Appointment of

Associate Professor - Nursing, Austin Health and University of Melbourne

Department of Nursing
Melbourne School of Health Sciences
Faculty of Medicine, Dentistry and Health Sciences

austin HEALTH

THE UNIVERSITY OF MELBOURNE

POSTERA CRESCAM LAUDE

Contents

'For more than 150 years, our University has been contributing to the health and wellbeing of our society. We train the very best practitioners, we work on internationally-competitive research issues and we graduate the very best students in all areas of health, medicine and biomedical research.'

Professor Shitij Kapur
Dean, Faculty of Medicine, Dentistry and Health Sciences
Assistant Vice-Chancellor (Health)

Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising of the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community-based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

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Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors, 3,000 nurses and 1,000 therapy & science and allied health staff. Austin Health delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of $960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment. Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further.

AUSTIN NURSING

Austin Health provides nurses with diverse career opportunities at point of care, in nursing management, education, advanced nursing practice and research roles. The Austin Health Nursing Strategic Plan 2019-22 promotes a future focused, organisationally aligned, professional nursing workforce.

The Associate Professor of Nursing will be a member of the Chief Nursing Officer's team and will lead the establishment of the Austin Health Nursing Research Collaborative to;

1. Lead and strengthen the professional governance of nursing research and collaboration with nursing University partners

2. Strengthen clinical nursing research capabilities and mentorship

3. Lead and translate nursing research activities that are strategic and reflect clinical nursing priorities

4. Publish nursing research outcomes

Further information on Austin Nursing can be found at **austin.org.au/nursing**

Nursing at Melbourne

First established at The University of Melbourne in 1996, we believe that clinical practice and practice-based research are integral to the educational preparation of all nurses at all levels of professional practice.

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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 eight specialist Graduate Certificate courses, one Graduate Diploma course and four Advanced Practice courses (including the Master of Advanced Nursing Practice Nurse-Practitioner).

In research, the Department of Nursing is progressing a dynamic health services research comprising five streams, each led by a senior academic, mid and early career researchers and research teams.
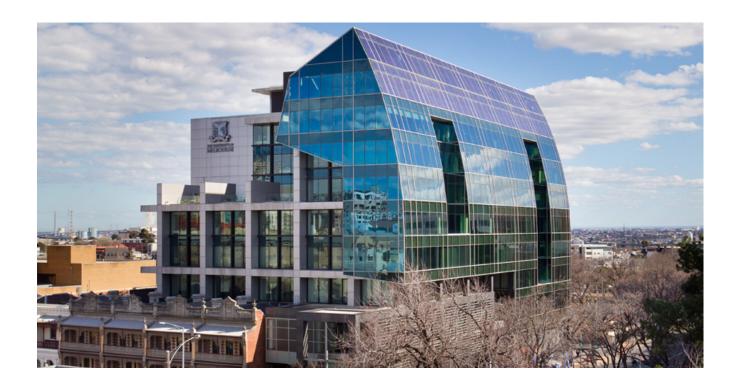
 The streams include;

- Cancer and Palliative Care
- Emergency and Critical Care
- Infant and Child Health
- Informatics and Digital Health
- 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. 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.

More information can be found at **nursing.unimelb.edu.au**

Melbourne School of Health Sciences

Since its inception in July 2009, the Melbourne School of Health Sciences (MSHS) has created an inter-professional learning community at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and knowledge exchange.

Our highly skilled team and outstanding students contribute to local, national and global efforts to improve health and wellbeing.

Based in the Parkville precinct in the heart of Melbourne, we work closely with our valued partners in Australia and worldwide to:

- educate graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy, Audiology and Speech Pathology, and Optometry and Vision Sciences through accredited programs tailored to workforce needs nationally and internationally

- provide national and international health sciences students with professional training to enable them to be effective health professionals who are work ready and eligible for registration in their chosen profession

- advance the careers of experienced professionals through education and training that enables them to be leaders in their field

- train graduate research students to be competent in research and evidence based practice to prepare them for research, clinical, professional or academic careers

- obtain external funding, conduct high quality research and knowledge transfer and exchange activities with impact nationally and internationally

- build strong relationships and active programs of interaction with the alumni across the School

- continue to build effective collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

We are proud of the excellent quality of our programs, students, academics and research, and the leadership of our health sciences team. Measures of this leadership include:

- graduation of highly competent practitioners who demonstrate leadership, are attuned to cultural diversity and active in local, national and global communities

- accreditation of our existing Nursing, Social Work, Physiotherapy, Audiology and Speech Pathology, and Optometry and Vision Sciences programs and excellence in our post-graduate professional courses

- having a National Health and Medical Research Council Centre of excellence, 10 nationally funded research fellows and a world leading senior researcher in each discipline across the School

- being one of the preferred Health Sciences Schools nationally for students and staff through a learning environment that fosters collegiality, academic excellence and a student-centred approach

- being a leading tertiary Health Sciences School that provides information, advice and consultancy for Australian governments, healthcare and community service organisations, consumer groups, businesses and the research community

Melbourne School of Health Sciences at a glance...

Audiology and Speech Pathology

Nursing

Optometry and Vision Sciences

Physiotherapy

Social Work

Our Mission

To impact positively the health and wellbeing of individuals, families and communities locally and internationally through partnership, education, research and the transformation of evidence to practice in healthcare

$34.1m
Research Funding 2017- 2019

34%
From Nationally Competitive Sources

600
Publications 2019

10
National Research Fellows

167
Staff EFT
142 Academic
25 Professional

16,951
Alumni located in,

58
Countries

Research Hubs

Disability • Healthy start to life • Optimising Health

Cross Cutting Themes

Implementation Science / Health Services Research • Informatics and Digital Health

$45.9m
Teaching Revenue 2019

6
Entry to Practice Courses
Doctor of Optometry
Doctor of Physiotherapy
Masters of Nursing Science
Masters of Audiology
Masters of Speech Pathology
Masters of Social Work

Our Programs

52
Advanced Practice / Specialty Award Courses including

24
Courses Delivered Online

1423
Student EFTSL 2019

94
Graduate Research Student EFTSL 2019

Our Values

RESPECT • ACCOUNTABILITY • INTEGRITY
COMPASSION • COLLABORATION AND TEAMWORK

The Faculty of Medicine, Dentistry and Health Sciences

The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia's pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.

The Faculty employs more than 2,500 members of staff, attracts more than 8,800 students each year and comprises six schools; 37 departments, centres and institutes; and 160 courses. It contributes almost 50 per cent of all research conducted across the University.

The Faculty is Australia's overall leader in clinical, pre-clinical and health sciences and is ranked 11th globally for 2021 by the Times Higher Education World University Rankings. In the field of clinical medicine, the Academic Ranking of World Universities ranks the University of Melbourne as first in Australia and 13th in the world as at 2020. The University educates more health professionals, graduates, research and higher degree students and attracts more national competitive funding than any other Australian university.

Consistent with the introduction of the Melbourne Model, the Faculty offers a suite of professional entry masters level graduate programs, including the Doctor of Medicine (MD), the Doctor of Dental Surgery (DDS), and the Doctor of Physiotherapy (DPT). There are also a number of other successful graduate level programs such as the Master of Nursing Science, Master of Public Health, Master of Social Work, Master of Clinical Audiology, Master of Speech Pathology, Master of Clinical Optometry, and many more.

Co-authorship with more than 140 countries in the last five years. Top five countries are United States, England, Canada, Germany and the Netherlands.

Annual research income of more than AUD$ 280million: 50% of the University of Melbourne total.

More than 4,000 peer reviewed publications every year: 44% of publications include an international co-author.

Approximately 2,300 graduate research students conduct research supervised by over 1,500 staff and honoraries across the Faculty's six schools and in affiliated health services and research institutes.

University departments are embedded in a range of health services including the Austin Hospital, Northern Hospital, Royal Melbourne Hospital, St Vincent's Hospital, The Royal Women's Hospital and rural partners such as Goulburn Valley Health.

The Faculty employs over 1,300 academic research staff. Hospital departments employ 39% of MDHS academic staff. The University has over 2,000 hospital-based honorary staff and more than 500 honorary staff in partner institutes.

These programs which are unparalleled in the Australian higher education system provide new approaches to educating healthcare professionals and are specifically designed to better align student attributes to the sector's needs.

The Faculty has strong collaborative links within the Melbourne Biomedical Precinct, as well as with many leading national and global research institutes, clinical centres and health-related industries. These collaborations provide students, researchers, educators and clinical academics with excellent resources and infrastructure. They have led to significant medical breakthroughs; and fostered new world-class facilities such as the Victorian Comprehensive Cancer Centre, the Melbourne Brain Centre, the Peter Doherty Institute and the Royal Children's Hospital campus.

Melbourne Biomedical Precinct

The Faculty is a key collaborator within the Melbourne Biomedical Precinct – a leading global research and teaching hub and one of the top five biomedical precincts in the world. Precinct partners share an impressive history of ground-breaking medical discoveries and developments, as well as a future-focused outlook on innovative and transformative healthcare. The 30 precinct partners, located within easy reach of each other, are engaged in breakthrough research, education and the delivery of clinical care and health services. This dense concentration of hospitals, research facilities and academic campuses provides the opportunity, unparalleled in Australia, for talented individuals from a range of disciplines to engage in world-class collaborations.
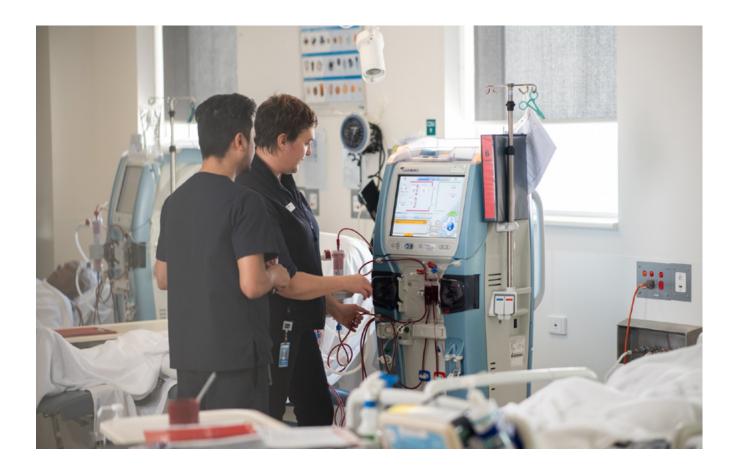
The University of Melbourne

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Established in 1853, the University of Melbourne is a public-spirited institution with an outstanding reputation for excellence in research, learning and teaching, and engagement.

With a history of more than 160 years, the University occupies a special place in the heart of Melbourne's intellectual and cultural scene. It offers a vibrant and stimulating environment for more than 7,000 staff members and 50,000 students, including 12,000 international students from more than 120 countries. It has an annual budget exceeding AUD$2 billion.

Ranked as the leading university in Australia, and situated at 35 on the Academic Ranking of World Universities (ARWU) for 2020, it is consistently situated among the fastest-rising research universities. The University is counted among the best in the world – 31 by the Times Higher Education (THE) and 25 by the US News & World Report Rankings for 2021.

Position Summary
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The Associate Professor of Nursing will be a joint position between the Department of Nursing at Austin Health and the Department of Nursing, Melbourne School of Health Sciences, The University of Melbourne.

Physically located onsite at Austin Health, the Associate Professor of Nursing will make an independent and original contribution to the advancement of knowledge through interdisciplinary collaboration and leadership in nurse-led health services research. This leadership will extend across knowledge generation, implementation, research training, teaching and practice.

The appointee will be expected to foster the translation of research findings by nurses that ensures the delivery of safe, evidence-based and person-centred nursing care. They will be actively involved in clinical research and have a visible and growing track record in managing a high-level research agenda as well as facilitating and supporting capacity and capability building in nursing research at Austin Health.

Working closely with key stakeholders across the hospital-university partnership the Associate Professor of Nursing will generate high quality clinical research targeting the health and well-being of patients, carers and families attending the health service.

The appointee will make a significant contribution to the strategic directions, growth, mentorship and ongoing development of clinical research, including research training at Austin Health and the Department of Nursing, Melbourne School of Health Sciences. In doing so, they will enhance the academic standing of Austin Health, the Department of Nursing, Melbourne School of Health Sciences, the Faculty and The University.

As an Associate Professor of The University of Melbourne, the appointee will demonstrate a significant contribution to research at a national level and make independent and original contributions to scholarship within disciplinary and inter-disciplinary contexts. This standing will be demonstrated by an excellent publication and grant track record.

Selection Criteria

ESSENTIAL

- Commitment to the shared values of Austin Health and 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

- Demonstrated ability to contribute to capacity building in Nurse-led health services research

- High level ability to provide effective mentoring to staff in research activities

- High-level capacity to lead, develop and implement interdisciplinary collaborations

- Commitment to teamwork and proven capacity to work effectively in collaborative teams

- Outstanding interpersonal skills to establish and maintain effective working relationships with students, researchers, educators, doctors, nurses, psychologists, allied health professionals, health service administrators, academic staff, and the wider community

- Outstanding record of personal achievement and a national and international reputation in nursing research, including in publication outputs

- Strong record of success in attracting grants and fellowships

- Evidence of teaching experience, including graduate research and post-doctoral supervision

- Excellent leadership, organisation-building and management skills

- Demonstrated experience in development of research strategic directions in a specific area of nursing research

- Understanding of research methodology and the challenges of undertaking clinical research within healthcare delivery

- Strong commitment to the highest standards of scientific and ethical integrity

- Commitment to the values of each institution

- High degree of sensitivity to, and ability to work in cross-cultural contexts

Key Responsibilities

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AUSTIN HEALTH RESPONSIBILITIES

As Associate Professor of Nursing at Austin Health will lead the development of a nurse-led health services research at Austin Health Nursing Research Collaborative.

Additionally, the appointee will:

- Foster clinical research training and development of research capabilities of Austin nursing staff
- Attract funding to support evidence-based research into the development, implementation and evaluation of nursing interventions
- Provide leadership, mentoring, advocacy and supervision in research for nursing staff at Austin Health
- Facilitate translation of research into improved clinical care and outcomes
- Provide onsite support for clinical research projects, including obtaining ethics, designing research based upon answerable clinical questions and developing an in-service program of research training for nurses
- Foster linkages between other departments and institutes at Austin Health and the University of Melbourne
- Contribute to the development of Austin Health as a leading academic healthcare organisation

UNIVERSITY OF MELBOURNE RESPONSIBILITIES

As an Associate Professor of the University The Associate Professor of Nursing will be an essential member of the Department of Nursing and Melbourne School of Health Sciences leadership team and provide the focal point of relationship development between the Department of Nursing, School of Health Sciences and Austin Health.

Additionally, the appointee will:

- Conduct research in their scholarly area, enabling knowledge generation, knowledge transfer and innovation
- Supervise graduate research students and foster the professional development of these students through but not limited to publication and grant writing;
- Develop clinical research policy in parallel with the strategic objectives of the Faculty, the University and Austin Health;
- Participate in teaching activities relevant to their field of expertise;
- Participate in policy and administrative issues as appropriate within the scholarly Department, School and Faculty
- Participate in and provide leadership in community affairs within the professions and the community.

People and Benefits

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The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia's learned Academies. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

THE BENEFITS

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package childcare and additional superannuation, as well as to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.

Further Information

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

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About the University of Melbourne
about.unimelb.edu.au

THE UNIVERSITY OF MELBOURNE'S STRATEGIC PLAN 2020-2030:

Advancing Melbourne

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

Pursuit: Research and Commentary by University of Melbourne experts
pursuit.unimelb.edu.au

University of Melbourne's Annual Report
about.unimelb.edu.au/strategy/annual-reports

Faculty of Medicine, Dentistry and Health Sciences
mdhs.unimelb.edu.au

MDHS Strategic Plan: Beyond 2018
mdhs.unimelb.edu.au/beyond2018

MDHS 2019 Action Plan
mdhs.unimelb.edu.au/beyond2018/2019-action-plan

Melbourne School of Health Sciences
healthsciences.unimelb.edu.au

Austin Health
austin.org.au

Appointment Process and How to Apply

Applications should consist of a full curriculum vitae detailing academic and professional qualifications, full employment history and relevant achievements. CVs should be accompanied by a covering letter describing briefly how candidates meet the criteria outlined in the selection criteria, why the appointment is of interest and what they believe they can bring to the role.

If you wish to discuss this role further in confidence, please email **MSHS-Head@unimelb.edu.au** to coordinate a phone call.

Please do not send your application to this email address.

For more information and to submit your application, please visit **about.unimelb.edu.au/careers**, select 'Current Opportunities', then find the position by title or number.

Alternatively you can apply from the job site you visited.

Applications close: **28th March 2020**

The University reserves the right to appoint by invitation.