

POSITION DESCRIPTION

Position Title	Associate Professor (Nursing)		
Organisational Unit	Faculty of Health Sciences		
Functional Unit	School of Nursing, Midwifery & Paramedicine (VIC)		
Nominated Supervisor	Head, School of Nursing, Midwifery & Paramedicine (VIC)		
Career Pathway	Leadership and Service		
Classification	Academic Level D		
CDF Level	CDF ₂ L	Position Number	10610609
Attendance Type	Full Time	Date reviewed	12-JAN-2024

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: *Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking 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 know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability to grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

Each portfolio consists of several Faculties, Research Institutes or Directorates. The Vice President drives both the Identity and the Mission of the University. In addition, Campus Deans focus on the University's local presence and development of the University at the local 'campus' level. For further information about the University please refer to the Organisation Chart.

All our staff contribute to the achievement of our goals set out in the Strategic Plan 2020-2023 and aim to provide high quality services with a strong focus on service excellence. Several frameworks and standards also express the University's expectations of conduct, capability, participation and contribution of staff.

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 530 (FTE) staff in the faculty under the disciplines: occupational therapy, speech pathology, social work, exercise science, exercise physiology, nutrition science, biomedical science, nursing, midwifery, paramedicine, physiotherapy, psychology and public health. The Faculty is represented across seven ACU campuses.

The Faculty's current research priorities focus on Cardiovascular Disease and 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 in order 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 paramedicine 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 Strategic Plan 2020-2023](#)
- [Catholic Identity and Mission](#)
- Learning For Life Framework 2014-2017
- [ACU Teaching Criteria and Standards Framework](#)
- Research Quality Standards
- [Academic Performance Matrices and Evidence Framework](#)
- [ACU Capability Development Framework](#)
- Minimum Standards for Academic Levels (MSALs)
- [Higher Education Standards Framework](#)
- ACU Service Delivery Model
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.
- [ACU Staff Reconciliation Action Plan](#)

The following two frameworks in particular 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:	<ul style="list-style-type: none"> • 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 experience in supervision of Honours and HDR students to completion. • Skill - Demonstrated senior administrative leadership experience in higher education.
Core Competencies:	<ul style="list-style-type: none"> • 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.

	<ul style="list-style-type: none"> • 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.

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>

