

ASSOCIATE PROFESSOR OF EMERGENCY NURSING

DEPARTMENT/UNIT	School of Nursing and Midwifery
FACULTY/DIVISION	Faculty of Medicine, Nursing and Health Sciences Alfred Health
CLASSIFICATION	Level D
DESIGNATED CAMPUS OR LOCATION	Alfred Health and Clayton campus

ORGANISATIONAL CONTEXT

ALFRED HEALTH

Alfred Health is the main provider of health services to people living in the inner southeast suburbs of Melbourne and is also a major provider of specialist services to people across Victoria. The health service operates four outstanding facilities, The Alfred, Caulfield, Sandringham and the Melbourne Sexual Health Centre. Alfred Health's catchment reflects our role in providing tertiary, quaternary, statewide and specialised health services.

Further information about Alfred Health is available at www.alfredhealth.org.au

Alfred Health Nursing

Every Alfred Health nurse must practice in accordance with the Alfred Health Nursing Professional Practice Framework. The Professional Practice Framework defines the elements of nursing practice that improve the care and experience of our patients and aligns with the Patient's Come First Strategy. It is comprised of six domains that are crucial to maintain standards, lead change and add value to healthcare. These domains are Comprehensive Care, Leadership, Professional Development, Workforce, Research and Informatics.

About Alfred Health Emergency

Alfred Health Emergency cares for the local communities of Southern and Bayside Melbourne and the broader Victorian community via a large number of statewide clinical services. It delivers patient care through two campuses: The Alfred Eva and Les Erdi Emergency & Trauma Centre (E&TC) and Sandringham Hospital Emergency Department (SH ED). Together these two sites see and treat over 110,000 patients per annum.

The name Alfred Health Emergency (AHE) describes all services provided by medical, nursing, allied health, clerical and other specialised services for patients presenting to these two sites for emergency care.

Emergency campuses

The Alfred

Eva and Les Erdi Emergency & Trauma Centre The Alfred Hospital is a major adult tertiary referral hospital and is one of Australasia's busiest Trauma Centres. In addition, it is home to many Victorian statewide services, including the Victorian Adult Burns Unit, Heart and Lung Transplant, HIV Medicine, Cystic Fibrosis, Hyperbaric Medicine, Clinical Haematology, Haemophilia and Malignant Adult Haematology. Receiving patients to the hospital for statewide and national services results in the E&TC providing care for some of the sickest, most injured and most complex patients in our state and Australia.

Sandringham Hospital

Emergency Department Sandringham Hospital is a community-focused hospital. The Emergency Department is co-located with Ambulatory Care @ Sandringham, an urgent care centre run by general practitioners. SH ED also works alongside Monash Health @ Sandringham to provide support to their birthing suite, as well as neonatal resuscitation support. Ambulatory Care @ Sandringham is a partner of Alfred Health and cares for selected, non-urgent patients, allowing ED staff to care for higher acuity patients.

Monash University:

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.

We consistently rank 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.

Contributing to the global health care agenda, the Faculty aspires to lead in all areas of its research and education activity, collaborating to influence local, national and international policy to improve health and social outcomes, and reduce health inequity.

We've made a major impact in the world of medical research and are 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.

Monash Nursing and Midwifery 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 equal 3rd in the 2023 Shanghai Global Ranking of Academic subjects for Nursing, 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: <http://www.med.monash.edu.au/nursing/>

Monash and the Faculty of Medicine Nursing and Health Sciences values staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of [achievement relative to opportunity](#) in our selection processes.

POSITION PURPOSE

A Level D academic is expected to make major original contributions to the research enterprise of the area in which they are appointed and to play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of marked distinction in their area of research or scholarship.

The Associate Professor of Emergency Nursing is a key joint appointment that will provide strategic and research leadership in the academic and professional arenas, positioning Alfred

Health and Monash University Nursing and Midwifery for the future, progressing programs, research and community engagement.

The appointee will provide leadership, and coordinate and support staff and students at Alfred Health, and Monash University in research and clinical activities that are relevant to the joint appointment and university objectives. They will be expected to conduct research, seek external research and commercial funding and build cooperative relationships with industry partners and other external groups.

Reporting Line: The position reports to the Head of School, Monash Nursing and Midwifery and Executive Director of Nursing, Alfred Health

Supervisory Responsibilities: This position provides direct supervision to 6 research/academic staff

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level D research-only academic may include:

1. Actively engage in emergency research in line with Alfred Health and Monash University's research strategy, by maintaining a substantial active publication record and supervising and mentoring early career researchers and research students
2. Foster research excellence through procuring competitive research grants, leading significant research projects and working with and supporting other academics to develop research collaborations and research experience
3. Contribute to academic and administrative leadership within the health service and school, and participate in the development of policy in the school, faculty and University
4. Ensure compliance with relevant Alfred Health and Monash University clinical and administrative policies and guidelines and values.
5. Supervision of major honours or postgraduate research projects
6. Supervision of research and administrative staff and other academic staff responsible to the Level D research-only academic
7. Develop and maintain collaborative partnerships with external agencies, making a significant contribution to the profession
8. Participate in community and professional activities related to emergency care
9. Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise
10. Occasional contributions to the teaching program within the field of the staff member's research
11. Higher level research-related administrative functions, including responsibility for the oversight of financial management of grants
12. Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or departmental, school and/or faculty meetings and a major role in planning and committee work
13. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification in a relevant discipline, or equivalent accreditation and standing, together with subsequent research experience and is recognised as a leading authority in emergency care research.
 - Hold current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA).

Knowledge and Skills

2. Evidence of a strong personal program of research with outstanding scholarly activity of an international standard in nursing and a demonstrated ongoing commitment to one or more programs of research
3. Proven ability to generate research income, including from both traditional and more innovative sources of research funding
4. Proven experience of collaborative interdisciplinary research and ability to build effective research teams
5. Record of successful supervision of major honours and postgraduate research projects
6. Demonstrated skills and experience in managing and/or leading large research projects or teams, including director supervision of research staff
7. Evidence of effective engagement with industry partners, research institutes and/or external agencies
8. Demonstrated experience in overseeing the reporting and governance issues associated with external funding sources
9. Strong work ethic and commitment to team work and ability to work both independently and a demonstrated capacity to work collaboratively as a member of a team
10. Familiarity with the Australian health care system

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
- This position will require a successful National Police Record check

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.

REQUIREMENTS WHILE WORKING WITH ALFRED HEALTH

The person appointed to the position must:

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to Alfred Health quality and safety initiatives
- Follow Alfred Health safety, quality & risk policies and guidelines
- Maintain a safe working environment for themselves, their colleagues and members of the public.
- Escalate concerns regarding safety, quality & risk to appropriate staff member, if unable to rectify.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Alfred Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Provide staff working in their unit with appropriate supervision, training and instruction in accordance with Alfred Health policies.
- Ensure compliance with relevant Alfred Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform employment duties at Alfred Health.
- Comply with Alfred Health medication management and medication safety policies and guidelines.
- Comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Undertake research activities commensurate with the role