

# Position description

Greater together 

Position title:	Lecturer / Senior Lecturer, Nursing (Nurse Practitioner)
Institute/School/Centre/ Directorate/VCO:	Institute of Health and Wellbeing
Campus:	Berwick or Mt Helen. Travel between campuses may be required.
Classification:	Academic Level B or Academic Level C
Time fraction:	Full-time / Part-time
Employment mode:	Continuing employment
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, Institute of Health and Wellbeing Email: d.kirk@federation.edu.au
Recruitment number:	JR101087

## Position summary

Appropriate to a Level B or Level C appointment, the Lecturer / Senior Lecturer, Nursing (Nurse Practitioner) will be expected to:

- contribute to the development and delivery of nursing and nurse practitioner units at undergraduate and graduate levels;
- contribute to the Institute of Health and Wellbeing research course by participating in research activities and developing or maintaining an active research profile; and
- contribute to the Institute of Health and Wellbeing administrative functions.

## Portfolio

Within the multi-campus Institute of Health and Wellbeing (IHW), the Nurse Practitioner teaching team contributes to the Institute's and Nursing discipline's broader mission by delivering high-quality education, research, and clinical training that aligns with national standards and contemporary nurse practitioner care. As part of an institute that includes approximately 50 continuing academic staff and offers a wide range of health programs, the Nurse Practitioner teaching team works collaboratively with Nursing, Allied Health, Psychology and research teams to support integrated, interdisciplinary learning. The discipline plays a key role in developing and delivering an accredited nurse practitioner program, and maintaining strong partnerships with local, state, national, and international health organisations.

Positioned within an institute that prioritises research, industry collaboration, and consultancy, the Nurse Practitioner teaching team contributes scholarly and practice-based expertise to improve outcomes for patients, families and communities.

### 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

#### Level B

1. Undertake teaching and assessment of undergraduate and postgraduate students within the nurse practitioner course.
2. Develop, teach and moderate units in nursing and the nurse practitioner course at undergraduate and graduate levels.
3. Undertake research activities.
4. Supervise students undertaking project units and honours courses.
5. Supervise research higher degree students.
6. Participate in team projects and various committees as required.
7. Contribute to the administrative functions of the institute.
8. Other responsibilities applicable to a Level B academic under current minimum standards for Academic Levels, as assigned by the Pro Vice-Chancellor, Deputy Dean and Head of Discipline

#### Level C

1. Provide leadership in developing, teaching, coordinating, and moderating units in the nurse practitioner course at the graduate level and contribute to undergraduate courses as needed.
2. Undertake teaching and assessment of undergraduate and postgraduate students within the area of nursing.
3. Supervise students undertaking project units, honours courses and research higher degrees.
4. Making a significant contribution to research activity within the Institute of Health and Wellbeing.
5. Participate in team projects and various committee meetings as required.
6. Contribute significantly to the administrative functions of the Institute of Health and Wellbeing undertaking and overseeing broad administrative functions within the Institute of Health and Wellbeing.
7. Other responsibilities applicable to a Level C academic under current minimum standards for Academic Levels, as assigned by the Pro Vice-Chancellor, Deputy Dean and Head of Discipline.

### Applicable for appointments at both levels

1. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position.
2. Embed effective risk management practices to ensure continuous service delivery. Participate in training and exercises to remain prepared for potential disruptions.
3. 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

#### Level B

The Lecturer, Nursing (Nurse Practitioner) will work independently in the conduct of teaching and research activities, and be an active contributor to administrative functions within the institute.

#### Level C

The Senior Lecturer, Nursing (Nurse Practitioner) will be expected to work independently in the conduct of teaching and research activities and assume a leadership role within the Institute of Health and Wellbeing in one or more of the areas of teaching, research and administration.

### Position and organisational relationships

#### Level B

The Lecturer, Nursing (Nurse Practitioner) will work under the broad direction of the Head of Discipline, Pro Vice-Chancellor and Deputy Dean, Institute of Health and Wellbeing and work as part of the institute's team of academic and administrative staff.

#### Level C

The Senior Lecturer, Nursing (Nurse Practitioner) will work under the broad direction of the Head of Discipline, Pro Vice-Chancellor and Deputy Dean, Institute of Health and Wellbeing, and work as part of the Institute's 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:

#### Level B

#### Training and qualifications

1. The Lecturer, Nursing (Nurse Practitioner) will hold at least a master's degree.
2. Currently registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a Nurse Practitioner.
3. Qualifications and significant contemporary clinical practice experience as an Endorsed Nurse Practitioner and ability to maintain concurrently within or outside of this position.
4. Hold a valid Employer Working with Children Check (WWCC) or hold a current registration with the Victorian Institute of Teaching (VIT).
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. Commitment to scholarship and a potential for academic advancement.
7. Demonstrated commitment to and enthusiasm for teaching, and a good teaching record.
8. Previous experience in academic administration, including the administration of units.
9. Evidence of research expertise and a demonstrated capacity and preparedness to achieve an active research profile in the field of Nursing.
10. Evidence of an ability to work collegially.
11. Demonstrated interpersonal, oral and written communications skills and an ability to relate well to students and other University staff.
12. A capacity to contribute to the supervision of honours and graduate students.
13. Demonstrated ability to develop and implement a student-centred approach with a focus on student educational experience and success.

### Level C

#### Training and qualifications

1. A doctoral qualification is preferred, or equivalent clinical experience and standing in Nursing.
2. Currently registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a Nurse Practitioner.
3. Qualifications and significant contemporary clinical practice experience as an Endorsed Nurse Practitioner and ability to maintain concurrently within or outside of this position.
4. Hold a valid Employer Working with Children Check (WWCC) or hold a current registration with the Victorian Institute of Teaching (VIT).
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. Demonstrated commitment to and enthusiasm for teaching and learning, and a good teaching record.
7. Demonstrated record of research at a national level.
8. Demonstrated capacity to supervise honours and research postgraduate students.
9. Capacity to work independently, as well as part of a team.
10. Organisational and administrative abilities necessary for the construction, coordination and administration of units.
11. Substantial University administrative experience.
12. Excellent interpersonal, oral and written communications skills and an ability to relate well to students and other University staff.
13. Demonstrated commitment and ability to develop and implement a student-centred approach with a focus on student success, including the ability to monitor student success initiatives.

#### Applicable at both levels

1. Knowledge and understanding of the needs, including learning needs, of a diverse range of students, including those with disabilities.
2. Demonstrated working knowledge and application of the Child Safety Standards.
3. 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 B

A Level B academic will undertake independent teaching and research in his or her discipline or related area. In research and/or scholarship and/or teaching a Level B academic will make an independent contribution through professional practice and expertise, and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to his or her profession or discipline. He or she will normally undertake administration primarily relating to his or her activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

##### Level C

A Level C academic will make a significant contribution to the discipline at the national level. In research and/or scholarship and/or teaching he or she will make original contributions, which expand knowledge or practice in his or her discipline.

A Level C academic will normally make a significant contribution to research and/or scholarship and/or teaching and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. He or she will normally play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of and related administration for the co-ordination of a large award program or a number of smaller award programs 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