the alumni in each discipline. A key aim is to continue to build effective interdisciplinary collaborations with clinicians, patients, the

healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 85 academic staff and 20 continuing professional staff as well as more than 200 sessional and contract staff. In addition, there are more than 200 honorary appointments within Health Sciences.

5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) plays a vital role in the delivery of the University of Melbourne's Strategic Plan 2015-2020: Growing Esteem by providing current and future generations with education and research equal to the best in the world. It is Australia's largest and leading biomedical research faculty. It employs more than 1,700 members of staff, has more than 8,000 students, and total revenue of \$607 million for 2015. Reflecting the complexity of today's global health landscape, the Faculty is made up of six different Schools and four Strategic Research Initiatives, and draws together all areas of human health, ranging from the most basic to the most applied areas of research. The Faculty contributes close to 50 per cent of research conducted at the University.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University-wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.3 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at <http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/reputation-rankings>.

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide range of knowledge-based industries.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded. Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.4 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/index.html#home>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/unisec/governance.html>.