

Position description

Greater together 

Position title:	Associate Professor, Nursing
Institute/School/Centre/ Directorate/VCO:	Institute of Health and Wellbeing
Campus:	Mt Helen or Berwick Campus. Travel between campuses may be required.
Classification:	Academic Level D
Time fraction:	Full-time
Employment mode:	Continuing employment
Probation period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Professor Debbie Kirk, Professor, Nursing and Head of Discipline Telephone: (03) 5327 6011 Email: d.kirk@federation.edu.au
Recruitment number:	JR101210

Position summary

Appropriate to a Level D appointment, the Associate Professor, Nursing will be expected to:

- contribute to the development and delivery of Nursing units at undergraduate and graduate levels;
- contribute to the institute's research course by participating in research activities and developing or maintaining an active research profile; and
- contribute to the institute's administrative functions.

Portfolio

The Institute of Health and Wellbeing operates across the three main campuses of Mt Helen (Ballarat), Berwick and Gippsland (Churchill), and comprises approximately 150 fixed term and continuing academic staff, and a range of administrative, professional and sessional staff members. The Institute offers undergraduate and postgraduate programs in exercise and sports science, nursing, midwifery, paramedicine, psychology, occupational therapy, physiotherapy, public health, speech pathology, work health and safety, and research. Research, industry collaboration and consultancy form a major aspect of the Institute's activities, with numerous partnerships established with local, state, national and international organisations.

Background

At Federation University, we are driven to make a real difference to the lives of every student, and to the communities we serve.

We are one of Australia's oldest universities, known today for our modern approach to teaching and learning. For 150 years, we have been reaching out to new communities, steadily building a generation of independent thinkers united in the knowledge that they are greater together.

Across our University and TAFE campuses in Ballarat, Berwick, Gippsland, and the Wimmera, we deliver world-class education and facilities. With the largest network of campuses across Victoria, we are uniquely positioned to provide pathways from vocational education and skills training at Federation TAFE through to higher education.

To be successful at Federation University you must be willing to enthusiastically embrace the University's ambition as expressed in the 2021–2025 University Strategic Plan and share the University's values of:

INCLUSION, we celebrate our diversity, particularly valuing Aboriginal and Torres Strait Islander cultural heritage, knowledge and perspectives.

INNOVATION, we are agile and responsive to emerging opportunities.

EXCELLENCE, we act with integrity and take responsibility for achieving high standards.

EMPOWERMENT, we create a supportive environment to take informed risks in pursuit of success.

COLLABORATION, we establish genuine partnerships built on shared goals.

Key responsibilities

1. Making a significant contribution to developing, teaching, coordinating, and moderating units in Nursing at undergraduate and graduate levels.
2. Provide leadership for the development, implementation and monitoring of student retention and success strategies in Nursing.
3. Undertake teaching and assessment of undergraduate and postgraduate students within the area of Nursing
4. Participate in team projects and various committee meetings as required.
5. Supervise students undertaking project units, honours courses and research higher degrees.
6. Making a significant contribution to the administrative functions of the institute.
7. Making an outstanding contribution to research activity within the institute.
8. Promote, where appropriate, research and consultancy with outside bodies.
9. Playing a key leadership role in the teaching, research and administrative functions within the institute and the University.
10. Other responsibilities applicable to a Level D academic under current Minimum Standards for Academic Levels as assigned by the Executive Dean and Director, Academic Operations.
11. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position.
12. Embed effective risk management practices to ensure continuous service delivery. Participate in training and
13. Undertaking the responsibilities of the position adhering to:
 - the Staff Code of Conduct, Child Safe Code 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 (OHS) legislation and requirements; and
 - Public Records Office of Victoria (PROV) legislation.

Level of supervision and responsibility

The Associate Professor, Nursing will be expected to work independently in the conduct of teaching and research activities, assume a leadership role within the institute and the University in one or more of the areas of teaching, research and administration and assume a broad leadership role across a range of institute functions.

Position and organisational relationships

The Associate Professor, Nursing will work under the broad direction of the Pro Vice-Chancellor and Deputy Dean, and work as part of the institute team of academic and administrative staff.

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:

Training and qualifications

1. A doctoral qualification is required.
2. Hold a valid Employer Working with Children Check (WWCC) or hold a current registration with the Victorian Institute of Teaching (VIT).
3. Successful completion of Graduate Certificate in Education (Tertiary Education) (at least 50%) or equivalent qualification or willingness and commitment to undertake this qualification during probation.

Experience, knowledge and attributes

4. Substantial University administrative experience.
5. Demonstrated commitment to and enthusiasm for learning and teaching, and a distinguished teaching record.
6. A national or international record of achievement in research and a demonstrated capacity to play a leading role in the institute's research course.
7. A significant record of achievement in the supervision of honours, masters and doctoral students.
8. Organisational and administrative abilities necessary for coordination and administration of units, and other administrative duties.
9. Excellent interpersonal, oral and written communications skills, and an ability to relate well to students and other University staff.
10. Other relevant professional or managerial experience.
11. Demonstrated commitment and ability to develop and implement student-centred approaches with a focus on student success, including the ability to provide leadership to the institute in the development, implementation and monitoring of student-centred approaches and student success initiatives.
12. Knowledge and understanding of the needs, including learning needs, of a diverse range of students, including those with disabilities.
13. Demonstrated working knowledge and application of the Child Safety Standards.
14. Demonstrated knowledge and application of appropriate behaviours when engaging with children, including children with a disability and from culturally and/or linguistically diverse backgrounds.

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

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.

Key Minimum Standards for Academic Levels (MSALs)
Teaching and research academic staff**Level D**

A Level D academic will normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisation unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in his or her discipline. He or she will make original and innovative contributions to the advancement of scholarship, research and teaching in his or her discipline.

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
Academic and General Staff Employees
2023–2026