



University of the
Sunshine Coast
Australia

Candidate Prospectus | Job ID 492391

Professor of Nursing and Discipline Lead



Acknowledgment of Country

The University of the Sunshine Coast acknowledges the Traditional Custodians of the land on which we live, work and study. We pay our respects to local Indigenous Elders past, present and emerging and recognises the strength, resilience and capacity of all Aboriginal and Torres Strait Islander people.

Candidate Prospectus

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Contents

| | |
|--------------------------|----|
| Welcome message | 1 |
| Our region..... | 2 |
| The organisation..... | 3 |
| Our community | 6 |
| Our research..... | 7 |
| School of Health | 8 |
| The opportunity | 9 |
| Selection criteria | 12 |
| Recruitment process..... | 13 |



Welcome to the University of the Sunshine Coast

As one of Australia's fastest growing universities, the University of the Sunshine Coast (UniSC) is ripe with opportunities for passionate, skilled and determined leaders who want to make an impact in higher education.

Our first campus, on the Sunshine Coast, opened its doors in 1996 following a campaign from local residents who advocated for the provision of locally-provided tertiary education opportunities.

Since then, we have strategically expanded our footprint into other regional areas that previously lacked access to higher education. Today, we have five campuses spanning South East Queensland, an area of unique geographical importance. In fact, UniSC is the world's only university with campuses on three connecting UNESCO biosphere reserves and the World Heritage Listed K'gari.

We work closely with local leaders, industry, and non-government partners to ensure programs, research and support services are closely aligned with each region's needs and aspirations.

It's a collaborative model that has proven successful, as reflected in our rapid growth. And, as South-East Queensland's population continues to swell – especially on the Sunshine Coast and the Moreton Bay region – we will grow alongside our communities, enhancing our award-winning campuses and facilities to meet the demand.

Our reputation continues to grow too. According to the Good Universities Guide 2023/24, we have 14 five-star ratings from key areas including teaching quality, overall experience, learner resources, skills development, social equity, student support, first generation and learner engagement.

On the world stage, we are a recognised global leader when it comes to sustainability principles. In the 2023 Times Higher Education's Impact Rankings, UniSC was the top ranked Queensland University for Overall Impact, and eighth in Australia with an overall score of 92.9 out of 100. We are first in Queensland across five of the United Nations' Sustainable Development Goals (SDGs) and in the top two percent globally for Overall Impact.

Our researchers are working to address some of today's most pressing issues, implementing changes that make a big difference to lives and communities here at home, across the Pacific and around the globe. Ultimately, our research aims to bring about real impact, by focussing on ensuring healthier people and a healthier planet.

Our key research focus areas (ecology and environment, agriculture, aquaculture and forestry health, medicine and wellbeing, and human behaviour, work and society) provide strong opportunities for cross-disciplinary research capable of solving significant global challenges.

While these results are impressive, they are just the start of our story. We are young, agile and determined to become Australia's premier regional university.

With future-focused degrees, world-leading sustainability research and five-star teaching, we warmly encourage you to join us on this journey to create a better tomorrow for all.

Best regards,



Professor Helen Bartlett
Vice-Chancellor and President

Our regions

Sunshine Coast

The region pays homage to its ancestral roots with the Kabi Kabi and Jinibara people as the Traditional Custodians of the land, reminding residents of the significance of preserving ancient traditions.

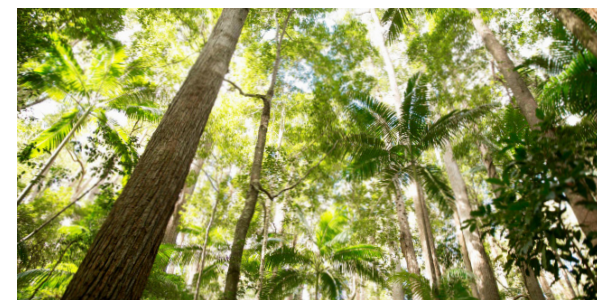
Nature is at the heart of life on the Sunshine Coast, with pristine beaches, lush rainforests, and a picturesque hinterland offering a paradise for those who value a healthy, active lifestyle. The region's strong sense of community is cultivated through local events, markets, festivals, and volunteer opportunities, uniting residents in their shared love for this unique part of the world. The growing economy presents diverse job opportunities, ensuring a high quality of life with access to a range of services and amenities. Living on the Sunshine Coast means being a part of a harmonious blend of cultures, nature, and a thriving community, offering a truly enriching and fulfilling lifestyle.

Moreton Bay

In the heart of South East Queensland, the City of Moreton Bay is an extraordinary place where history, diversity, and natural beauty converge. This land is the ancestral home of the Kabi Kabi, Jinibara, and Turrbal peoples, whose rich traditions and cultural heritage still echo in the region. Today, Moreton Bay is home to many communities from a wide range of cultural backgrounds and welcomes with open arms, visitors from across Australia and around the world.

The City of Moreton Bay is conveniently located just north of Brisbane, and easily accessible by car, train or bus. Brisbane airport offers daily flights for international and domestic visitors.

With a population nearing 500,000 The City of Moreton Bay stand as one of the largest and most rapidly growing areas in all of Australia.



Our regions

Gympie

Nestled in the heart of the Great Sandy Biosphere, the region has a rich cultural heritage of the Kabi Kabi, Butchulla and Wakka Wakka peoples.

Gympie is 90 minutes north of Brisbane, and is a commercial hub and heritage town with a strong agricultural economy, including beef, dairy, livestock, and horticulture. The Gympie Region is home to nearly 50,000 people, with a predicted growth of up to 60,600 by 2036. With its natural beauty and welcoming sense of community, Gympie is a place where you'll always feel at home.

Fraser Coast

A treasure trove of natural wonders, secluded beaches, and renowned humpback whale watching, this region showcases a myriad natural wonders, including the incredible K'Gari, a Unesco World Heritage-listed site and the world's largest sand island.

The Butchulla people are the Traditional Custodians of the Hervey Bay region which is a 3 1/2 hour drive or 45 minute flight from Brisbane and boasts a subtropical climate and a lifestyle that is safe to live, learn, work and play.

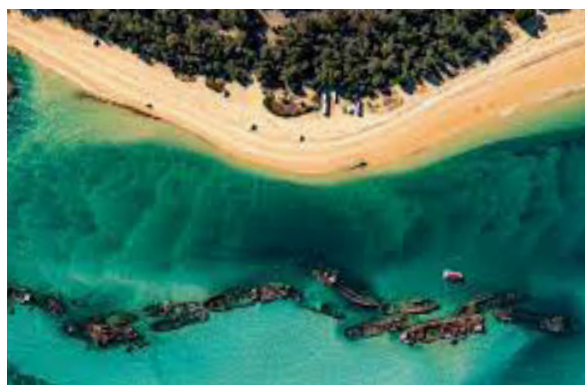
Caboolture

Caboolture offers a unique blend of golden shorelines and the Glass House Mountains. Acknowledging the Kabi Kabi and Jinibara people as its Traditional Custodians, Caboolture is committed to living in harmony with the environment.

Situated in the City of Moreton Bay, Caboolture's coastal proximity allows for pristine beaches and marine adventures. The region mirrors its diversity in its community, with people from 156 countries calling it home. Caboolture boasts abundant facilities, including pristine beaches, hinterland hideaways, state-of-the-art sporting venues, and captivating entertainment, creating a vibrant and inclusive atmosphere for all.

Our locations

We recommend you visit the region's tourism pages for further information and inspiration:



The organisation

UniSC's organisational structure supports its ambitious agenda. Strong portfolios and flat, clear reporting lines facilitate accountability, flexibility and responsiveness.

The University is governed by an 18-member **Council**, led by the **Chancellor**.

The **Vice-Chancellor and President** is responsible to University Council for strategic development, organisational leadership and day-to-day operations of the University, including governance and risk management. The Vice-Chancellor and President also oversees the Pro Vice-Chancellor (Aboriginal and Torres Strait Islander Strategy), Governance and Risk Management, Government Relations, and Financial Services.

The **Deputy Vice-Chancellor Academic** oversees the academic functions of UniSC and related support areas including Schools, High Performance Sport, the Academic Support Unit and the Library.

UniSC's academic structure includes five schools:

- Business and Creative Industries
- Education and Tertiary Access
- Health
- Law and Society
- Science, Technology and Engineering.

The DVC(A) also oversees the Office of the **Pro Vice-Chancellor (Learning and Teaching Futures)** who is responsible for the Centre for Support and Advancement of Learning and Teaching (CSALT), UniSC's learning and teaching strategies, and chairs the Learning and Teaching Committee.

The **Deputy Vice-Chancellor Research and Innovation** leads research, innovation and commercialisation at the University and is responsible for the Innovation Centre. The position is responsible for building the research profile and outcomes of UniSC and identifying and developing future areas of growth.

The DVC(RI) also oversees the Research Centres and Institutes, including the Clinical Trials Centre, the Graduate Research School, and the Thompson Institute.

The **Chief Operating Officer** is responsible for the leadership and strategic management of the corporate functions of UniSC and related support areas to ensure UniSC's ongoing viability. The COO oversees Facilities Management, People and Culture, Information and Analytics, Information Technology, and Major Projects.

The **Pro Vice-Chancellor Global and Engagement** is responsible for Marketing and Communications, the Advancement Office, the Art Gallery, the International Office, and the Centre for International Development, Social Entrepreneurship and Leadership. The PVC(GE) also oversees UniSC Fraser Coast, UniSC Gympie, UniSC Caboolture and UniSC Moreton Bay campuses..

Our students



INDIGENOUS
STUDENTS

Highest %
in 5 years

| | | | | |
|------|------|------|------|------|
| 3.3% | 3.1% | 3.4% | 3.7% | 3.7% |
| 2018 | 2019 | 2020 | 2021 | 2022 |



FIRST IN FAMILY
UNDERGRADUATE STUDENTS



41.6%

First in family

58.4%

Not first in family



DOMESTIC UNDERGRADUATE
STUDENT ATTENDANCE

| | |
|-----------|-------|
| Full time | 54.4% |
| Part time | 45.6% |



INTERNATIONAL COUNTRIES

Top source
countries
for new
international
students

Nepal

Germany

China

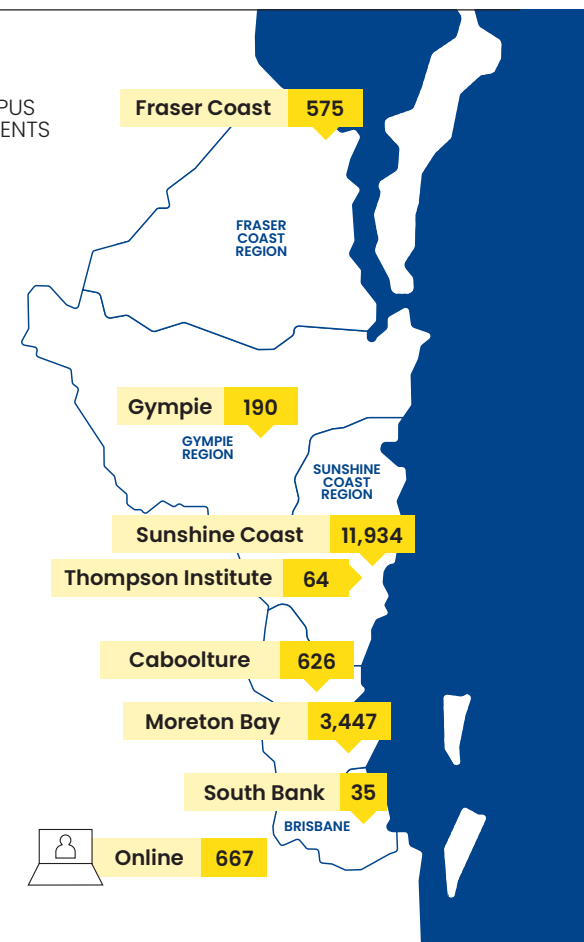


India

Norway



CAMPUS
STUDENTS



Our community

UniSC is a community which recognises and embraces diversity among our staff, students and community partnerships. We provide an inclusive environment where each person feels they belong and are respected, connected and empowered.

To achieve diversity and inclusion we have identified six focus areas. We acknowledge that as individuals, we all have multifaceted identities as encompassed in our understanding of diversity. Our focus areas are thus interconnected and come together in a unique way for each individual, embracing their experiences and personal perspectives.

Having a focused approach will allow us to accelerate a sense of belonging and greater inclusion for historically underrepresented individuals.

Our focus areas include

- Learning and working at all life stages
- Aboriginal and Torres Strait Islander Education
- Cultural and linguistic diversity
- Disability and inclusion
- LGBTIQ+ and community
- Gender equity

Opening the door for women in leadership

UniSC is a proud recipient of the prestigious Athena SWAN Bronze Award, granted as part of the Science in Australia Gender Equity (SAGE) initiative which aims to address and improve gender equity in the science, technology, engineering, mathematics and medicine (STEMM) disciplines. Attaining an award is recognition of our ongoing commitment to improving gender equity and ensuring that women from diverse backgrounds, as well as underrepresented groups, are best positioned to reach their full potential.

Gender-diverse leadership at executive level is shown to increase an organisation's problem-solving ability and its lateral and critical thinking skills. Gender diversity benefits all, as teams with gender diversity have been shown to enhance performance and create stronger job satisfaction and inclusive practice.

Work-life integration

UniSC is committed to creating a supportive working environment and have a range of guidelines, policies and procedures in place to ensure that staff of all genders feel supported in maintaining a healthy work-life balance. Arrangements that may support a healthy work-life balance include flexible work hours, purchase of additional leave credits, working from home, and a variety of leave options including parental and carer's leave.

We recognise that a positive workplace and team culture supports the work life integration of our staff. This drives positive engagement, innovation, high-performance, talent attraction and retention outcomes. Work-life integration encourages diversity and inclusion of staff, recognising needs at different stages of their careers, from family responsibilities to cultural and community commitments.

LGBTIQ+ and community

We are committed to creating an inclusive environment that facilitates equitable access and full participation in employment and education and are focused on the inclusion of sexually and gender diverse identities.

As one of 65 Australian academic organisations – and the only university in Queensland – that demonstrated support for Australian Marriage Equality campaign in 2017, we remain committed to equality for sexually and gender diverse identities. The Ally Network is a UniSC support network for LGBTIQ+ students and staff to seek confidential support.

Our rankings



First in Australia for
postgraduate skills development*

We're thrilled to be the
top ranked Queensland university[^]

First in Queensland for 'Overall Impact'[^]

First in Queensland for overall
education experience*

First in Queensland
across five of the United Nations'
Sustainable Development Goals (SDGs)[^]



14 five-star ratings from key areas*

- Teaching quality
- Overall experience
- Learner resources
- Skills development
- Social equity
- Student support
- First generation
- Learner engagement



Top 2% globally for Overall Impact
and **8th place** in Australia[^]



Ranked third in the world for our global
impact to Clean Water and Sanitation[^]



26 research fields at UniSC are
ranked at world standard or above[#]

* Good Universities Guide 2023/24

[^] Times Higher Education (THE) Impact Rankings 2023

[#] Excellence in Research Australia (ERA) 2018

Our research



A young university at the epicentre of progress

We're a growing, comprehensive university focused on excellent teaching, ground-breaking research, championing sustainability, and producing award-winning alumni. UniSC's academic schools have strong links to industry and professional practice and produce relevant and impactful research.

Our research explores the timeliest topics of our era, those with the most significance for the future, with a focus on: Health, medicine and wellbeing; Agriculture, aquaculture and forestry; Ecology and environment; and Human behaviour, work and society.

UniSC's Thompson Institute

Addressing society's most pressing mental health issues. We integrate world-class research, clinical services and education under one roof, because it enables fast translation of research breakthroughs into practice. Everything we do is underpinned by neuroscience. This uncovers promising new insights into mental health and how it is linked to our brain structure and function.

Centre for Bioinnovation

Using bio-inspired approaches to contribute to drug discovery, disease diagnostics, and therapeutics. Improving societal outcomes and supporting ecosystems through a focus on aquaculture, conservation and biodiversity.

Australian Centre for Pacific Islands Research

ACPIR is a multidisciplinary research centre that provides a focal point for the expertise and experience of researchers connected through their capacity to make a significant contribution to knowledge and impact in the areas of primary production, community health and the environment in the Pacific Islands region.

Forest Research Institute

UniSC's Forest Research Institute undertakes work in the broad spectrum of forestry research areas that make direct and meaningful contributions to the sustainability of our wooded landscapes. This includes important areas of studies such as smallholder and forest conservation-based research, along with work to ensure industries are meeting regulatory requirements and public expectations.

Centre for Human Factors and Sociotechnical Systems

Established in 2013 with the aim of developing a leading research capability in the areas of Human Factors, Sociotechnical Systems, and Systems thinking. The Centre was officially recognised as a Tier 2 research centre by UniSC in 2015 and currently comprises various academic, teaching and research support staff and PhD and Masters students.

School of Health

At the forefront of health education and research, the School of Health at UniSC offers an exceptional learning environment equipped with state-of-the-art facilities and cutting-edge technology. Our modern laboratories, simulated learning suites, and nursing and midwifery wards provide students with hands-on experience that closely mirrors real-world scenarios, preparing them for successful careers in health care.

Under the guidance of our world-class researchers and industry experts, students have the opportunity to pursue their research passions and contribute to impactful discoveries. The School has recently brought together multi-disciplinary research clusters in areas such as Healthy Aging, Mental Health and Wellbeing, Cancer and Health Economics to provide an environment for collaboration not only across the school but with our partners in healthcare.

Our comprehensive range of study programs covers various fields within the health sector, including biomedical science, midwifery, nursing, nutrition and dietetics, occupational therapy, paramedicine, psychology, public health, and sport and exercise science. Each program is designed with a focus on international, regional, and community health priorities, ensuring that our graduates are equipped with the knowledge and skills needed to make meaningful contributions to the health and wellbeing of diverse populations.

The School currently offers more than 20 Programs that have national accreditation through a variety of professional organisations.

As a passionate and dedicated team of health professionals, we are committed to excellence in both education and research. Our research endeavors have been recognised with numerous accolades, including \$4 million in awarded funding, 539 publications, and the supervision of 139 Higher Degree by Research (HDR) students (2022–2023). With around 160 full-time equivalent (FTE) academic staff members and a portfolio of 55 awarded projects, we continue to push the boundaries of knowledge and innovation in the field of health.

Join us at the School of Health at UniSC as we work together to advance knowledge, promote wellness, and create positive change in our communities. With an enrollment of over 7,000 students, our vibrant academic community is fueled by a shared passion for improving health outcomes and making a difference in the world.

Nursing at UniSC – for a better tomorrow

Join our dedicated team in shaping the next generation of nurses. At UniSC, we are committed to providing our staff with the support and resources they need to excel in their roles and make a positive impact on the lives of our students and communities.

As the Discipline Lead of Nursing you will play a pivotal role in guiding and mentoring our students as they embark on their journey to becoming skilled healthcare professionals. At UniSC, we value innovation and collaboration, and we encourage our staff to actively contribute to the development of our academic programs and research agenda. Your insights and expertise will be welcomed as we work together to deliver excellence in education and research.

By joining UniSC, you will become part of a vibrant and supportive community dedicated to excellence in nursing education. Together, we will empower the next generation of healthcare professionals to make a difference in the lives of individuals and communities, ensuring that everyone has access to high-quality, compassionate care.

Professor of Nursing and Discipline Lead

Work area

School of Health

Location

UniSC Sunshine Coast, Sippy Downs

Classification

Academic Level E

Supervisor

Foundation Dean, School of Health

Position overview

The Professor will lead the university's initiatives in Nursing related research, teaching, and community engagement. This role demands an individual of international renown within the field of Nursing, capable of driving innovation, advancing knowledge, and shaping the future of healthcare education and practice. As an internationally recognised authority in Nursing, the successful candidate will have made a significant impact on the discipline, earning respect and acknowledgment from peers both nationally and internationally. They will bring with them extensive experience in research, teaching, and community engagement, showcasing excellence across these domains. The incumbent will demonstrate leadership in securing competitive grants, publishing in esteemed journals, and mentoring researchers, thereby contributing to the growth and development of the field. Moreover, they will exhibit innovation in curriculum development and teaching practices, fostering student engagement and ensuring their success. Beyond academic pursuits, the Professor will play a pivotal role in forging strategic partnerships and initiatives to address real-world healthcare challenges at regional, national, and international levels. Their mentorship and leadership will be pivotal in fostering a positive academic environment, nurturing excellence among colleagues and students.

This position presents an opportunity to make a profound impact on the field of Nursing, contributing to societal progress and shaping the next generation of healthcare professionals. Additionally, as the Discipline Lead, the incumbent will provide leadership and support to academic staff within the discipline, aligning with school objectives and university strategies while promoting research integration, innovation, and improved experiences for students and staff alike.



UniSC Professor position overview

At the University of the Sunshine Coast, a Professor has established and continuing international expert status and is recognised as an eminent authority in their discipline/field. They have substantial involvement in the development of their discipline/field, both nationally and internationally, having made a clear and formative impact, which is recognised and acknowledged as significant by national and international leaders in the discipline/field.

- i. A Professor has a strong, systematic and sustained track record in research. They have attained international recognition in their discipline and can demonstrate significant involvement in and impact on the development of their discipline internationally, which are recognised by their peers as international leadership in the field. They have had consistent success applying for external competitive grants, manage significant research projects and lead and mentor other researchers. The quality and impact of their research can be demonstrated by, for example: the status and consistency of publications or exhibitions with the expectation that publications are in leading journals in the discipline/field; commercialisation or the uptake of intellectual property; citation rates; and the value of their research for social, environmental, cultural and commercial benefit. They can demonstrate sustained and consistent quality supervision of candidates for higher degrees by research (HDR) and mentor

other HDR supervisors.

- ii. As a leader in learning and teaching, a Professor has extensive experience as a senior academic and provides strategic leadership in key aspects of teaching and supporting learning. They make significant contributions to the teaching effort of the School through both exemplary teaching practice and leadership in teaching. For example, they can: undertake high level management and administrative functions in learning and teaching; be responsible for strategic leadership and policy-making in learning and teaching; provide leadership and foster excellence in the design and development of innovative curricula and program development; demonstrate the ability to influence, motivate and inspire both students and other academic staff. Additional outputs can include: a consistent and substantial record of scholarship in learning and teaching (publications) that is nationally and internationally recognised and has demonstrable impact on learning and teaching in the discipline/field; and grants for teaching innovation (especially external competitive grants).
- iii. A Professor often provides scholarly leadership that is recognised externally through national learning and teaching awards and grants, and invitations to serve on national panels and deliver keynote addresses at significant learning and teaching conferences. A Professor makes significant contributions to the

development and standing of the University and/or regional development. Through leadership in engagement, a Professor can demonstrate sustained excellence that has resulted in major outcomes and high levels of recognition and prestige for the University and significant social, economic and cultural impact outside the University. For example, external engagement can involve significant contributions to and outcomes from developing and maintaining strategic and productive partnerships, connections and relationships with people, groups and organisations at local, national and international levels and serving on national panels (for example, ARC panels of experts and other assessment panels) and international panels.

- iv. Within the University, a Professor makes high level strategic contributions to School and University development, governance and capacity-building. They make significant leadership contributions to the development of collegial activities and foster academic and professional excellence at all levels.

All staff are expected to contribute to the achievement of the University's strategic goals and priorities and provide service to the University commensurate with their level of appointment and the opportunities available to them.

Duties

1. The University aims to build research productivity and output significantly. Research is a scholarly practice that includes:
 - International leadership in their field
 - purposefully developing focused expertise in a discipline/field
 - developing a clear research agenda and leading research teams
 - framing research problems and researchable hypotheses
 - designing, conducting and leading research projects and writing research reports
 - consistently and successfully applying for significant research grants, particularly external competitive grants
 - communicating research outcomes to both expert and lay audiences through publishing, exhibiting and performing, and subjecting outcomes to peer appraisal
 - mentoring other researchers, including Mid- and Early Career Researchers
 - successfully supervising Higher Degree by Research candidates
 - developing and maintaining strategic research partnerships
 - developing and exploiting intellectual property
 - being invited to conduct research with colleagues at other universities and give addresses in various research and research training fora in recognition of excellence in research in the discipline/field, and
- consistently making significant leadership contributions to the development and maintenance of a positive academic environment that is conducive to high levels of engagement and standards of performance in research
2. The University is committed to delivering high quality teaching, learning and graduate outcomes. Teaching is a scholarly practice that includes:
 - maintaining currency in one's discipline/field
 - maintaining currency in effective learning and teaching practices, especially in one's discipline/field
 - leading the design, development, evaluation and improvement of curricula and teaching
 - leading innovation and making use of appropriate technologies and media to support and enhance learning, teaching, assessment and evaluation
 - engaging students in learning in a variety of modes including: face-to-face (lecturing, tutoring, conducting workshops, simulations and in laboratories) and learning supported by online tools that enhance knowledge construction, collaboration, communication and engagement
 - supporting students to be successful learners
 - assessing, and giving fair, helpful and timely feedback on students' work
 - leading learning and teaching development processes within and beyond the University
- high quality administration of teaching
- developing and maintaining strategic partnerships that enhance the quality of learning and teaching within the University and beyond
- conducting "practitioner research" into learning and teaching and communicating the outcomes of that research, particularly in quality refereed journals
- being invited to teach at other universities and give addresses in various learning and teaching fora in recognition of excellence in learning and teaching in one's discipline/field, and
- consistently making significant leadership contributions to the development and maintenance of a positive academic environment that is conducive to high levels of engagement and standards of performance in learning and teaching
3. The University is committed to regional, national and international engagement and articulates the importance of partnerships and ongoing consultation and cooperation with a broad and diverse range of stakeholders.
4. Engagement within the University enables academic staff to contribute to defining and achieving the University's strategic priorities through activities other than teaching and research.
5. Contribute to a positive and safe work environment for you and others, by modelling and promoting conduct that is culturally capable, inclusive, respectful, and ethical.

Selection criteria

1. Completion of a doctoral qualification in a relevant field and extensive experience as an academic leader in Nursing.
 2. Evidence of being a Registered Nurse through AHPRA or eligibility to register .
 3. Experience of leadership at a School, Discipline or Program level.
 4. Involvement in the development of the Nursing profession at a national and international level, and evidence of having made a clear and formative impact in one or more of the Nursing sub-specialities.
 5. A clear and coherent research program with: a strong track record of active, sustained and productive engagement in high quality research; publicly verifiable outputs and outcomes from research; external recognition of research performance and achievement; quality supervision of candidates for Higher Degrees by Research; and impact of research.
 6. Quality academic leadership, for example through: effective mentoring to develop the research capability and capacity of individual and teams of Mid- and Early Career Researchers; substantial leadership contributions in the area of Nursing that strengthen the University's teaching programs, research capacity, capability and culture; and a consistent record of service on national discipline panels, such panels of experts and other assessment panels.
 7. Effectiveness as a teacher, which is evidenced by both exemplary teaching practice and leadership in teaching, the ultimate outcome of which is student engagement and success. For example, by:
 - Leadership and/or implementation of research-led approaches to learning and teaching in the design and development of curricula;
 - Leadership of learning and teaching development processes which improve teaching practice within and/or beyond the University;
 - Sustained formal recognition for excellence in learning and teaching.
 8. Strong leadership contributions and personal qualities that influence the development and maintenance of a positive academic environment which is conducive to high levels of engagement and standards of achievement for both staff and students.
 9. Participation and success in academic administrative functions e.g. course/program/discipline coordination and/or leadership, within a University.
 10. The ability to develop and maintain productive regional, national and international partnerships that reap significant benefits for the University.
- Desirable**
11. 11. Formal external and/or internal recognition for excellence in learning and teaching and/or research.



Recruitment process

How to apply

Please submit your completed application via our website: including a detailed response to the selection criteria, an up to date CV and a cover letter expression your interest in this role.

Closing date

Applications close: **midnight, Monday 20 May 2024**

Contact

If you have any questions about the position or for a confidential discussion, please contact:

Professor Tony Perkins

Foundation Dean of Health,

aperkins1@usc.edu.au

Eligibility

Applicants who wish to apply for this position will need to provide evidence of valid full-time working rights in Australia. Sponsorship may be considered for international applicants.