

Position:

Associate Professor/ Professor of Nursing

Information Booklet





Contents

Murdoch University at a glance	04
Our story and strategic vision	05
Our students	08
Our learning and teaching	10
Our commitment to Reconciliation	12
Our research	13
School of Nursing at a glance	14
School of Nursing Meet the Team	15
Associate Professor Nursing Position description	16
Professor in Nursing Position description	20
Application process	25
Our location	26
Why Murdoch	27
Useful links	28

Acknowledgement of Country

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respect to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.

Murdoch University

At a glance

We commit to our purpose with clear and strong founding principles, centred on providing inclusive education to all who can benefit, irrespective of social standing and background.

Introduction

Murdoch University is a young, vibrant and globally-networked university based in Perth, Western Australia. We are highly engaged in living our purpose: To be a creative force for current and future generations.

For almost 50 years, Murdoch University has dared to be different. We were established as Western Australia's second university, with a mission to write a new script for free thinkers seeking to further their education at an outstanding institution. Sir Walter Murdoch, after whom our University is named, remains an inspiration for that determination when he said, "The only education out of which good can come is the education which teaches you to think for yourself, instead of swallowing whatever the fashion of the moment may prescribe."

Our campus enjoys a magnificent bush setting on the ancestral lands of the Whadjuk and Bindjareb people of the Noongar nation. It has been a place of learning for thousands of years, and we continue this proud tradition of teaching, learning and discovery with great respect for the land on which our University is built and through maintaining strong connections with First Nations people.

We commit to our purpose with clear and strong founding principles, centred on providing inclusive education to all who can benefit, irrespective of social standing and background. These principles form an important foundation for the culture of Murdoch University, carrying a social ethos across our institution that strives to create cultural safety for all that engage with us, including First Nations peoples. We are proud of our track record of positively supporting part-time student participation, achievement of 'first in family' degree outcomes

and the provision of multiple education pathways for mature-age students.

Over our history, we have built an outstanding global reputation for the quality of our research, learning and teaching – nurturing talented free thinkers who contribute positively to society.

With more than 25,000 students and 1,800 staff across our campuses in Perth, Singapore and Dubai, Murdoch University has an ambitious agenda that requires an equally bold leader.



Our story and strategic vision

It is only when we unleash the creative force that is free thought, that we find new ways to move forward. Murdoch University is where free thinking makes progress; empowering everyone to think in a way that will improve their lives and shape our world for current and future generations.

The Murdoch Story

No one can predict the challenges and opportunities that lie ahead and from our origins as the 'alternative' in university education for Western Australia, Murdoch University has always believed in the importance of free thinking: ready to respond, to adapt and to challenge conventions.

Murdoch University was established by the Murdoch University Act 1973, which prescribed the objects of the University to be the advancement of learning and knowledge, and the provision of university education.

When told back in 1970 that Western Australia's second university would bear his name, Sir Walter Murdoch said, "it had better be a good one," so it is not surprising that

we possess a never-ending determination to achieve and take on the world's big challenges.

With a global outlook, our mission to be part of solving world challenges may be lofty, but we've always kept our feet firmly on the ground. So, while courageous and 'can do', we maintain balance and perspective, which steers us towards activities that truly matter and sees us favour purpose over pretence.

We believe that to think for yourself is to think for the future, because we've seen the power of unconstrained thinking and how it can drive world-changing outcomes.

Even the smallest thought has the potential to make the biggest impact if it is given the

right conditions to grow and develop. That's why we foster an inclusive and collaborative environment that encourages the type of free thinking needed to overcome problems and unlock opportunities.

Established as a genuine university from day one, we've upheld the traditional role of a university without conforming to the traditional barriers.

We reject the notion that intelligence should be coupled with elitism, and place academic aspiration and accessibility side by side. This ensures that through our teaching and research we enable more people to make a greater difference to the communities we serve, both local and global.

Our Vision

Our vision is that Murdoch University will be widely recognised as the university of choice for people who care, who value inclusion, curiosity and innovation, and who desire to make a positive social impact. We will be a leading university in education, teaching and research in sustainability; a thriving, welcoming, diverse and inclusive community. Murdoch University will be the university of first choice for First Nations peoples, promoting and benefiting from Indigenous knowledges. Our quality education will be contemporary, accessible and inclusive. Our graduates will be keenly sought by employers and will be known for having adaptability, fresh perspectives, practical skills and a social conscience. Our research will be impactful, and we will have strong industry and institutional collaborations.

Our Shared Purpose

To change lives and society for the better through accessible education and research, contributing to the solution of societal and environmental challenges and providing an inclusive, caring community in which everyone can realise their potential.

Our Values

These five values guide how we behave individually and as a collective as we undertake our purpose.

Authenticity

Integrity

Respect

Inclusivity

Openness



Our Principles

These eight principles guide how we lead, manage and work together.

We will:

- Act with justice, respect and responsible care
- Be collegiate and respectful of other points of view
- Protect academic freedom
- Be agile, flexible and resilient
- Make decisions at the most appropriate level
- Be transparent in decision-making and with information
- Adopt common approaches to common tasks
- Be careful stewards of our resources

“The only education out of which good can come is the education which teaches you to think for yourself, instead of swallowing whatever the fashion of the moment may prescribe.”

Sir Walter Murdoch
1926

Our Strategic Themes

These strategic themes will guide and shape much of our activity over the lifetime of the Strategy.

Sustainability

Be a leading university in education, teaching, and translational research in sustainability, nurturing mindsets and creating solutions for a better and more sustainable world, a university renowned for its commitment to, and expertise in, sustainability and environmental, social, and corporate governance (ESG), providing a model and the tools for behaving and operating sustainably.

Equity, diversity and inclusion

Build a welcoming, diverse and inclusive community and environment that is equitable and safe, and that provides a culturally safe and supportive environment where all members of our community can realise their potential.

First nations

Become the university of first choice for First Nations peoples, and an exemplar in embracing and promoting and benefiting from Indigenous knowledges and cultural inclusivity.

Our Core activities

Each core activity will be led at the Senior Leadership Team level by a Deputy Vice Chancellor (DVC) who will chair a university-level committee to oversee the core activity and alignment with the Strategy.

Education

Deliver contemporary, accessible and inclusive education, with a high quality and engaging student experience, producing graduates who are adaptable and have fresh perspectives and a social conscience.

Research

Increase our impactful and progressive research in our areas of strength and excellent research across our disciplines.

Engagement

Build engagement with our local community, our State, our Nation and our global society, creating mutually beneficial partnerships at all levels.

Murdoch University’s detailed Strategy 2023–2030 is available on its [website](#)

Our students

The Murdoch student body is diverse, with more than 25,000 students, including 6,400 international and transnational students. It is our unwavering commitment to equity, accessibility and excellence that sets us apart.

We honour our responsibility as an institution of higher learning to realise equity in education access and success and we have a long record of achievement in this area. We also attract an increasing proportion of Western Australia's school leavers because of our comprehensive suite of offerings and commitment to quality learning and teaching. We are proud that our students come from a diverse range of backgrounds and take seriously our commitment to their success.

Over time, we have developed a range of flexible entry pathways to support and engage students who may experience educational disadvantages. Multiple admissions pathways are designed to ensure and promote access for disadvantaged groups and significant scholarships are awarded to assist financially disadvantaged students with the cost of commencing study.

Innovative partnerships with technical and further education colleges create entry pathways for vocational students and additional initiatives are offered to support Indigenous students and students with disabilities.

Murdoch has the highest proportion of domestic students from low socio-economic backgrounds (23%) of any Western Australian university, as well as the highest share for students who identify as Indigenous (2% of our enrolments).

In 2020, we recorded our highest ever number of Indigenous students and our support programs helped them remain engaged in campus life, with a retention rate of 81%. We are immensely proud of our social equity achievements and we continue to launch new initiatives aimed at growing this community and widening participation.



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As new students transition into university life from often unconventional backgrounds, advice and support is always available. We take a student-centred approach to our services and through all our actions, we seek to foster a sense of belonging, a positive and seamless student experience, and quality support for wellbeing and academic success.

While the global pandemic saw international onshore and offshore enrolments decline, we remain highly supportive of this important branch of our University family. During this period, we launched an award-winning Embedded Learning and Study (ELAS) program for international post-graduate students. Seventy-one per cent of support given through our Student Assistance Fund was delivered to international students.

Our research and teaching staff are consistently acknowledged for their excellence in both rankings and awards. The high-quality education and distinctively Australian study experience we offer is greatly valued by our students.

Murdoch University continues to perform strongly in the independent Good Universities Guide and in 2021, was again awarded a 5-star rating for overall student experience, a benchmark we have achieved every year since 2019.



A global university

Three global campuses and more than 5,700 students in transnational campuses



A growing university

Full time equivalent student growth of 10% in last five years



A 5-star Educational experience

Received 5-stars for student support, teaching quality and student-to-staff ratios in the 2021 Good Universities Guide



A university of diversity

Highest Indigenous proportion of students in Western Australia, and students from more than 100 nations



Our learning and teaching

As the modern world rapidly changes, Murdoch University is changing with it.

Our high-quality courses are evolving to meet the expectations of students and employers, and the embedding of research within our undergraduate degrees not only allows students to develop highly marketable skills, but creates new opportunities for postgraduate study.

Boola Katitjin is set to become the new heart of Murdoch University's South Street, Perth campus. It will provide a technology-rich educational experience, providing students with a place to learn, connect and belong, along with flexible workspaces where all staff can meet, work, and engage with students and industry alike. It will deliver state-of-the-art learning and teaching spaces, allowing for more innovative use of technology and teaching approaches.

In 2023, Murdoch University established a new academic structure, made up of five colleges and seventeen schools.

The five colleges are:

- College of Business
- College of Environmental and Life Sciences
- College of Health and Education
- College of Science, Technology, Engineering and Mathematics
- College of Law, Arts and Social Sciences



Schools have been established within each college. These are:

College of Business

- School of Accounting and Finance
- School of Management and Marketing

College of Environmental and Life Sciences

- School of Agricultural Sciences
- School of Environmental and Conservation Sciences
- School of Medical, Molecular and Forensic Sciences
- School of Veterinary Medicine

College of Health and Education

- School of Education
- School of Nursing
- School of Psychology

College of Science, Technology, Engineering and Mathematics

- School of Engineering and Energy
- School of Information Technology
- School of Mathematics, Statistics, Chemistry and Physics

College of Law, Arts and Social Sciences

- School of Indigenous Knowledges
- School of Law and Criminology
- School of Media and Communication
- School of Humanities, Arts and Social Sciences

International outlook

Murdoch University is already recognised as one of the most international universities in Australia, and in the top 1% of the most globalised universities in the world.

We have successful and growing campuses in Singapore and Dubai. The academic future of universities in the modern world is critically dependent on global connectedness. This is not a new challenge to Murdoch University. Global responsibility was part of our origins and a global outlook has continued throughout our existence.

We have a renewed focus on seeking opportunities through collaboration, taking on the big challenges of our time and connecting with people across the world to stay relevant and contribute to global society.

While the COVID-19 pandemic has clearly made this a difficult time for the

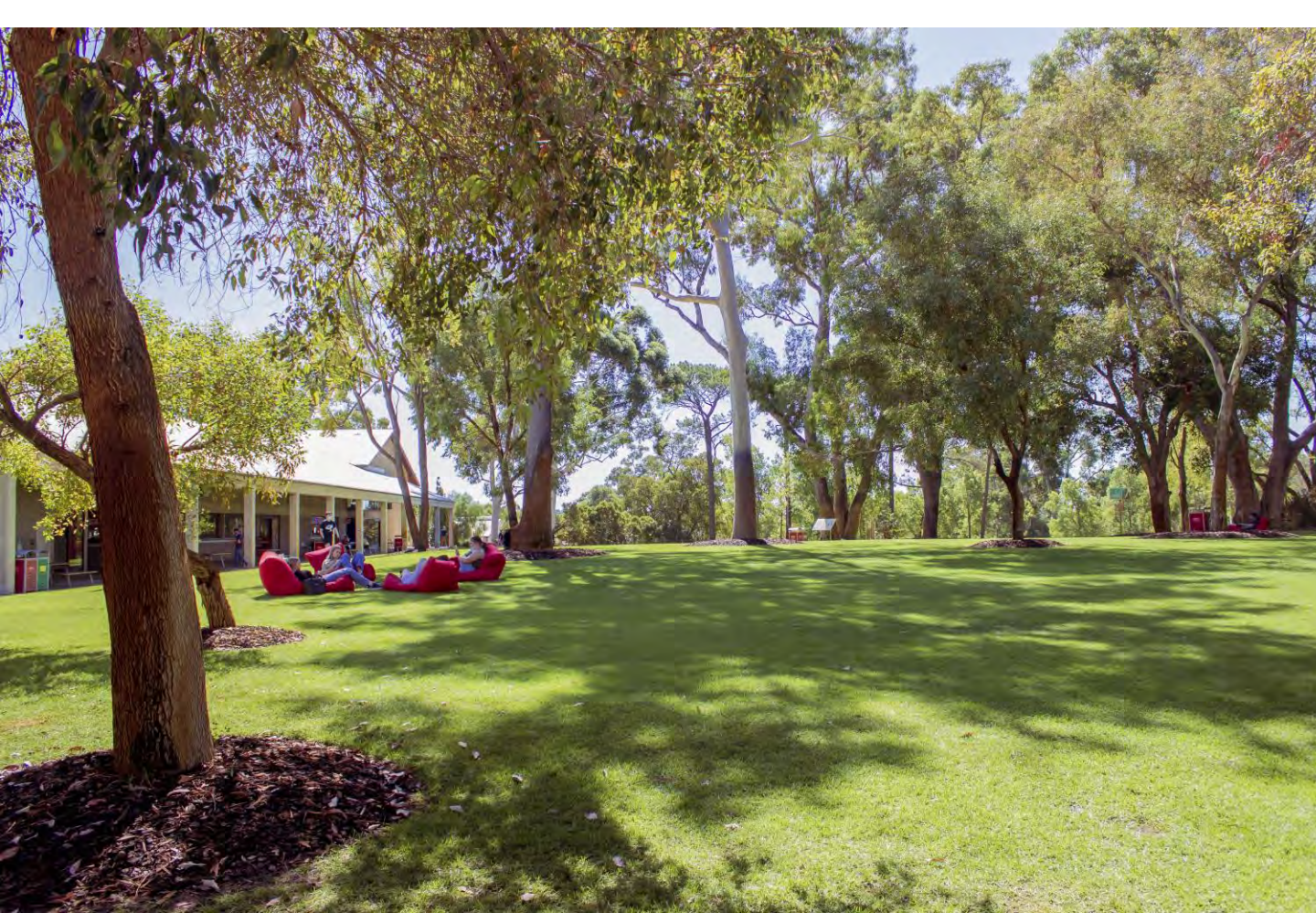
sector to engage in traditional international student engagement,

Murdoch is pursuing a number of new international education opportunities with potential partners in key markets in South East Asia.

As a forward thinking and young university, our ambition is for more people from across the world to engage with us, study with us and benefit from our activities.

We enable our students and staff to be mobile to enhance their international experience and global identities through the numerous partnerships Murdoch has with overseas universities and organisations.

Our focus on being a 'global university' flows through to the partnership spaces, as we engage across the world and seek to identify partners which share our purpose and vision and with whom we can work to excel in the domains in which Murdoch is recognised.





Our commitment to Reconciliation

Murdoch University has for decades supported the advancement of Aboriginal peoples, recognising education as a powerful tool for self-determination, societal change and Reconciliation.

In 2018, we established the Ngangk Yira Research Centre for Aboriginal Health and Social Equity to address urgent and complex problems affecting Aboriginal and Torres Strait Islander Health and Social Equity.

This has recently been enshrined as an Institute, reflecting our continued commitment to progressive research for the benefit of First Nations People.

In developing our Reconciliation Action Plan (RAP), we sought guidance from an Honorary Panel of Noongar Elders in the areas of leadership and cultural advice to the broader University community.

This outstanding group of leaders has ensured that RAP strategies made across the University reflect Aboriginal and Torres Strait Islander insights, wisdom and expertise.

Our RAP provides a framework for the University to embed Aboriginal and Torres Strait Islander knowledge, perspectives and themes within the undergraduate and postgraduate curriculum and foster collaborations between our award winning Kulbardi Aboriginal Centre and academic disciplines in co-designing high-quality learning experiences.

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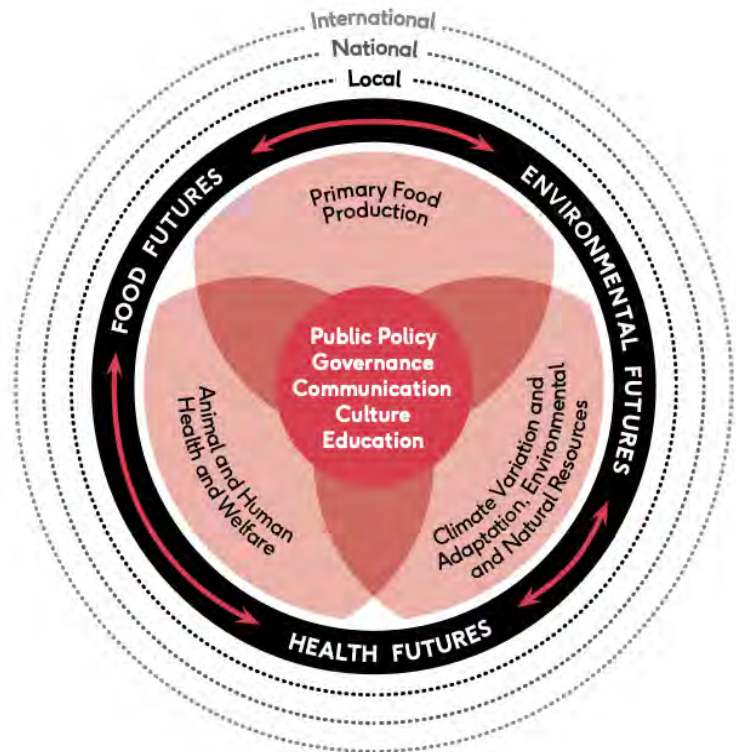
Our research

Murdoch University is a world-class research-led institution focusing on some of the world's most intractable and significant problems in the face of a growing population, food and water shortages and a changing climate.

We collaborate with more than 2,500 academic institutions across the globe and more than half of all research publications are co-authored with international collaborators.

Across key global rankings of universities, Murdoch aims to become one of the world's top 400 universities by 2025. It is anticipated that Murdoch's research strategy, including the concentration of research into our four institutes, and the strategic hiring of high performing researchers to build momentum in key research centres, will help boost Murdoch's position in these key rankings over the next three to five years.

At the core of our approach to research and innovation are four research institutes – Food Futures Institute, Harry Butler Institute, Health Futures Institute and the Ngangk Yira Institute for Change.



These institutes house 12 interdisciplinary research centres, which are associated with more than \$100 million in external funding.

Our research is globally recognised and in recent months we have successfully attracted a number of international highly cited researchers to our University.

Our institutes are externally focused and connected as part of our role as a translational university. The University is actively involved in a number of key industry research initiatives across areas such as batteries and renewable energy, agriculture and soils, future

food systems and transformation in mining economies.

A strategic focus on the key themes of food, health and the environment has generated strong results for research funding.

Our researchers engage with significant social and scientific challenges, contributing to existing bodies of knowledge for advancement across a range of disciplines. Many of our areas of expertise have global implications including climate change, food security and production, infectious diseases, mental health, politics and governance, veterinary and medical science.

Whether you are a student, academic or potential collaborator, you will find opportunities to achieve research excellence at Murdoch University.



School of Nursing At a glance

Why Join Our Team?

It could not be a more exciting time to join our highly motivated, innovative and cohesive Nursing team within the College of Health Education. Our school was established in 2004 at our regional Mandurah campus and due to enrolment growth expanded to the Perth campus in 2016.

Our outstanding teaching and nursing research has been recognised through numerous awards. Over the past four years 10 out of our 22 academics have won either or in combination national, state, university and industry excellence awards for their contributions.

Our performance in the Quality Indicators for Learning and Teaching (QILT) Surveys has exceed the national average. We've received top marks in teaching practices, resources, skills development and overall satisfaction. Additionally, we've been awarded 5 stars for Student Support in the Good Universities Guide.

We strive to offer exceptional scholarship and enriching learning experiences to our students. This is made possible through robust clinical partnerships spanning various areas within the state, as well as through national and international research collaborations.

School of Nursing

Our goal, as a group of professional nursing scholars and clinicians, is to collaborate with undergraduate and graduate students. We aim to nurture, support, develop and empower them to proactive independently and interdependently as registered nurses within the Australian health Industry.

Our accredited and comprehensive undergraduate Bachelor of Nursing degree program is available for both full-time and part-time study on-campus at the Mandurah and Perth campuses. Our students benefit from strong hospital and community health collaborations for their clinical placements as well as the opportunity for an international study experience.

The facilities at our Mandurah campus include a Simulation Room that can be adapted to resemble patient rooms or operating theatres. Additionally, there is a Simulation Ward with bathrooms, a nursing station, drug and treatment areas, utility spaces and Control rooms where tutors can program simulations and observe students. Additionally, there is a Simulation Ward with bathrooms, a nursing station, drug and treatment areas, utility spaces and Control rooms where tutors can program simulations and observe students



School of Nursing

Meet the team

'At Murdoch, I work with an incredible team of educators and researchers who are making a meaningful impact on healthcare. Our collaborative environment fosters innovation and continuous learning to bring out the best in our students and each other. With strong links to industry, everything we do has real world implications from equipping the next generation of skilled, compassionate nurses to researching ways to improve the health of patients, families and communities. I call it excellence in action!'

Susan Slatyer
Associate Professor Nursing

"I am so grateful to be part of the academic team at Murdoch University School of Nursing because we are cohesive, energetic, and dedicated to providing progressive nursing education. My position in the school has offered me an opportunity to work with likeminded health professionals to contribute to the national and global advancement of nursing education and research by fostering innovation and meaningful collaboration. I feel energised to be an academic at the School of Nursing because we collaboratively pursue excellence, scholarship, research, and community partnership across all aspects of our portfolio, and our ethos is underpinned by respect, equity, diversity and wellbeing, which creates a safe, healthy and happy working environment."

Caroline Nilson
Associate Professor

'Arriving at South Street Campus Murdoch you feel like you have been transported to a different world! There's something very special and inspiring about being on land that has for thousands of years been a place of learning for First Nations people. The bush campus environment, trees, wildlife, and animals from the veterinary school evoke feelings of calmness and relaxation. Working in such a beautiful environment is both a pleasure and a privilege.'

The School of Nursing at Murdoch University has the most wonderful supportive nursing team who are passionate about nursing education and research. The team are a diverse group of experienced nurses from a variety of backgrounds who are leaders in their field. These innovative, forward-thinking nurses embrace challenges with energy and passion, striving to ensure excellence in Murdoch educated nurses. Working within the School of Nursing is both enjoyable and intellectually stimulating. It's a place where you feel like anything is possible and your voice is heard.'

Anne Williams
Emerita Professor

Opportunities to Join our team!

Find our latest career and employability resources, student and graduate jobs and events on our [Careers Page](#).

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Associate Professor Nursing
Level/ Classification	D
Reports to	Dean of School
Division	Nursing
College	Health and Education

Position Purpose

An Associate Professor is expected to carry out activities to develop scholarly research and professional expertise relevant to the profession of nursing. A strong track record of academic excellence is expected at this level, as is high quality research that has national and/or international impact. An Associate Professor makes a considerable contribution to the University's postgraduate supervision and is expected to play a leadership role in University administration. Links to relevant industry groups and external stakeholders that will advance the interest of the School and the University are also expected. This position makes a substantial contribution to all teaching activities within the School, as well as a substantial contribution to the discipline and profession.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice, and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore, and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Biddi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

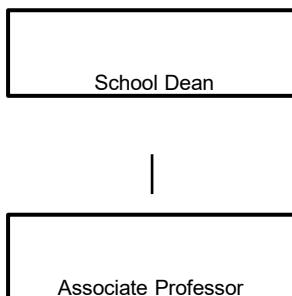
- Sustainability: Be a leading university in education, teaching, and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse, and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government, and industry.

About the Work Area

The School of Nursing is situated within the College of Health and Education and was first established in 2004 at our regional Mandurah campus (70km from the CBD) to service the needs of communities in Perth's rapidly growing South-Western corridor. Enrolments grew significantly in following years and the Discipline expanded to the Perth campus in 2016. The School currently has more than 1500 students over both campuses, who are predominantly serviced by the Bachelor of Nursing program. Postgraduate programs are also growing, with offerings in Health Care Management and a joint MBA, Gerontological Healthcare, Contemporary Issues in Mental health Care, Research Training and Higher Degrees by Research. The Nursing Team is a highly motivated, innovative, and cohesive academic group, whose track record in the delivery of quality teaching and Nursing research is evidenced by 10 of our 22 academics having each won either, or in combination, national, state, university and industry teaching, research, and nursing excellence awards over the last 4 years. We are also rated well above the national average in the Quality Indicators for Learning & Teaching (QILT) Surveys for teaching practices, resources, skills development, and overall satisfaction, and have received 5 stars for Student Support in the Good Universities Guide. MU Nursing also has strong clinical partnerships across a wide range of areas throughout the state, along with national and international research collaborations, through which we aim to provide high quality scholarship and learning experiences for our students.

Reporting Relationships



Key Responsibilities / Duties

1. Make a substantial contribution to research, individually and as leader of a team. Research outputs should have national and/or international impact.
2. Make a substantial contribution to teaching, including preparing and delivering lectures, tutorials, seminars, and marking and assessments.
3. Develop and practice innovative teaching and learning methods.
4. Take a leadership role in developing and mentoring junior academic staff.
5. Consult with, and provide advice to, undergraduate and postgraduate students.
6. Lead the development and design of curriculum and/or programs of study.
7. Supervise master's by coursework, HDR and postgraduate students.
8. Make a substantial contribution to the School, the University, the profession, and the discipline.
9. Engage with industry and other external stakeholders to develop partnerships and progress the interests of the School and the University.

10. Make a substantial contribution to service, at both School and University level, by undertaking specific administrative, planning and/or committee work.
11. Undertake such other duties as determined by the School Dean.

Selection Criteria

Essential

1. A PhD in an area relevant to appointment.
2. Extensive, substantial experience in teaching at the undergraduate and postgraduate level.
3. A track record of success in producing high quality independent research outputs that have international impact and influence.
4. A track record of success in attracting external competitive research funding that has national and/or international impact.
5. A high level of achievement in successfully supervising honours, master's by coursework, HDR and postgraduate students to completion.
6. A record of success in the application of curriculum design and pedagogy, including substantial experience with leading and designing programs of study.
7. Demonstrated links with relevant industry groups and external stakeholders that will advance the teaching and research interests of the School and the University.
8. Demonstrated high levels of written and oral communication skills in English.
9. Well-developed interpersonal skills, past success in working effectively as a member of an interdisciplinary and collegial team and demonstrated success as a leader in teaching and learning, research, and administrative activities at the School level.
10. Registration with AHPRA as a registered Nurse (RN).

Work Requirements

1. Ability to work outside of normal office hours when required.
2. Australian permanent residency or possession of a valid visa with work entitlement in Australia.

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Annual Career Development Conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries, and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Academic Career Framework

Murdoch University's Academic Career Framework provides a transparent, equitable and consistent approach to probation and promotion as well as outcome and workload expectations. Please refer to the Murdoch University Academic Career Framework for performance criteria and expectations for all academic positions.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect, and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible, and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Professor of Nursing
Level/ Classification	ACPRE
Reports to	Head of School
Division	Nursing
College	Health & Education

Position Purpose

A Professorial appointment is recognised as a leader in the discipline, with an international track record in research and a reputation for academic excellence. A Professor is expected to provide leadership at the College and University level and cultivate excellence in teaching, research, and professional activities. This position makes a substantial contribution to the mentoring effort of the University and has a special responsibility to guide and develop the next generation of academic staff at Murdoch University. To be appointed to the Professoriate, an academic will have a continuing high level of personal commitment to, and achievement in, a particular scholarly area.

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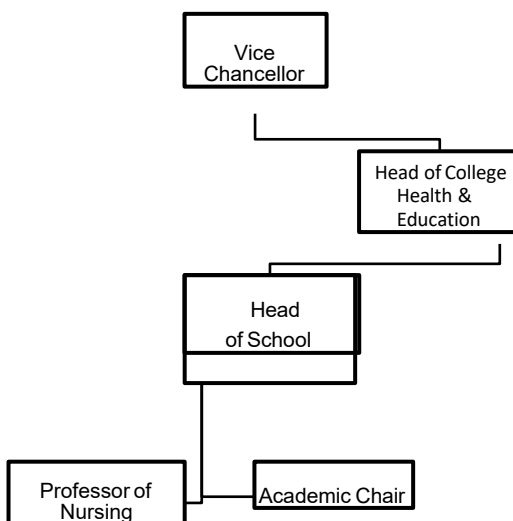
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Reporting Relationships



Key Responsibilities / Duties

1. Provide research, academic and administrative leadership to the School, College, and University.
2. Establish and conduct research of international standing, including leading major research grants and making a major contribution to the international body of knowledge.
3. Teach, and undertake course and program development and coordination in the school.
4. Take a leadership role in the professional and ethical conduct of research.
5. Undertake primary supervision of higher research degree students.
6. Encourage and cultivate research and collaboration within the College and across disciplines.
7. Provide leadership in the management and development of academic staff, aligned to the strategic goals and objectives of the College and University.
8. Make a leadership contribution to service, at both College and University level, by undertaking specific administrative, planning and/or committee work.

9. Participate in the University's annual Academic Career Development Conversation (ACDC).
10. Undertake such other duties as determined by the Dean of School.

Selection Criteria

1. Evidence of registration as a Registered Nurse (RN) with AHPRA.
2. A PhD in an area relevant to appointment, plus extensive relevant experience.
3. Experience in academic leadership including a record of building successful teams and driving performance in a large, complex organisational environment.
4. Extensive, substantial experience in teaching at the undergraduate and postgraduate level, course development and coordination.
5. A track record of success in producing high quality independent research outputs, including high impact publications with international influence.
6. A track record of success in attracting research funding that has international impact.
7. A high level of achievement in successfully supervising HDR postgraduate students to completion.
8. A record of success in the application of curriculum design and pedagogy, including substantial experience with leading and designing programs of study.
9. Demonstrated links with relevant industry groups and external stakeholders that will advance the teaching and research interests of the College and the University.
10. Demonstrated high levels of written and oral communication skills in English.
11. Well-developed interpersonal skills, past success in working effectively as a member of an interdisciplinary and collegial team and demonstrated success as a leader in teaching and learning, research, and administrative activities at senior levels of an organisation.

Work Requirements

1. A willingness and ability to travel between campuses, on a regular basis, and nationally and internationally as required.
2. An ability to work outside of normal office hours when required.
3. An Australian permanent residency or possession of a valid visa with work entitlement in Australia.

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Annual Career Development Conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and

- comply with Murdoch University policies and procedures.

Academic Career Framework

Murdoch University's Academic Career Framework provides a transparent, equitable and consistent approach to probation and promotion as well as outcome and workload expectations. Please refer to the Murdoch University Academic Career Framework for performance criteria and expectations for all academic positions.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.



Application process

At Murdoch University, we review your application alongside a dedicated selection committee. To ensure we're identifying and assessing qualified candidates for the role, we have highlighted the process below.

Your application should consist of:

1. A covering letter
2. Statements addressing the Selection Criteria
3. A comprehensive CV including:
 - Full name, address, mobile and telephone number(s) and email address
 - Names, telephone numbers and email contact of at least three referees including current/most recent supervisor (no contact will be made without your permission)
 - Employment history including present position and notice required, and an indication of the earliest date on which you would be able to commence
 - Details of qualifications and professional memberships
 - Confirmation of your right to work in Australia

All enquiries should be directed in confidence to:

V.Cope@murdoch.edu.au

Please submit your application via Murdoch Careers Page:
<https://murdoch.wd3.myworkdayjobs.com/MurdochCareers>

The deadline for applications is 26 July 2024

Our location



Murdoch University has Australian campuses in Perth, Mandurah and Rockingham, offshore campuses in Singapore and Dubai and a CBD space in the heart of Perth – the forerunner to the development of a Vertical Campus in Perth's CBD by 2024.

Western Australia covers one-third of the Australian continent, spanning over 2.5 million square kilometres (one million square miles) and several different climatic zones. With the fastest growing economy in the country, Western Australia is widely regarded as the 'powerhouse' of the nation's economy with an ambitious international outlook and sharing the same time zone as 60% of the world's population.

Our main South Street campus is in Perth, the capital of Western Australia, close to the city centre and easily accessible by train, bus, bike or car. With a population of more than 2.1 million people, Perth is a thriving, cosmopolitan city ranked as the sixth most liveable city on the planet in the Global Liveability Index for 2021. Perth's fast-evolving cultural offerings include art galleries, theatre companies and museums, international film and writers' festivals, and the world-renowned Perth International Arts Festival.

Western Australia also has many world-class sporting facilities and, whatever your preference, Perth has plenty of options to pick from including Australian Rules Football, football, rugby, cricket, basketball and netball.

Perth's CBD is located on the banks of the Swan River while the greater Perth region boasts an array of unparalleled pristine beaches and enjoys more hours of sunshine than any other capital city in Australia.

This is the perfect climate in which to enjoy a healthy outdoor lifestyle. Cycling, surfing, kayaking, golf and sailing are among our many popular past times. With a sophisticated mix of cafes, restaurants, boutiques and department stores – and premium wineries, uncrowded beaches and bushland within easy reach – there can be no doubt this is a fabulous place to live and work, both for professionals and their families.

Perth is a thriving, cosmopolitan city ranked as the sixth most liveable city on the planet.



We have a range of salary packaging options available, consisting of but not limited to:

- Campus car parking
- Murdoch Active gym membership
- Active kids holiday program
- Airline lounge membership
- Financial consultation
- Electronic devices!
- Self-Education
- Motor vehicles

Why Murdoch?

At Murdoch University, we have an abundance of exciting benefits on offer for our valued employees!

Our People enjoy a lively, natural campus and world class facilities, as well as a range of benefits including:

- Competitive Remuneration
- Paid leave entitlements
- Flexible work arrangements
- Employee counselling services
- Staff discounts available!
- On Campus gym
- Childcare facilities
- Salary Packaging arrangements!



Useful links

City of Perth Information
perth.wa.gov.au

WA Tourism Information
westernaustralia.com/au

Local Council Information
melvillecity.com.au



murdoch.edu.au

CRICOS Code: 00125J TEQSA Provider ID: PRV12163 (Australian University)

