

ASSOCIATE PROFESSOR

DEPARTMENT/UNIT	Nursing and Midwifery
FACULTY/DIVISION	Medicine, Nursing and Health Sciences
CLASSIFICATION	Level D
DESIGNATED CAMPUS OR LOCATION	Clayton or Peninsula campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

The Faculty of **Medicine, Nursing and Health Sciences** is the largest faculty at Monash University, a global university with campuses across Victoria and international locations in Indonesia, Malaysia, China, India and Italy.

Our Faculty offers the most comprehensive suite of professional health training in Victoria, consistently ranked in the top 40 universities worldwide for clinical, pre-clinical and health sciences.

We want to improve the human condition. That is our vision - it has no expiration date. By educating the current and future healthcare workforce, and undertaking medical research, both discovery and clinical, our students, staff and alumni all work to directly improve people's quality of life, reduce health inequality and promote greater health and social outcomes.

We're globally recognised for our quality education of over 63,000 doctors, nurses, and allied health professionals and health researchers. The future health of our communities is underpinned by the sustained excellence of our education and research capabilities.

We are ambitious and committed to maintaining our position as a leading international medical research and teaching university. We're recognised for the quality of our graduates, the scale and depth of our research, our commitment to translational research, and as a thriving biotechnology hub. To learn more about the Faculty, please visit www.monash.edu/medicine.

Our Faculty includes four Sub-Faculties: Health Sciences, Clinical and Molecular Medicine, Biomedical Medicines, and Translational Medicine and Public Health.

Monash Nursing and Midwifery (MNM) is one of the largest schools for the education of nurses and midwives in Australia, MNM offers courses at two Monash campuses – Clayton and Peninsula. The school comprises approximately 3000 students undertaking undergraduate and postgraduate courses using a range of delivery modes. MNM offers high quality tertiary degrees in a vibrant and supportive learning environment to prepare students for a rewarding career in healthcare. MNM aims to build on existing capacity to lead innovative nursing curricula and modes of delivery.

Ranked =3rd in the 2023 Shanghai Global Ranking of Academic subjects for Nursing and = 1st in Australia, MNM has a proven reputation in the quality of its teaching and research and has played a leadership role in shaping and providing for the education needs of the nursing and midwifery professions and health industry. Programs are developed in collaboration with MNM's professional partners to be responsive to the needs of the healthcare industry and engaging for students. Postgraduate specialisation training prepares students in clinical settings with expert skills and knowledge to be leaders in their fields. A commitment to evidence-based clinical practice ensures the excellent employment rate of graduates.

MNM has an international reputation for excellence in research. Research undertaken by our staff is defined by established expertise and developing emerging practice areas and we lead research endeavours that address health and care across the lifespan. Through close working relationships and formal research collaborations, MNM's research endeavour to make a local, national and international impact.

The MNM research focus concentrates on quality of care and outcomes for health service users and health care professionals, and includes knowledge generation.

Further details may be found at: www.monash.edu/medicine/nursing.

POSITION PURPOSE

The Associate Professor is expected to provide academic leadership in both the research and educational endeavours of Monash Nursing and Midwifery (MNM) and will be a strong member of a committed team of academics within MNM. The role requires the incumbent to make a significant contribution to all activities of MNM and take a leadership role in the delivery of world-class nursing and midwifery education.

The Associate Professor will be responsible for fostering and growing collaborative research with the aim of placing MNM at the forefront of translational research internationally.

The incumbent will play a major role in leadership, scholarship and research and will contribute to MNM through both professional and administrative activities and engagement with key internal and external stakeholders.

Reporting Line: The position reports to the Head of School through the relevant performance manager

Supervisory Responsibilities: This position provides direct supervision to 2 – 5 staff

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level D academic may include:

1. Provide strong and committed leadership and strategic direction through engagement with the senior leadership team and through formal leadership roles in MNM
2. Contribute to the development and implementation of research objectives and goals for Nursing and Midwifery
3. Actively engage in research in line with Nursing and Midwifery's research directions, by supervising and mentoring early career researchers and research students
4. Undertake outstanding research and lead research teams and projects. Actively pursue research funding, including national funding from category 1, 2 and 3 grants (or equivalent)
5. Promote and maintain high-quality research outputs, and demonstrate an active publication record
6. Contribute to academic and research leadership within Nursing and Midwifery by participating in the development of policy and strategy
7. Prepare and deliver educational units in both undergraduate and postgraduate courses as required
8. The development of, and responsibility for, curriculum/programs of study
9. Significant contribution to the profession and/or discipline
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A PhD, or equivalent research achievement as demonstrated by published work in nursing and/or midwifery or related field.

In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or contributions to technical achievement. In addition, a position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area.
 - Current registration as a nurse and/or midwife with the Australian Health Practitioner Regulation Agency.

Knowledge and Skills

2. Demonstrated expertise in one or more specialty areas of nursing, midwifery or closely related field including substantial clinical experience

3. Developed national, and developing international, reputation in an area of nursing and/or midwifery or a closely related field
4. Evidence of effective engagement with industry partners, research institutes and/or external agencies
5. Demonstrated leadership on tertiary education, with industry, or with professional associations
6. Demonstrated ability to generate research income, including from both traditional and more innovative sources of research funding
7. Demonstrated track record of publishing in quality leading international journals
8. Demonstrated strong record of teaching, unit and course delivery in a tertiary environment including a track record of successful supervision and mentoring of higher degree students and early career researchers
9. Demonstrated ability to manage financial and human resources effectively and efficiently
10. Excellent communication and interpersonal skills and ability to liaise effectively with other academics, expert clinicians, students and other key stakeholders

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working with Children Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.