

SENIOR LECTURER NURSING



Job No. 4493

The University of Newcastle is an equal opportunity employer committed to equity, diversity and social inclusion. Women and Aboriginal and Torres Strait Islander candidates are particularly encouraged to apply.

- Full time ongoing position
- Priority role for Indigenous candidates
- Work in a team led by award winning academics

Be challenged and imagine with us

The teaching team within the School of Nursing and Midwifery is led by award winning academics who are all specialists in their fields of practice. Our academics are committed to teaching and learning strategies which develop and enhance nursing knowledge, and the full range of clinical and interpersonal skills needed by nurses and midwives to function as effective practitioners.

The School enjoys a close collaboration with local area health services in providing clinical learning experiences for students, in the provision of graduate programs and in the conduct of clinical research. We strive to prepare and develop nurses to function in a wide range of clinical settings, health facilities and rehabilitation services.

This full-time ongoing position will be located either at the Callaghan Campus or Central Coast, with an expectation to work across the Callaghan and Ourimbah (transitioning to Central Coast in mid-2021, subject to ANMAC approval) campuses as well as online.

How will you inspire us?

As an inspirational, energetic and resilient leader who produces successful outcomes, you will be a positive team player and have proven credibility within the higher education sector. You will keep abreast of current nursing and/or midwifery research, as well as changes to industry standards and build and maintain the University's reputation by forging positive relationships with academic and professional staff, students and industry partners.

In this role, you will promote and foster a collaborative, dynamic, productive and globally competitive research environment through research collaboration, external grant income, publication outputs, and research higher degree graduates. The promotion of excellence in teaching and learning through appropriate curriculum development and delivery is also a key requirement of this role. Some of the key requirements in this role are:

- Provide vision and energy that inspires and motivates the School community (staff members, students and the region) to maintain a world class University with a world-class reputation in nursing/midwifery education and research.
- Promote and develop research capacity and performance, and the quality of the School's teaching program.
- Provide academic leadership, encourage and promote a culture that embraces change and entrepreneurial activities and promotes staff members capacity.
- Create and maintain a team-based management style, fostering an open, consultative environment.
- Develop and enhance external networks and strategic partnerships, collaborating with business, industry, government and community regionally, nationally and internationally.

For additional information on the position contact Professor Amanda Johnson, Head of School of Nursing and Midwifery on 02 4921 7873 or amanda.johnson10@newcastle.edu.au

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Conditions & Benefits

Academic Level C \$123,967 to \$142,944 plus 17% superannuation with UniSuper.

A range of flexible salary packaging options is also available. Additional information on benefits and conditions of employment is available via these links:

<http://www.newcastle.edu.au/about-uon/jobs-at-uon/benefits-at-a-glance>

<http://www.newcastle.edu.au/about-uon/jobs-at-uon>

Due to the nature of this role, the University will require the preferred candidate to undertake and pass a Working with Children Check. If you are the preferred candidate, you will need to provide a new Working with Children Check number to allow the University to verify your status. Details on the application process for a Working with Children Check can be found at the following link: <http://www.kidsguardian.nsw.gov.au/Working-with-children/working-with-children-check>

Further Information

For additional information on the position contact Amanda Johnson, Head of School and Dean, School of Nursing and Midwifery, Faculty of Health and Medicine on (02) 4921 7873 or email: Amanda.Johnson10@newcastle.edu.au

Submitting your application. Please note: your application must include:

- a statement addressing the essential criteria (4 pages max)
- your CV with contact details for three relevant referees.

Before submitting your application please read the important information and useful tips on what to include - available via this link: [Submitting your application](#)

Additional information about our application process is available via this link: [Application Process](#)

If you have any difficulties uploading your application please telephone HR Services (+61 2)4033 9999 - and press 2- during business hours (AEST) or email: employment@newcastle.edu.au

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POSITION DESCRIPTION

Position title	Senior Lecturer of Nursing
Academic Level	Level C
School / Unit	School of Nursing and Midwifery
Faculty / Division	Faculty of Health and Medicine
Reports to	Head of School and/or Deputy Head of School
Direct reports	N/A
Contract Type	Full time, Ongoing

As part of the University's commitment to increasing Indigenous employment within its workforce, this role is a targeted Aboriginal and Torres Strait Islander position. The University holds an exemption under Section 126 of the Anti-Discrimination Act 1977 (NSW) in relation to its targeted recruiting programs. Please note that both Indigenous and non-Indigenous candidates can apply, however priority will be given to Indigenous candidates who can demonstrate their Indigenous heritage and successfully meet the selection criteria.

ROLE DESCRIPTION

An opportunity exists for an outstanding individual to provide leadership and foster excellence in the Professional Placement Experiences of the Bachelor of Nursing and Bachelor of Midwifery programs. Reporting to the Head of the School of Nursing and Midwifery, a Senior Lecturer is expected to work in accordance with the University's policies, procedures and values, promoting academic excellence through integrity, inclusiveness, professionalism and community engagement.

This position will be located at the Callaghan Campus, with an expectation to work across the Callaghan and Ourimbah (transitioning to Central Coast in mid-2021, subject to ANMAC approval) campuses as well as online.

OVERVIEW OF THE UNIVERSITY, FACULTY/DIVISION AND SCHOOL/UNIT AND POSITION CONTEXT

The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence. Our vision is to be a world-leading University for our regions and creating a better future for our regions and the globe. Underpinned by this vision and our values of excellence, equity, engagement and sustainability, [the University of Newcastle's Looking Ahead Strategic Plan 2020-2025](#) outlines the University's commitment to delivering an exceptional student experience and serving our communities.

The Faculty of Health and Medicine is an innovative and dynamic research-intensive faculty which is passionate about excellence, equity and engagement globally and regionally.

Ranked in the top 50 in the world by the QS World University Rankings by subject, 2019, the School of Nursing and Midwifery is a comprehensive research and teaching school, with an innovative approach to undergraduate and graduate teaching.

Key to our student experience is the close partnership we have forged with public and private facilities within the Hunter New England, Central Coast and Mid North Coast Local Health Districts. These strong relationships enable access to high quality, multidisciplinary clinical

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placements that provide our students with the opportunity to learn in a variety of health care settings.

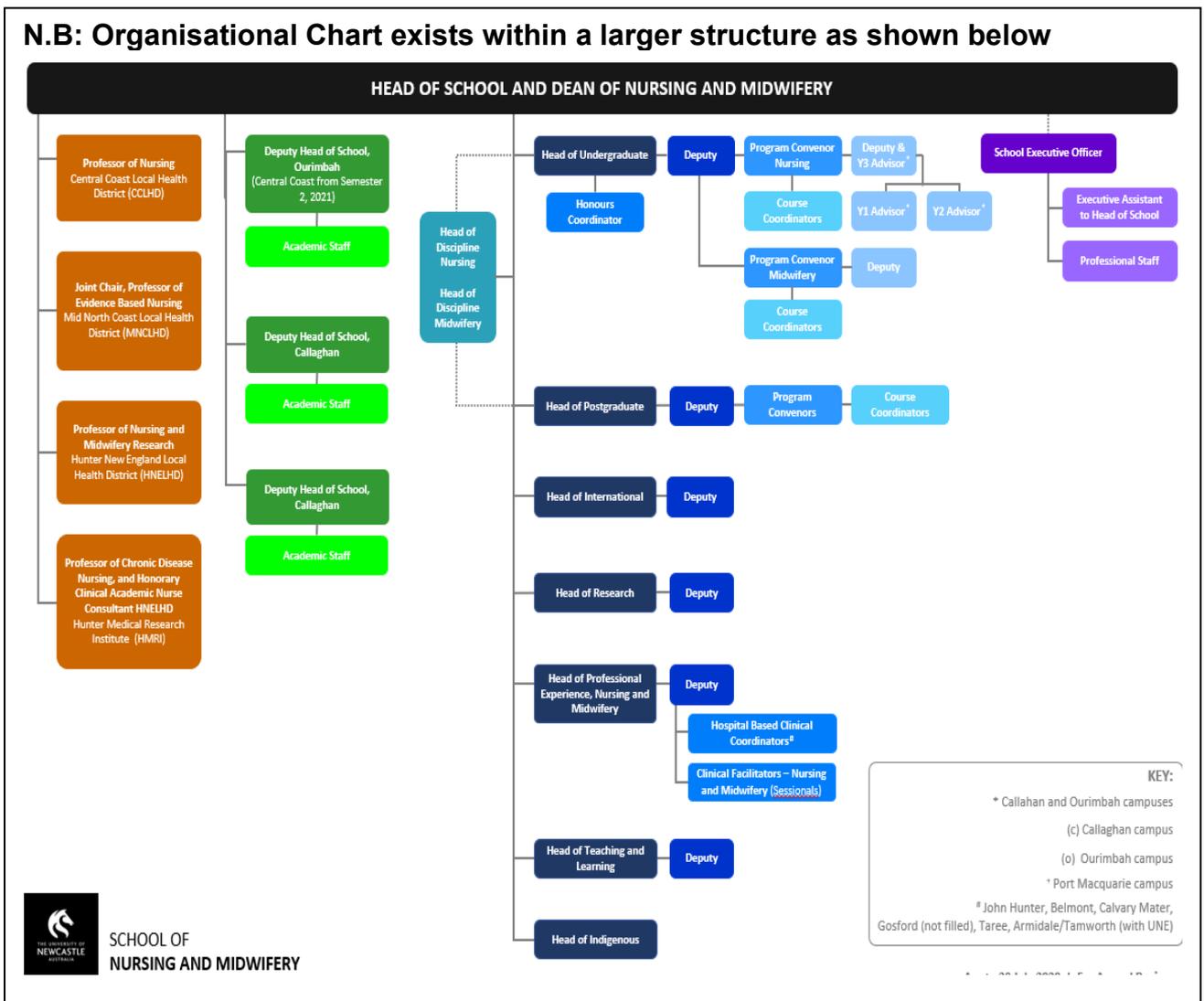
The School of Nursing and Midwifery has a world class ERA ranking. The School prioritises translational research that significantly impacts the health of local and global communities, with a strong emphasis on multidisciplinary research.

This role will play a key role in the promotion of excellence in teaching and learning through curriculum development and implementation, while conducting research that advances the School's research agenda.

ORGANISATION CHART



N.B: Organisational Chart exists within a larger structure as shown below



SCHOOL OF
NURSING AND MIDWIFERY

KEY:
 * Callahan and Ourimbah campuses
 (c) Callaghan campus
 (o) Ourimbah campus
 * Port Macquarie campus
 # John Hunter, Belmont, Calvary Mater, Gosford (not filled), Taree, Armidale/Tamworth (with UNE)

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ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES

Areas of accountability listed in approximate order of importance and time commitment

Area of accountability	Core Responsibilities & Typical Activities	Measures of Performance
Teaching and Learning Performance	<p>Demonstrated educational leadership at Course, Program, Discipline and School level.</p> <p>Engaging in activities to support Program and/or School level enhancement.</p> <p>Contribution to improvement of student success and retention at a Program level.</p> <p>Engaging in activities supporting research and work integrated learning approaches, and/or interdisciplinary and intercultural perspectives across the Program or School.</p> <p>Leading groups or mentoring individuals to take forward benchmarking exercises for teaching and assessment activities for the Program, Discipline or School to uphold standards or support change to new modes of delivery.</p> <p>Leading groups or small teams to identify opportunity for development and to demonstrate reflective and analytical practice leading to change in performance where necessary and contributing to a positive impact on the quality of student learning at the discipline or school level.</p> <p>Leading groups or small teams to identify opportunities for sharing experiences and good practice of teaching and learning activities.</p>	Meet the core requirements for academic staff Level C listed under teaching and learning in the Academic Performance Expectation Framework.
Research and Innovation	<p>Developing leadership skills and/or recognition as an emerging national expert by leading research activities and mentoring colleagues.</p> <p>Demonstrating evidence of research leadership.</p> <p>An established record of high quality publications/creative works, grant applications, and conference presentations.</p> <p>Evidence of an established national reputation and growing international profile.</p>	Meet the core requirements for Level C academic staff listed under Research and Innovation in the Performance Expectations Framework for Academic Staff.

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	<p>Chief investigator on competitive grant applications and evidence of leading or collaborating in research collaborations funded by competitive grants.</p> <p>Developing links with industry, government and NGOs to facilitate knowledge exchange and translation.</p> <p>Recruitment of RHD candidates, and record of effective principal supervision of RHD students.</p> <p>Demonstrating evidence of mentoring early career staff in supervision, and co-publication with RHD candidates.</p> <p>Working, with reference to others nationally, to establish or strengthen research collaborations, networks and/ or partnerships to develop an emerging national profile in field of expertise.</p> <p>An emerging record of visiting fellowships and/or invited presentations at other academic institutions, symposia or invited grant/paper/thesis reviews.</p> <p>Developing engagement with industry, NGOs and/ or government in the form of substantial contracts for research and/or consultancy.</p>	
<p>Service and Engagement</p>	<p>Developing leadership skills to contribute to the University and external communities at the regional level.</p> <p>Makes a sustained and effective contribution to School and/or Faculty governance through identified roles, committees and initiatives.</p> <p>Making a significant contribution to the professional/ discipline community through membership of and engagement with professional associations/committees etc.</p> <p>Making a significant contribution to School or Faculty external engagement initiatives at the local and/ or regional level, including communicating with stakeholders and the media.</p> <p>A developing public profile as a commentator on discipline/ profession related issues in the media.</p>	<p>Meet the core requirements for academic staff Level C listed under service and engagement in the Academic Performance Expectation Framework.</p>

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POSITION CHARACTERISTICS

Organisational Knowledge	Be aware of the University's strategic goals and the key priorities relevant to this position.
Professional / Industry Knowledge	Keep up to date with current nursing and/or midwifery research, as well as changes to industry standards.
Level of supervision / independence	Strive for excellence by taking the initiative and focusing on contributing to a culture of innovation and a positive experience for students.
Problem solving and judgement	High level problem solving skills and ability to utilise academic judgement to make decisions.
Key relationships (internal & external) & immediate team	Build and maintain the University's reputation by forging positive relationships with UON academic and professional staff, students and external stakeholders.
Challenges	Keep apprised of the external factors impacting on the performance of the University, particularly in the context of your work area.
Special Characteristics	Travel between the campuses to teach; travel to conferences, and research collaboration meetings.
WWC Check Required	Yes
Criminal Record Check required	Yes

EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with a Middle Leader as outlined in the Leadership Framework.

The University of Newcastle Leadership Framework describes six leadership capabilities for both academic and professional staff. At the University of Newcastle leaders; shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At the University of Newcastle, we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.

INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the essential criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements. Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

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If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position.

ESSENTIAL CRITERIA

- PhD (Nursing, health or related field)
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) with no restrictions, notations or conditions
- Actively contribute as a leader in the co-design of curricula, with an emphasis on Professional Placement Experience, which promotes quality student learning leading to accreditation standards being met
- Demonstrated evidence of teaching scholarship and/or research to support delivery of teaching and/or Professional Placement Experiences
- Outstanding interpersonal and communication skills including the capacity to build relationships and an inter-disciplinary way of working
- Proven research track-record in research outcomes in the discipline of Nursing, Midwifery and/or Health, including publishing in high impact journals, supervision of honours and higher degree research students and awarded grant funding
- Demonstrated ability to create and deliver innovative and engaging curriculum that meets ANMAC Accreditation Standards while future proofing the skill set of nursing and/or midwifery graduates
- Ability to work collaboratively and bring together people from different areas/disciplines to participate in School/Faculty/Division or University wide initiatives
- Demonstrated knowledge of workplace obligations to, and experience in leading and cultivating workplace practices and behaviours that promote, support and maintain a safe, healthy, equitable, diverse and respectful workplace; including responding appropriately to adverse accidents, incidents, behaviours, issues, reports and the like

DESIRABLE CRITERIA

- Aboriginal or Torres Strait Islander person.
- Contemporary clinical experience.
- Experience in the use of simulation pedagogy for teaching.

PD last reviewed:	4/11/2020
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