

## Position Description



Position title:	Professor, Nursing and Discipline Leader
School/Section/VCO:	School of Nursing and Healthcare Professions
Campus:	Berwick Campus. Travel to other campuses will be required.
Classification:	Academic Level E
Time fraction:	Full-time
Employment mode:	Fixed-term employment for 5 years
Probationary period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Professor Wendy Cross, Dean, School of Nursing and Healthcare Professions Telephone: (03) 51226091 E-mail: w.cross@federation.edu.au
Recruitment number:	849506

### Background

Federation University Australia (FedUni) is a modern, progressive university providing high-quality vocational and higher education across a national and international network of campuses. The University has a distinguished history as the University of Ballarat, one of Australia's oldest higher education institutions. It became Federation University Australia in January 2014 upon amalgamation with Monash University's Gippsland Campus. Our campuses span Ballarat, Berwick, Gippsland and the Wimmera in Victoria. A new campus in Brisbane, Queensland, provides further opportunities for international students and student mobility.

### Position summary

The Professor of Nursing and Discipline Leader is responsible for strategic leadership of the Discipline in accordance with relevant learning and teaching and research plans including the development of inter-disciplinary and cross collaboration activities within the School. The position will also represent the discipline internally and externally including industry and professional body collaboration to ensure Discipline activities are recognized both nationally and/or internationally. Management of discipline staff through the PRDP process and maintenance of the academic workloads model (SWP) and compilation of estimated student numbers for resource allocation of learning and teaching activities, are all requirements of this position.

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The Professor will have an outstanding record in a relevant research area which will support the achievement of one of the University's priorities of developing its research capacity. This position is a strategic appointment which forms part of the University's priorities to further develop its key research strengths.

### Key responsibilities

#### Professor, Nursing (Level E)

1. Provide academic leadership in Nursing and managerial decision-making in the School of Nursing and Healthcare Professions.
2. Provide leadership for the development, implementation and monitoring of student retention and success strategies in Nursing.
3. Undertake research of an international calibre and generate research income.
4. Supervise research students at doctoral, masters and honours level.
5. Provide policy, strategic and planning advice regarding research activities to the Dean and Head of School/Deputy Dean and other appropriate colleagues within the University.
6. Make a distinguished personal contribution to teaching at all levels, including conducting lectures, tutorials and workshops as required.
7. Foster interactions with industry, government, and community groups.
8. Provide leadership in the discipline.
9. Develop collaborative opportunities for undergraduate teaching, postgraduate coursework and supervision of research higher degree students.
10. Interact with relevant disciplines in the School of Nursing and Healthcare Professions and other Schools of the University, both higher education and TAFE, in developing research opportunities and teaching programs which are attractive to domestic and international students.
11. Take an active role as part of the leadership of the School and serving on committees of the University as required.
12. Contribute to the growth of the School through its research and teaching, and its international and income generation activities.

#### Discipline Leader (Level E)

##### Leadership

1. Plan, lead and support the strategic and operational development of the Discipline including identification of priorities in a manner consistent with the University and School strategic priorities.
2. Develop and promote quality and currency in Discipline activities and inculcate excellence in teaching and research.
3. Represent the Discipline at the University and School level as well with industry and professional bodies.

##### Teaching and Research

4. Develop and maintain innovative and attractive academic majors and programs managed by the Discipline.
5. Work with the Associate Dean (Accreditation) to seek and maintain professional accreditation and other external recognition as appropriate.
6. Plan approve course coordinators and course offerings per semester and by delivery mode including oversight of transition arrangements for program changes.

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7. Provide oversight of student academic progress and results ratification in Discipline courses.
8. Chair Discipline meetings and contribute to boards and committees as required.
9. Undertake teaching and research supervision as required in collaboration with the Deputy Dean.
10. Lead, develop and maintain an appropriate research profile of the Discipline and generally guide the Disciplines research activities.

### Resource Allocation

11. Manage discipline staff including work allocation (SWP) and performance management (PRDP), leave approvals, recruitment and academic promotion.
12. Provide estimates of student numbers and of requirements for staff, equipment and other resources required for teaching and learning.

### Both positions

1. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position. For a more complete understanding and further information please access the Strategic Plan at: <https://federation.edu.au/about-us/our-university/strategic-plan>.
2. Undertake the responsibilities of the position adhering to:
  - The Staff and Child Safe Codes of Conduct and Conflict of Interest Policy and Procedure;
  - Equal Opportunity and anti-discrimination legislation and requirements;
  - the requirements for the inclusion of people with disabilities in work and study;
  - Occupational Health and Safety (OH&S) legislation and requirements; and
  - Public Records Office of Victoria (PROV) legislation.

## Level of responsibility

The Professor, Nursing and Discipline Leader demands excellent analytical, conceptual and research skills, together with substantial, sustained and proven educational, research and professional experience.

The Professor, Nursing and Discipline Leader must be able to develop and implement long and short-term research strategies for the School within the strategic framework of the University and in accordance with its mission, and possess significant problem solving abilities, creativity and initiative to resolve complex issues in a multi-sectoral regional university environment.

## Training and qualifications

Doctorate or equivalent in Nursing with demonstrated achievements in research.

## Position/Organisational relationships

The Professor, Nursing and Discipline Lead will work under the general direction of the Dean and Head of School/Deputy Dean, and work as part of the School's team of academic and administrative staff.

You will also work closely and collaboratively with the School leadership team to foster a teaching and learning, research culture within the School.

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### Key selection criteria

Applicants must demonstrate they are able to undertake the inherent responsibilities of the position as contained in the position description and are able to meet the following key selection criteria:

1. Doctorate or equivalent in Nursing or a related discipline.
2. Possession of an international scholarly reputation including an outstanding record of research publications in refereed international journals in the area of Nursing.
3. Expertise in developing research programs in Nursing and managerial decision-making.
4. Ability to attract funds for research and/or consultancies from a variety of sources including significant success with national and/or international competitive research grants.
5. Industry experience in a relevant area including involvement in inter-disciplinary projects.
6. Strong record of supervision of Doctoral students to completion.
7. Demonstrated experience in establishing, leading and managing research groups.
8. Demonstrated experience in developing teaching programs and ability to conduct high quality teaching in one of the relevant disciplines.
9. Excellence in communication and negotiation that will facilitate leadership in the School, the University and the wider community.
10. Demonstrated expertise in developing and implementing student-centred approaches with a focus on student success, including the ability to provide leadership in the development, implementation and monitoring of student-centred approaches and student success initiatives.
11. Knowledge and understanding of the needs, including learning needs, of a diverse range of students, including those with disabilities.
12. Demonstrated alignment with the University's commitment to child safety.

*The University reserves the right to invite applications and to make no appointment.*

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## Key Minimum Standards for Academic Levels (MSALs)

### Teaching and research academic staff

#### Level E

A Level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A Level E academic will have attained recognition as an eminent authority in his or her discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E academic will make original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline. He or she will make a commensurate contribution to the work of the institution.

*The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.*

Federation University Australia  
Union Enterprise Agreement  
2019–2021  
Academic and General Staff Employees