



Position Description

Associate Lecturer in Nursing

School of Nursing, Paramedicine and Healthcare Sciences

Faculty of Science and Health

Classification	Level A
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	May be required to conduct and/or support intensive schools Eligibility for registration as a Nurse in Australia (Ahpra) Working with Children Check
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 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 will be required to contribute to the success of the university strategy including meeting the eight-key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	Engagement All Injury Frequency Rate
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



Faculty of Science and Health

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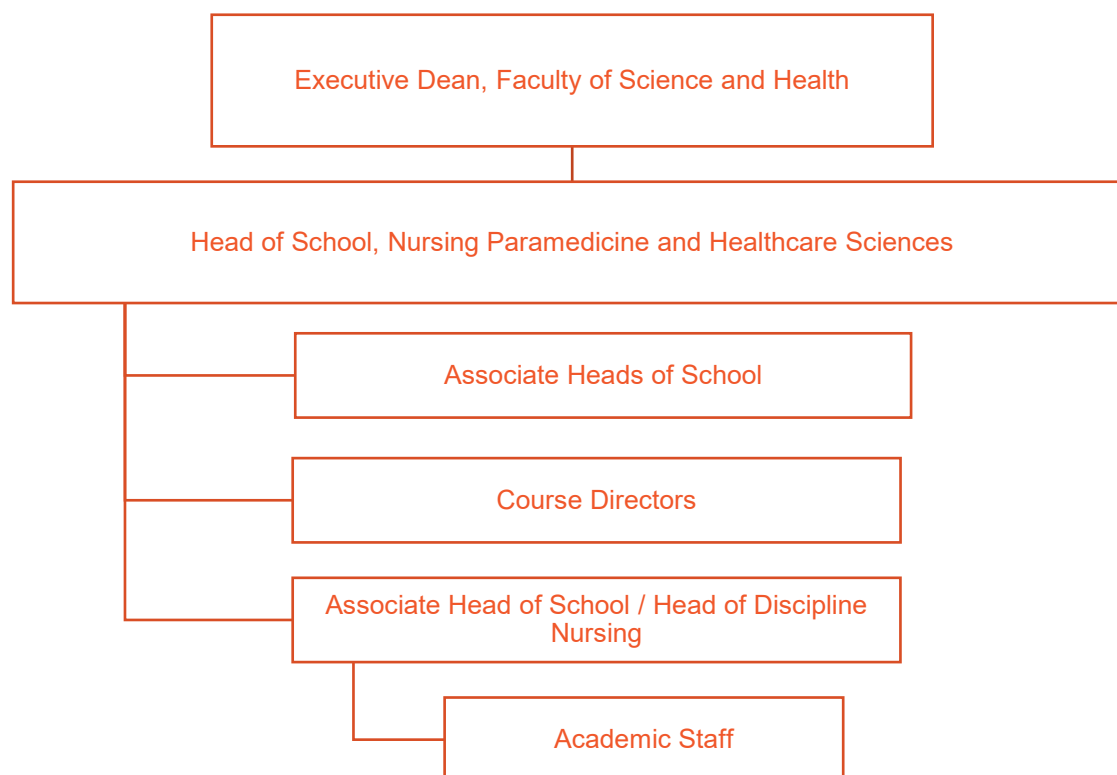
The School of Nursing, Paramedicine and Healthcare Sciences is committed to educating all students to live well and help others to adopt healthy lifestyles in a range of settings. Academic staff are passionate about the transformational nature of education – it is through learning and growth that people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

This position supervises: Nil

Key working relationships

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

Position overview

The Associate Lecturer in Nursing will substantially contribute to the teaching and learning needs of students enrolled in nursing courses. The successful applicant will be required to use blended models of subject delivery at an undergraduate level, participate in the administration and ongoing subject development.

This is a teaching focussed position where the successful applicant will contribute to the learning and teaching frameworks that exist within the School and professional discipline.

Principal responsibilities

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver 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.
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide discipline expertise, as appropriate, in the convening, coordination and delivery of subjects.
- Develop and maintain a sound and current knowledge and understanding of discipline area through industry engagement and/or scholarly activities or similar
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation.
- Participate in external professional reviews.
- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.



- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Conduct, under supervision, ethical, high quality research and contribute to knowledge through scholarship, publication and presentation.
- Build networks and form relationships with internal and external researchers and stakeholders, as appropriate.
- Contribute 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.
- Build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within Charles Sturt University's research database.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Learn and research	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. An honours or higher qualification relevant to nursing and registration as a Registered Nurse with the Nursing and Midwifery Board of Australia, with demonstrable clinical currency.
- B. Evidence of the delivery of high-quality student-centred learning and teaching experience.
- C. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- D. Demonstrated capacity to utilise and embrace current and emerging technologies relevant to teaching and learning in both the theoretical and clinical simulation learning environments.
- E. Demonstrated commitment to applying culturally safe practices in the workplace.
- F. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting with an outcome focus.

Desirable

- G. Qualifications in education, or equivalent standing.



● - Capital city ● - Campus location

