

Position description

Greater together 

Position title:	Associate Professor / Professor, Nursing
Institute/School/Centre/ Directorate/VCO:	Institute of Health and Wellbeing (IHW)
Campus:	Mt Helen. Travel to Grampians Health campuses will be required.
Classification:	Academic Level D or Academic Level E
Time fraction:	Full-time
Employment mode:	Fixed-term employment
Reason for fixed term:	Specific task or project
Probation period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Debbie Kirk, Professor, Nursing and Head of Discipline Telephone: (03) 5327 6011 Email: d.kirk@federation.edu.au
Recruitment number:	JR101206

Position summary

The Associate Professor / Professor of Nursing, jointly appointed by Federation University and Grampians Health (GH), is responsible for advancing clinical research to improve patient outcomes and enhance healthcare delivery. Key responsibilities include fostering collaborative research projects between academic and clinical teams, mentoring emerging researchers, and facilitating the translation of evidence-based findings into practice. The role involves active engagement with clinicians and students to identify research opportunities that address local health challenges, particularly within rural and regional contexts. Through strategic leadership, the position seeks to build sustainable research partnerships, secure external funding, and contribute to the development of innovative clinical interventions. By promoting a culture of inquiry and continuous improvement, the Associate Professor / Professor supports both organizations in achieving excellence in clinical practice, education, and community health impact.

This position will design, develop, and implement research, in addition to supporting the growth of clinical and/or health service research activity and skills for health professionals, create better linkages between clinicians, researchers, and academics, and foster the next generation of clinical researchers. This role will coordinate and promote evidence-based practice, research translation and research capability and capacity building at Grampians Health.

This is a leadership position and will collaborate with the GH Chief Nursing and Midwifery Officer and other relevant GH stakeholders to provide strategic leadership in research. This position will work across Grampians Health and Federation University and will involve travel between campuses throughout the region.

Level D

The Associate Professor, Nursing is expected to contribute to the Grampians Health and the Institute of Health and Wellbeing by actively engaging and leading research activities, maintaining a research profile, and participating in teaching and administrative functions within the Institute. The Associate Professor will ideally have a research interest in rural and regional health.

Level E

The Professor, Nursing will provide academic leadership in nursing and health research and is recognized for an outstanding record in rural and regional health research. This strategic role supports the University's and Grampians Health objectives to enhance research capacity and develop key research strengths.

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

Federation University

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 Federation University's 2040 Strategic Plan and share the University's values of:

INCLUSION, we champion access and equity for all, creating a welcoming, supportive environment for our diverse learners and staff.

INNOVATION, we innovate to transform, embracing new ideas in teaching, research and operations to continually improve and stay ahead.

EXCELLENCE, we strive for excellence in all that we do, holding ourselves to high standards of quality, integrity and impact.

EMPOWERMENT, we support and trust our people, empowering learners, staff and partners to contribute, lead and succeed.

COLLABORATION, we are stronger together; teamwork and strong partnerships are at the heart of how we operate.

Grampians Health

Grampians Health is a leading regional healthcare provider, serving communities throughout the Victorian Grampians region (MM2-5), from Bacchus Marsh to the South Australia border spanning 48.500km. Grampians Health was created on 1 November 2021 bringing together Edenhope District Memorial Hospital, Stawell Regional Health, Wimmera Healthcare Group and Ballarat Health services as one united health service to provide, safe, sustainable healthcare that meets the evolving needs of our workforce and community.

Grampians Health delivers a comprehensive range of medical, allied health, and specialist services designed to meet the diverse needs of the regional and rural population. With a commitment to innovation, excellence, and collaboration, Grampians Health focuses on improving health outcomes, fostering community partnerships, and enhancing patient well-being through accessible, high-quality healthcare programs. The organization is dedicated to supporting

education and research initiatives, working closely with local universities and training institutions to develop the next generation of healthcare professionals.

Grampians Health currently services the healthcare needs of more than 250,000 Victorians and employ more than 7,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Key responsibilities

Level D

1. Undertake research and/or translation activities that are relevant, appropriate, and aligned with GH priorities and where possible, involve collaboration with other health services
2. Build research capability and capacity across the workforce
3. Supervise students undertaking project units, honours courses and research higher degrees in projects related to Grampians Health and/or rural and regional health.
4. Making a significant contribution to the administrative functions of the IHW.
5. Making an outstanding contribution to research activity within the IHW and Grampians Health.
6. Promote, where appropriate, research and consultancy with outside bodies.
7. Playing a key leadership role in the research and administrative functions within the IHW, the University, and Grampians Health.
8. Other responsibilities applicable to a Level D academic under current Minimum Standards for Academic Levels as assigned by the Pro Vice Chancellor Co-operative Education and IHW, Deputy Dean, and Nursing Head of Discipline.

Level E

1. Provide research leadership in Nursing and managerial decision-making in the IHW and Grampians Health.
2. Undertake research of an international calibre and generate research income.
3. Supervise research students at doctoral, masters and honours level in projects related to Grampians Health and/or rural and regional health.
4. Provide policy, strategic and planning advice regarding research activities to the Pro Vice-Chancellor, Co-operative Education and IHW, Deputy Dean, and Nursing Head of Discipline and other appropriate colleagues within the University and Grampians Health.
5. Foster interactions with industry, government, and community groups.
6. Provide leadership in the nursing discipline.
7. Develop collaborative opportunities for supervision of research higher degree students.
8. Interact with relevant disciplines in Grampians Health, IHW, other areas of the University, both higher education and TAFE, in developing research opportunities
9. Take an active role as part of the leadership of the IHW and Grampians Health and serving on committees of the organisations, as required.
10. Contribute to the growth of the IHW and Grampians Health through its research activities.

Applicable for appointments at both levels

1. Providing strong and committed leadership in teaching, curriculum development and research training by participating in curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline.
2. Contribute to, inform and evaluate the development of evidence-based nursing practice at GH.
3. Undertake teaching and assessment of undergraduate and postgraduate students within the area of Nursing.

4. Reflect and embed Grampians Health and the University's strategic purpose, priorities and goals when exercising the responsibilities of this position.
5. Embed effective risk management practices to ensure continuous service delivery. Participate in training and exercises to remain prepared for potential disruptions.
6. Undertaking the responsibilities of the position adhering to:
 - the Federation University, Grampians Health and NMBA Codes 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;
 - Public Records Office of Victoria (PROV) legislation;
 - Grampians Health Policies and Procedures; and
 - NMBA Registration Standards and Registered Nurse Standards for practice.

Level of supervision and responsibility

Level D

The Associate Professor, Nursing will be expected to independently promote, lead and conduct research activities across both Federation University and Grampians Health. Additionally, the role will involve providing mentorship to colleagues and students, fostering research excellence and professional development within and beyond the institute.

Level E

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

The Professor, Nursing must be able to develop and implement long and short-term research strategies for the IHW and Grampians Health within the strategic frameworks of both the University and Grampians Health and possess significant problem-solving abilities, creativity and initiative to resolve complex issues in a multi-sectoral regional university and public health environment.

Position and organisational relationships

The Associate Professor / Professor, Nursing will work under the broad direction of the Pro Vice-Chancellor, Co-operative Education and IHW, Deputy Dean, and Nursing Head of Discipline, and work as part of the IHW team of academic and administrative staff and under the direction of the Grampians Health Chief Nursing and Midwifery Officer (CNMO)

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 Doctorate is required.
2. Current unrestricted registration as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA).
3. Hold a valid Employer Working with Children Check (WWCC) or hold a current registration with the Victorian Institute of Teaching (VIT).
4. A police check, and where necessary a NDIS Worker screening check, as required by Grampians Health.
5. 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

6. Experience in research translation activities in healthcare.
7. Experience in the provision of education and training.
8. Skills in scientific writing and developing a growing record of high-quality research publications in refereed international quality journals.
9. Demonstrates an ability to apply for and attract funding for research.
10. Demonstrates a track record of presenting clinical research findings to stakeholders at conferences, forums, workshops or via social media.
11. Manages stakeholders through effective negotiation and influence.
12. Demonstrated working knowledge and application of the Child Safety Standards.
13. Demonstrated knowledge and application of appropriate behaviours when engaging with children, including children with a disability and from culturally and/or linguistically diverse backgrounds.
14. Demonstrated commitment to a consumer centered approach in the provision of health care and services, consistent with Grampians Health values, purpose and vision.

Highly Desirable

15. Leads or has led a research unit or a new or significant area of research activity within a local care context or across the Victorian care system.
16. Demonstrates evidence of a significant local, national, or international impact of their knowledge transfer/exchange on clinical practice, quality of life or wider social or cultural issues.
17. Exhibits leadership of collaborative partnerships, linkages, or teams – at local, national and/or international-level research partnerships.
18. Receives research awards or commendations.
19. Provides high-quality research supervision of clinicians and research higher degree students.
20. Demonstrates evidence of research impact, particularly in relation to policy implications.

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.

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 and industrial sectors.

A Level E research 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
Academic and General Staff Employees
2023–2026