



Charles Sturt
University

Position Description



Associate Lecturer in Nursing

School of Nursing, Midwifery and Indigenous Health

Faculty of Science

Classification	Level A
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Special Conditions	May be required to conduct and/or support residential schools
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	March 2021

Faculty of Science

The [Faculty of Science](#) delivers flexible, innovative [teaching programs](#) which provide graduates with the skills and knowledge to build a career, advance their profession and contribute to their community. We currently have more than 9000 students and over 500 staff dedicated to advancing scientific knowledge.

We are a leader in strategic and applied [research](#) in a wide array of sciences. We enhance and extend knowledge, train and educate future researchers and provide scientific solutions to current challenges. We achieve this through ethical practice, professional collaborations, industry involvement and a commitment to continual improvement.

We also provide a range of health and other services to our regional communities through our [enterprise](#) activities.

School of Nursing, Midwifery and Indigenous Health

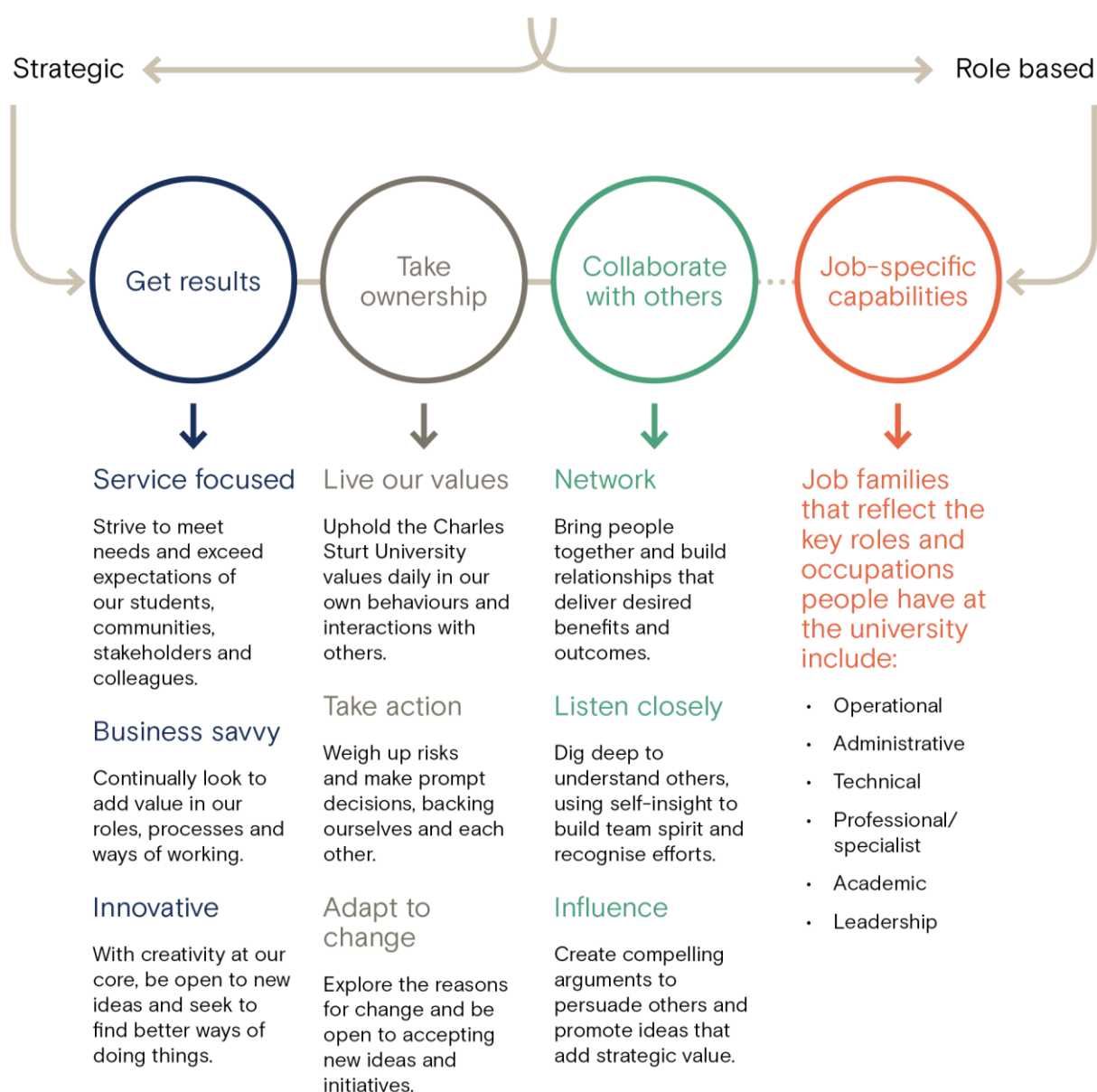
The [School of Nursing, Midwifery and Indigenous Health](#) is committed to educating all students to live well and help others to adopt healthy lifestyles in a range of settings. Academic staff are passionate about the transformational nature of education – it is through learning and growth that people achieve their potential.

The courses offered by the School of Nursing, Midwifery and Indigenous Health include undergraduate, postgraduate, and higher degrees by research in nursing, midwifery and Indigenous 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.

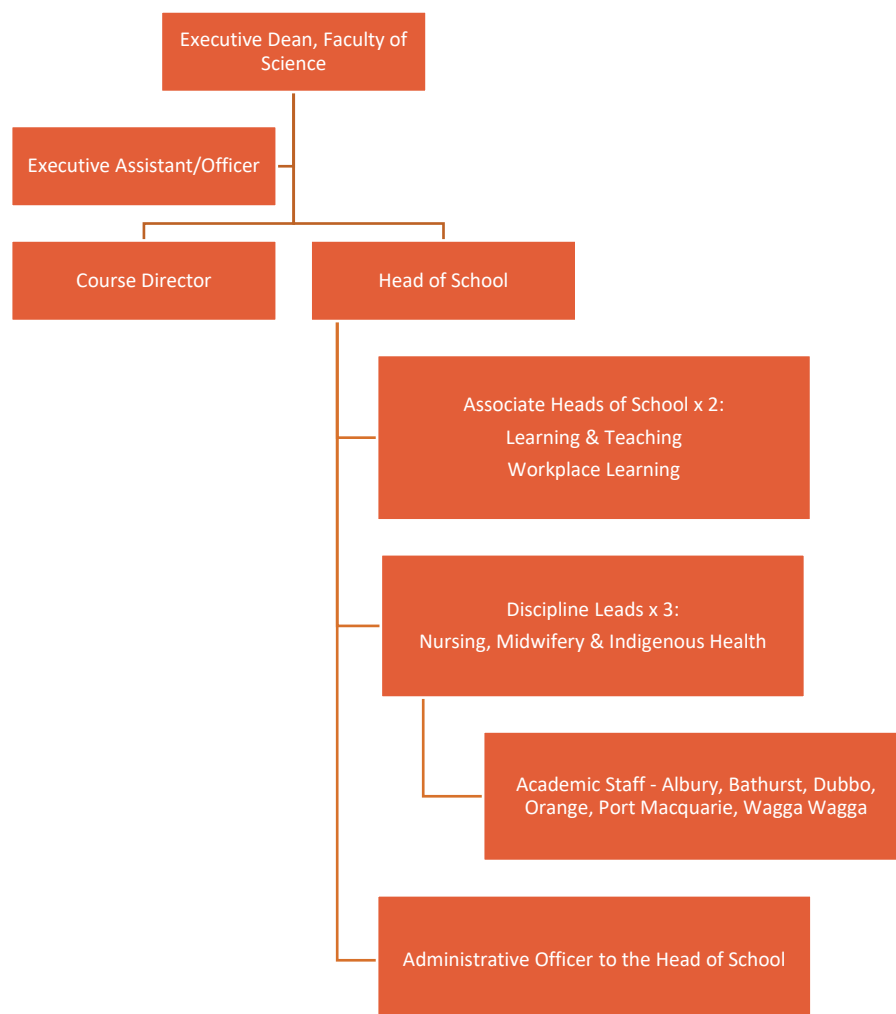


Our University Values





Organisational Chart



Reporting relationship

This position reports to: Discipline Lead- Nursing

This position supervises: Nil

Key working relationships

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



Position overview

The Associate Lecturer in Nursing will 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 undergraduate levels and participate in the administration and ongoing subject development.

The successful candidate will also have an opportunity to develop and progress an active research profile aligned to the strategic direction of the School.

Principal responsibilities

- Apply CSU 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 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 oriented 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 and/or courses.
- Develop and maintain a sound and current knowledge and understanding of discipline area through industry engagement and/or scholarly activities or similar.
- Conduct, under supervision, ethical, high quality research and contribute to knowledge through scholarship, publication and presentation.
- Under supervision, develop and execute a research plan that aligns with CSU's Research Plan and objectives including contributing to application for funding to support research outcomes.
- Build networks and form relationships with internal and external researchers and stakeholders, as appropriate.
- Build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.
- Foster partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, and course profile.
- 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.
- Develop and/or evaluate continuing professional education and maintain professional accreditation.
- Participate in external professional reviews.



- Actively contribute to governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required.

Capabilities

- Utilising the knowledge and experience gained from working in a range of academic and/or clinical contexts, contribute to the operation of the School of Nursing, Midwifery and Indigenous Health, in line with University and Faculty strategy, to enhance outcomes for the University as a whole;
- Utilising the knowledge and experience developed from working in a range of academic and/or clinical contexts, support the Head of School to improve the teaching and learning environments supported by the School;
- Coordinate high quality subjects, using flexible and contemporary teaching and learning approaches and technologies, to achieve high student satisfaction ratings;
- Utilising advanced knowledge and extensive experience gained from academic and/or clinical environments, support academic teams to achieve substantial teaching, learning and research outcomes;
- Promote culturally respectful, inclusive and safe practices in the workplace; and
- Drawing on knowledge and experience of a range of industry settings, identify, support the development and maintenance of strong partnerships, networks, relationships and teams with external stakeholders, thereby enhancing the success of courses offered and research conducted by the School.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driving Hours Guidelines and Policy](#).
- 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 degree or higher; an extended professional degree; a postgraduate diploma appropriate to the relevant discipline area; or equivalent accreditation and standing.
- B. Capacity to undertake, under supervision, teaching and/or research/creative works or professional activity.
- C. Sound knowledge and understanding of the discipline area gained through industry experience and/or scholarly activities or similar.
- D. Commitment to undertake professional development, including where appropriate, higher degree study, to enhance skills in teaching and/or research/creative works or professional activity.
- E. Demonstrated high level communication and interpersonal skills including influencing, negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- F. Demonstrated capacity to work both collaboratively, independently in an academic setting with an outcome orientated focus.
- G. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

Desirable

- H. Qualifications in education, or equivalent standing.
- I. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

