

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Associate Professor in Nursing		
Faculty	Faculty of Health Sciences		
School	School of Nursing, Midwifery and Paramedicine (Vic)		
Nominated Supervisor	SHOS	Campus/Location	Melbourne
Academic Level	D	Academic Career Pathway	Academic Leadership/Service
CDF Achievement Level	2 Middle	Work Area Position Code	
Employment Type	Full-time Continuing	Date reviewed	January 2019

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: *Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University, and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly-funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide. We have got seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

In order to be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically.

We hope that you might champion these values, and work with us to create a place of learning that is not only the envy of the world, but the making of it.

The structure to support this complex and national University consists of:

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching
- Vice President
- Pro Vice-Chancellor Assisting the Vice-Chancellor and President

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Vice President drives both the Identity and the [Mission](#) of the University. In addition, five Associate Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

ABOUT FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences offers courses in biomedical science, clinical education, clinical exercise physiology, exercise and cancer, exercise science, health administration, healthcare simulation education, high performance sport, mental health, midwifery, nursing, nutrition science, occupational therapy, paramedicine, physiotherapy, psychology, public health, rehabilitation, social work and speech pathology.

Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia's health and sports industries, and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

The Schools are:

School of Nursing, Midwifery and Paramedicine (National)
School of Allied Health (National)
School of Behavioural and Health Sciences (National)

The Faculty's courses are developed within the Catholic intellectual tradition with the goal of preparing graduates in health with an emphasis on social justice and equity, and sustainability.

Further information about the Faculty can be found at:

http://www.acu.edu.au/about_acu/faculties_institutes_and_centres

ABOUT THE SCHOOL OF NURSING, MIDWIFERY AND PARAMEDICINE

ACU is a recognised nationwide leader in health sciences education and prides itself on the quality of its programs and its graduates. The School of Nursing, Midwifery and Paramedicine comprises a team of highly motivated and dedicated academic and professional staff who have built a strong teaching and learning environment as evidenced by student demand, entry levels, and student course experience evaluation over several years.

POSITION PURPOSE

The role of Associate Professor in Nursing will provide leadership and make outstanding and original contributions to learning and teaching, scholarship and research in the discipline of nursing. The Associate Professor in Nursing will also make an outstanding contribution to the governance of academic programs in the discipline of nursing and build relationships with external organisations and communities.

As well as providing disciplinary leadership the holder of this role will make significant contributions to quality improvement of nursing programs, mentorship of staff in the learning and teaching activity of the School and in the development, implementation and accreditation of the nursing curricula at the Australian Catholic University.

POSITION RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- Learning For Life Framework 2014-2017
- ACU Teaching Criteria and Standards Framework
- Research Quality Standards
- Academic Performance Matrices and Evidence Framework
- ACU Capability Development Framework
- Minimum Standards for Academic Levels (MSALs)
- Higher Education Standards Framework
- ACU Service Delivery Model
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.

The following two frameworks in particular are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The [Academic Performance Matrices and Evidence Framework](#) which describes the performance standards in areas of academic activity.
- The [Capability Development Framework](#) which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching, Curriculum Development and Scholarship of Teaching
- Research
- Academic leadership/service.

Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Teaching, curriculum development and scholarship of teaching	<ul style="list-style-type: none"> • Provide mission aligned leadership in learning and teaching in the discipline of nursing, including curriculum development and implementation initiatives to enhance the student experience and life. • Contribute to course review and development activity pertaining to the discipline and related programs. • Oversee the Australian Nursing and Midwifery Accreditation Council (ANMAC) professional accreditation requirements for the discipline of nursing and related programs. • Contribute to teaching leadership within the School and the Faculty. 	<ul style="list-style-type: none"> • Be Responsible and Accountable for Achieving Excellence • Make Informed Decisions
Research	<ul style="list-style-type: none"> • Conduct high quality research of an international standard through scholarly publications in discipline, and attainment of competitive research grants and other externally sourced research funds. • Supervision of honours and/or postgraduate research projects. • Contribute to research leadership within the School and the Faculty. 	<ul style="list-style-type: none"> • Collaborate Effectively • Adapt to and Lead Change • Coach and Develop
Academic Leadership and Service	<ul style="list-style-type: none"> • Contribute to development and ongoing review of course units offered by the School within the University's academic programs. • Participate in School, Faculty and University committees and related activities. • Support leadership in achieving the strategic intent of the University and implementing the strategic initiatives at a Faculty and School level. • May be required to undertake some formal supervision of academic staff (including sessional staff) as delegated by the State Head of School. 	<ul style="list-style-type: none"> • Adapt to and Lead Change • Coach and Develop

QUALIFICATIONS AND CAPABILITY OF THE POSITION HOLDER

This section sets out the qualifications, skills, knowledge, experience and competencies expected of the position holder, collectively referred to as 'qualifications and capability'. These are informed by the evidence and performance standards for the relevant Academic Level and Academic Career Pathway and Academic Level drawn from the [Academic Performance Matrices and Evidence Framework](#) and the Core Competencies set out in the [Capability Development Framework](#).

Opportunities to develop capability are provided through the development programs coordinated by internal providers of professional development. See the [Training and Development website](#) for more information.

Qualifications and Capability		Selection Criteria?
Qualifications and other credentials		
1.	A doctoral qualification in nursing or related discipline.	Yes
2.	Eligibility for registration with AHPRA	Yes
Teaching, curriculum development and scholarship of teaching		
3.	An academic learning & teaching profile in higher education.	Yes
4.	Experience in curriculum development, implementation and evaluation	Yes
Research		
5.	Experience in discipline specific research leading to scholarly publications and success in attracting competitive research funding	Yes
6.	Experience in supervision of Honours and HDR students to completion	Yes
Academic leadership/service		
7.	Senior administrative leadership experience in higher education.	Yes
Core Competencies		
8.	Live ACU's Mission, Vision and Values: Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.	Yes
9.	Be Responsible and Accountable for Achieving Excellence: Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.	Yes
Other attributes		
10.	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.	Yes