



POSITION DESCRIPTION

Organisation Unit

Department of Nursing, Melbourne School of Health Sciences, Faculty of Medicine,
Dentistry and Health Sciences

Senior Lecturer - Nursing

POSITION NO	0046454
CLASSIFICATION	Level C
WORK FOCUS CATEGORY	Teaching Specialist
SALARY	\$120,993 - \$139,510 p.a. (pro rata)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time / part-time (0.6 – 1.0 FTE)
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Name: Marie Gerdtz Tel +61 3 83449418 Email gerdtzmf@unimelb@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The position will demonstrate excellence in learning and teaching within the Master of Nursing Science program and make a major contribution to the quality of student learning and the student experience that is underpinned by research and scholarship within the discipline.

Supported by the Coordinator Master of Nursing Science, the appointee will lead the delivery and monitoring of accredited curricula in professional nursing practice. This will include ensuring integration of a core curriculum that is underpinned by a philosophy that is person-centred, culturally safe and evidence-informed.

Leadership in the implementation of an indigenous-specific curriculum for all nursing programs will also be included as a central tenet of this role.

The appointee will demonstrate attributes aligned with the values of the Department of Nursing, in the School of Health Sciences, at the Faculty of Medicine, Dentistry and Health Sciences: Collaboration and Teamwork, Compassion, Respect, Integrity and Accountability.

They will actively contribute to scholarship in the Department of Nursing and have a national profile as a leader in professional nursing practice.

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Apply contemporary pedagogical theory to teaching practice, including those specific to the discipline of nursing
- ▶ Make a significant contribution to the delivery of professional practice within the Master of Nursing Science program
- ▶ Actively contribute to improving the overall quality of teaching in professional practice within the Master of Nursing Science program
- ▶ Make original contributions to development and evaluation of learning and teaching professional practice in the Master of Nursing Science curriculum
- ▶ Ensure that nursing programs are delivered to reflect the School's Indigenous Health Curriculum including integrating cultural safety principles and Indigenous health and associated issues across the curriculum
- ▶ Establish and build partnerships with national and international leaders and lead organisations in Indigenous Health that are relevant to the nursing profession, recruitment of Indigenous students and delivery of the Master of Nursing Science program.

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Participate in scholarship in the discipline independently and as a member of a team
- ▶ Produce quality conference and seminar papers and publications related to scholarly activities and innovations in learning and teaching

1.3 LEADERSHIP AND SERVICE

- ▶ Actively participate at School and/or Faculty meetings and play a major role in planning or committee work
- ▶ Actively participate in key aspects of engagement within and beyond the University e.g. School's outreach, first year orientation, academic advising and other external bodies

- ▶ Participate in community and professional activities related to nursing education including attendance and presentations at conferences and seminars
- ▶ Positive engagement in learning and career development of self and others
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity
- ▶ Lead the department in its recruitment and retention of Indigenous student initiatives in collaboration with the Faculty Indigenous Development teams.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD in Nursing or a related field;
- ▶ Demonstrated experience in the delivery of entry to practice programs in nursing;
- ▶ Demonstrated track record in subject coordination as evidenced by excellent student and peer evaluations for medium to large student cohorts
- ▶ Demonstrated knowledge, understanding and respect for indigenous health and associated issues and an ability to place these within nursing practice learning and teaching;
- ▶ National standing and demonstrated leadership in professional nursing practice;
- ▶ Excellent problem solving and organisational skills;
- ▶ A high level of interpersonal, written and oral communication skills and ability to build effective working relationship with all levels of stakeholders
- ▶ Demonstrated record of leading and participating in community affairs;
- ▶ Demonstrated capacity to negotiate and exercise initiative and innovation.

2.2 SPECIAL REQUIREMENTS

- ▶ The incumbent is required to hold a current Registration with Australian Health Practitioner Regulation Agency (AHPRA);

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual

harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 NURSING

www.nursing.unimelb.edu.au

The philosophy of Nursing at Melbourne is that clinical practice and practice-based research are integral to the educational preparation of all nurses at all levels of professional practice.

The qualifying degree in Nursing at Melbourne is the Master of Nursing Science. This degree is open to graduates from a range of undergraduate degree programs. The Department also offers 8 specialist Graduate Certificate courses, 1 Graduate Diploma course and 4 Advanced Practice courses (including the Master of Advanced Nursing Practice Nurse-Practitioner).

In research and research training, the Department of Nursing is progressing a dynamic nurse-led health services research program comprising five streams, each led by a senior academic, mid and early career researchers and research teams.

The streams include cancer, emergency and critical care, infant and child health, chronic disease & care across the lifespan and mental health. This comprehensive program of work focuses on understanding and addressing: patterns of health service utilisation, variations in access to and the delivery of care, the efficiency, quality and safety of the health system and consumer co-design of health service improvements. Critically, this research program is concerned with where and how nurse-led interventions, in the context of multi-disciplinary models of care, value add to patient, system level and population outcomes.

The Department is also home to the Centre for Psychiatric Nursing.

5.2 SCHOOL OF HEALTH SCIENCES

<http://www.healthsciences.unimelb.edu.au>

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, clinical

research, scholarship, professional practice, workforce training and knowledge exchange that contributes to local, national and global efforts to improve health and wellbeing. The Health Sciences School educates graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy and other non-medical health sciences through accredited programs tailored to workforce needs nationally and internationally. It provides national and international health sciences students with professional training to enable them to be competent and effective health professionals who are work ready, eligible for registration. It also delivers professional education courses and training for the health sciences professions and builds strong relationships and active programs of interaction with the alumni in each discipline. A key aim is to continue to build effective collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 60 full continuing academic staff and 30 continuing professional staff as well as more than 200 sessional and contract staff. In addition, there are more than 200 honorary appointments within Health Sciences.

The School has a student teaching load in excess of 1,000 equivalent full-time students including more than 100 research higher degree students.

5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.4 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.5 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>