

POSITION DESCRIPTION

Position Title	Associate Professor		
Organisational Unit	Faculty of Health Sciences		
Functional Unit	Nursing (Brisbane)		
Nominated Supervisor	Head, School of Nursing, Midwifery & Paramedicine (QLD/ACT)		
Career Pathway	Teaching and Research		
Classification	Academic Level D		
CDF Level	CDF1	Position Number	10602529
Attendance Type	Full Time	Date reviewed	14-AUG-2026

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

ACU has a bold vision for its future. Our Vision 2033 is our landmark statement of strategic direction for ACU's mission as a Catholic university to constitute a 'Christian presence in the university world confronting the great problems of society and culture'. Our mission is to help shape the coming generations in Australia and beyond, by enabling flourishing lives, fostering thriving communities, and building a more ethical future.

Our Catholic mission informs everything we do – challenging us to respect the dignity of the human person, serve the common good, and embed ethical and social justice considerations throughout our teaching and research. We strive to live our core values of truth, excellence, and service.

We are a publicly funded university, and while we are young, we have grown significantly and we and we are making our mark: we are one of the largest university contributors to the care economy in Australia and rank among the top universities worldwide. We have seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We prioritise our staff, supporting their growth with a positive culture, generous leave, and flexible work arrangements. We invite all staff to engage with our mission in whatever way is most meaningful to them – whether as Catholics, as members of other churches and faiths, or as people with no religious affiliation but who are willing to embrace our vision, mission and strategic direction. We continue to invest in our facilities and workplaces and actively involve staff in shaping the future direction of the organisation.

For further information about the university please refer to ACU's [organisational structure](#).

ABOUT THE FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences comprises three schools:

- Allied Health
- Behavioural and Health Sciences
- Nursing, Midwifery and Paramedicine

There are currently approximately 14,000 students (EFTSL) and 520 (FTE) staff in the faculty under the disciplines: occupational therapy, speech pathology, social work, exercise science, exercise physiology, nutrition science and dietetics, biomedical science, nursing, midwifery, paramedicine, digital health, physiotherapy, psychology and public health. The Faculty is represented across seven ACU campuses.

The Faculty's research broadly addresses the Future Healthcare Worker, Health across the Lifespan, and Human Performance, with some of our current research focused on Cardiovascular Disease, Metabolism, Health Services Research, Nutrition, Sports Performance and Rehabilitation, Psychology, and Mental Health.

An expanding portfolio of postgraduate courses is also available in coursework and research. Many postgraduate courses within the Faculty have been developed in conjunction with industries to meet specific needs of the professions and industry. Some postgraduate units are offered in flexible learning mode by online study. All students have professional and clinical experience that is supervised by specially qualified practitioners. Catholic hospitals and other public, private and specialty organisations, as well as schools and the health and sports industry, are involved with preparing for, promoting, and offering this valued and essential experience.

The goals of the Faculty are closely linked to and emanate from the Mission of the University. The areas of achievement by the Faculty include the key areas of teaching and learning, research and scholarship, community engagement in addition to specific objectives regarding internationalisation, quality and resource management. It has well-established procedures for evaluating performance and ensuring quality which involve students and representatives of the various statutory registration authorities and professional organisations, as well as recent graduates and employers.

Further information about the Faculty can be found at:

<https://www.acu.edu.au/about-acu/faculties-directorates-and-staff/faculty-of-health-sciences>

ABOUT NATIONAL SCHOOL OF NURSING, MIDWIFERY & PARAMEDICINE

The National School of Nursing, Midwifery and Paramedicine formed in 2012 from the amalgamation of ACU's state-based Schools. It has the largest intake of nursing, midwifery and paramedicine students in Australia.

The National School of Nursing, Midwifery and Paramedicine comprises a team of highly motivated and dedicated academic and professional staff who have built a strong teaching and learning environment as evidenced by student demand, entry levels and student course evaluation over several years. The School is located on six campuses: Brisbane, Blacktown, North Sydney, Canberra, Melbourne and Ballarat.

Further information about the School can be found at:

http://www.acu.edu.au/about_acu/faculties,_institutes_and_centres/health_sciences/school_of_nursing_midwifery_and_paramedicine

POSITION PURPOSE

The role of Associate Professor in Nursing will provide leadership and make outstanding and original contributions to learning and teaching, scholarship and research in the discipline of nursing. The Associate Professor in Nursing will also make an outstanding contribution to the governance of academic programs in the discipline of nursing and build relationships with external organisations and communities. As well as providing disciplinary leadership the holder of this role will make significant contributions to quality improvement of nursing programs, mentorship of staff in the learning and teaching activity of the School and in the development, implementation and accreditation of the nursing curricula at the Australian Catholic University.

KEY RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- [ACU's Vision 2033](#)
- [Catholic Identity and Mission](#)
- [Code of Conduct for all staff](#)
- [ACU Capability Development Framework](#)
- [Higher Education Standards Framework](#)
- [ACU Staff Enterprise Agreement 2022-2025](#)
- [ACU Staff Reconciliation Action Plan](#)

The following two frameworks are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The [Academic Performance Matrices and Evidence Framework](#) which describes the performance standards in areas of academic activity.
- The [Capability Development Framework](#) which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching
- Curriculum Development and Scholarship of Teaching
- Research
- Academic Leadership/Service

Responsibility	Broad Area of Academic Activity
Provide mission aligned leadership in learning and teaching in the discipline of nursing , including curriculum development and implementation initiatives to enhance the student experience and life.	Teaching/curriculum development/scholarship of teaching
Contribute to course review and development activity pertaining to the discipline and related programs.	Teaching/curriculum development/scholarship of teaching
Provide leadership in the School and Faculty to conduct high quality research of an international standard through scholarly publications in discipline, and attainment of competitive research grants and other externally sourced research funds.	Research
Supervision of honours, Higher degree research and/or postgraduate research projects.	Research
Participate in School, Faculty and University committees and related activities.	Academic Leadership and Service
Support leadership in achieving the strategic intent of the University and implementing the strategic initiatives at a Faculty and School level.	Academic Leadership and Service
May be required to undertake some formal supervision of academic staff (including sessional staff) as delegated by the State Head of School.	Academic Leadership and Service

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - A doctoral qualification in nursing or related discipline. • Experience - Eligibility for registration as a nurse with AHPRA. • Experience - An academic learning & teaching profile in higher education. • Experience - Demonstrated experience in curriculum development, implementation and evaluation. • Skill - Demonstrated discipline specific research leading to scholarly publications and success in attracting competitive research funding. • Skill - Demonstrated supervision of Honours and HDR students to
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	completion. • Skill - Demonstrated senior administrative leadership experience in higher education.
Core Competencies:	• Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values. • Understand the business environment in which ACU operates and adopt a university-wide point of view to seize opportunities and improve commercial viability. • Keep stakeholder interest at the core of ACU business decisions and ACU service excellence as a top priority. • Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence. • Make informed, evidence-based decisions by sourcing and interpreting University and business information.
Essential Attributes:	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.
Working with children and vulnerable adults check	This role does not require a Working with Children Check.
Pre-employment declaration and background check	Preferred candidates will be required to complete mandatory pre-employment declarations and background checks, including those related to gender-based violence and foreign interference, in line with ACU's compliance requirements.

REPORTING RELATIONSHIPS

For further information about the structure of the University, refer to the Organisation Chart
<https://www.acu.edu.au/about-acu/leadership-and-governance/leadership/organisational-structure>

