

Position Description

Associate Professor, Rural Nursing

Position No:	NEW
Business Unit:	Office of the Provost
Division:	La Trobe Rural Health School
Department:	Rural Health Sciences
Classification Level:	Level D Teaching and Research
Employment Type:	Full-Time, Continuing
Campus Location:	Bendigo
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

A Level D teaching and research academic is expected to be recognised nationally/internationally as a contributor to the development of their discipline or profession.

The Office of the Provost is comprised of 12 Schools and twenty-five Departments with 1,000 staff and 16,000 students, including 900 PhD students across La Trobe's multi-campus operations. The Office of the Provost offers a range of general and specialist undergraduate and postgraduate courses that are rigorous and attuned to meeting the needs of students in ensuring their readiness to work in changing environments. The Office of the Provost has an outstanding reputation for research excellence, for research translation and for building strong relationships with industry partners.

The La Trobe Rural Health School is the largest rural health school in Australia. LRHS is based at all four regional campuses of the University: Albury-Wodonga, Bendigo, Mildura, and Shepparton. The school has a wide range of health courses including dentistry, oral health, nursing, midwifery, paramedicine, public health, pharmacy, biomedical sciences (onshore and offshore), physiotherapy, social work, speech pathology, exercise physiology, exercise science and occupational therapy. The LRHS aims to make Rural Health and Wellbeing matter locally, nationally, and internationally through graduates and research outcomes that make a difference. We define rural as any region outside a major metropolitan city.

La Trobe University offers an established suite of Nursing and Midwifery programs delivered through the School of Nursing and Midwifery and the La Trobe Rural Health School on all regional campuses. Including the Bachelor of Nursing, Bachelor of Nursing and Bachelor of Midwifery and Postgraduate Diploma of Midwifery. La Trobe University offers an established suite of postgraduate online study in Mental Health, including Masters of Mental Health, Masters of Mental Health Nursing and Graduate Certificate of Mental Health. Research areas are within the University's Research Themes, including, Healthy People, Families and Communities, and are supported locally by the Violet Vines Marshman Centre for Rural Health, The John Richards Centre for Rural Ageing Research, The Holsworth Research Initiative, and the Holsworth Biomedical Research Initiative.

Duties at this level will include:

- Develop, coordinate, and teach courses and subjects that engage and motivate students whilst providing a high-quality learning experience.
- Lead the development, design and review of courses, curriculum and/or other programs of study.
- Make a leading/national contribution to scholarship of learning and teaching and disciplinary teaching pedagogy and research.
- Conduct and lead outstanding innovative and high impact research and produce conference and seminar papers and publications arising from the research.
- Supervise Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
- Build and own partnerships with potential domestic partners.
- Undertake other duties commensurate with the classification and scope of the position as required by the Head of Department or Head of School.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
- Provide leadership of the Nursing discipline and teaching team as required by the department.
- Provide discipline-based high-quality mentoring and coaching of more junior colleagues to develop their teaching and research knowledge and performance.
- Lead and revise curriculum development for undergraduate and postgraduate courses based on evidence-based pedagogies and teaching and learning philosophies.

- Obtain funding to conduct nationally and internationally relevant research relating to Nursing and Midwifery, publishing findings in high-impact journals and demonstrating impact on rural health and wellbeing.
- Develop national and international partnerships and relationships to translate research and information to provide a positive impact for health and wellbeing of rural communities.
- Provide leadership and promotion of the Nursing profession within the University and on national and international stages.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or equivalent accreditation and standing recognised by the University/profession as appropriate for the relevant discipline areas.
- Demonstrated effectiveness and leadership in curriculum development and teaching with a proven commitment to excellence in teaching.
- Record of attracting honours/research students and successful supervision.
- Evidence of effective contributions to leadership and management at the Department/School/College or University level.
- Distinguished record of nationally and/or internationally recognised independent research, with evidence of its impact and significance.
- Strong record of publications, including papers in leading international journals and/or invited presentation at international conferences.
- Successful record of external research funding through grants/contracts/consultancies.
- Proven ability to build sustainable relationships with a range of industry partners and evidence of the ability to promote research links with outside organisations/agencies.
- Proven leadership skills with a demonstrated capacity to manage and mentor less senior teaching and research staff including staff performance and development.
- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.
- Demonstrated capacity to provide leadership of the Nursing discipline and nursing staff within the LRHS.
- Demonstrated skills in the preparation and delivery of high-quality Nursing higher education.
- Demonstrated ability to motivate and lead high performing teams.
- Demonstrated expertise in the use of relevant technology and critical reflection to positively influence academic, industrial and community forums.
- Demonstrated ability to contribute to the improvement of health and wellbeing of individuals and regional or rural communities.

Capabilities required to be successful in the position

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and evaluating the way own behaviour impacts team culture and performance.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation, and care.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation within local area, enabling staff members to evaluate current work practices and identify solutions to local and organisational problems.
- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of local and organisational practice.

Essential Compliance Requirements

To hold this La Trobe University, position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working with Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.
- Registered Nurse with NMBA | AHPRA.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to university goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students, and academics.
- Help transform the lives of students, partners, and communities now and in the future.

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners, and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion, and social justice; we are committed to providing a workplace where all staff feel valued, respected, and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion, and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials: Date: