

Position Description

Professor, Nursing

Position No:	NEW
Business Unit:	Provost
School:	Nursing and Midwifery
Classification Level:	Level E Teaching and Research
Employment Type:	Full-Time, Continuing
Campus Location:	Melbourne (Bundoora)
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

A Level E academic is expected to be an internationally acknowledged leader in their discipline or professional field. They will design and lead curriculum development, teaching and conduct and publish, or otherwise disseminate, the highest quality and/or impact research/scholarship. They will also foster excellence in teaching and research/scholarship in that discipline or professional field at La Trobe, and through relevant national and international external bodies. All Professors are members of the University's Academic Board and are expected to contribute to the leadership not only of their School and Faculty, but also of the University as a whole.

The School of Nursing and Midwifery undertakes a wide range of teaching and research programs in Nursing, Midwifery, Maternal, Family and Child Health, Ageing and Aged Care, Health Service Design, Health and Wellbeing, Time Critical Nursing, Mental Health and Workforce. These interconnected programs combine to form Centres of Excellence based within our clinical networks and Research Centres.

The School of Nursing and Midwifery has immersed the curricula and research within a range of clinical contexts. The School offers undergraduate, postgraduate and higher degree research programs. An essential element is the establishment of Clinical Schools based at Alfred Health, Austin Health, Northern Health and Melbourne Health networks. The Clinical Schools enable students' direct access to expert clinicians and clinical services and provide a rich environment for clinically relevant research and practice change and facilitate opportunities for staff to undertake clinical practice. The Bachelor of Nursing students are based at a clinical school for the third year of the program, with all relevant third year theory and clinical practicums provided within the clinical school networks. Bachelor of Nursing/Bachelor of Midwifery students are also placed at the Women's and Mercy Hospitals. The School has a long established national and international reputation in nursing and midwifery research and education and the Clinical Schools provide opportunities for educational innovations, including simulation and clinician facilitated student supervision.

Duties at this level will include:

- Provide academic leadership in the development and teaching of the discipline/ program, at undergraduate and postgraduate levels.
- Lead course level curriculum design and develop and coordinate courses.
- Publish, or otherwise disseminate, in leading international journals and/or invited presentation at international conferences.
- Supervise Higher Degree by Research (HDR), honours and/or postgraduate research students.
- Provide academic leadership to ensure the development and maintenance of a robust research culture in the discipline of Nursing at La Trobe.
- Conduct research of the highest quality and/or impact and obtain necessary research funding from contracts/grants/consultancies.
- Play a leading role in discipline-based mentoring and supporting the development of more junior research and teaching staff within the School.
- Provide leadership to the School by undertaking major management and planning responsibilities, and chairing school, department, university committees/working parties.
- Promote the University and discipline by participating in appropriate local, national and/or international organisations and events.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
- Undertake other duties commensurate with the classification and scope of the position as required by the Dean.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or equivalent accreditation and standing recognised by the University/profession as appropriate for the discipline.
- Registered or eligible to register as a Registered Nurse and/or registered midwife with the Australian Health Practitioners Regulation Agency (AHPRA).
- Distinguished record of nationally and/or internationally recognised research, with evidence of the highest quality and/or impact. Where relevant evidence of citations and journal rankings should be given.
- Evidence of an international reputation in the appointee's professional field, and of significant national and international influence on their profession.
- Strong record of external research funding through competitive grants, industry grants or consultancies.
- Proven commitment to the highest quality teaching in related discipline or professional fields, including evidence of leadership in teaching and curriculum development at postgraduate levels.
- Demonstrated ability to attract honours/postgraduate research students and supervise to successful completion.
- Excellent interpersonal skills with a proven ability to build robust working relationships with academic and professional staff across the University.
- Evidence of effective leadership and management at department, school and/or university level.
- Proven experience and success in managing staff performance and development.

Capabilities required to be successful in the position

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and accurately reading and responding to organisational, political and social dynamics.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation across La Trobe – encouraging and enabling the generation of new ideas, demonstrating a willingness to experiment, and taking calculated risks to solve organisational problems and support the University's strategic and cultural priorities.
- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of organisational practice.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

La Trobe's Cultural Qualities:



We are accountable

*We strive for excellence in everything we do.
We hold each other and ourselves to
account, and work to the highest standard.*



We are connected

*We connect to the world outside – the
students and communities we serve, both
locally and globally*



We are innovative

*We tackle the big issues of our time to
transform the lives of our students and
society.*



We care

*We care about what we do and why we do it.
We believe in the power of education and
research to transform lives and global
society. We care about being the difference
in the lives of our students and communities*

For Human Resource Use Only

Initials:

Date: