

A Career that CHANGES LIVES



POSITION DESCRIPTION

Professor – Academic E School of Nursing, Midwifery and Social Sciences

Position Number/s	640899
Position Status	Continuing; Full-Time
Position Supervisor	Dean School of Nursing Midwifery and Social Sciences
Number of Positions Supervised	Directly: TBA Indirectly: Nil
Job Family Category	Academic

(To be read in conjunction with the Professor Level E Position Description contained within the current [Enterprise Agreement](#)).

You will:

Exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities in the relevant discipline within the School and University, and within the community, both scholarly and general. You will promote and contribute to the successful attainment of the stated mission and objectives of the School and University.

You will also provide a high level of academic leadership to the discipline, School and University through initiating, implementing and participating in activities such as internal and/or external teaching, research and development activities and educational development.

You will meet the requirements for a Professor as outlined in the University's [Academic Profile Procedure](#).

You are responsible for:

- Leadership in developing and implementing the school learning and teaching strategy.
- Contributions within the discipline at an international and national level, such as active participation in educational activities of discipline/professional bodies, invitations to present at conferences and professional learning workshops or similar.
- Leadership of multidisciplinary research teams bringing together researchers from other national and international universities.
- Leading the research funding process through external grant schemes and developing external funding opportunities (e.g. CRCs and CREs).
- Establishing significant research relationships with external stakeholders.
- Fostering the research of other groups and individuals within the School, the discipline and other related disciplines.
- Providing leadership in the development of research policy.
- Supervision of Research Higher Degree students and of postgraduate students engaged in unit work.
- Supervision and leading research projects.

- National and international leadership in academic staff development within and beyond the relevant discipline.
- High-level service on public boards, committees, regional authorities, boards and committees of professional associations or government.
- Mentorship of employees across the School.
- Playing an active role in the maintenance of academic standards within the School.
- Participating in, and providing leadership in, community affairs, particularly those related to the discipline, in professional, and industry sectors where appropriate.

As a supervisor you are responsible for:

- Providing mentoring, guidance and career planning for your staff and ensuring staff have access to appropriate professional development activities.
- Undertaking probationary and performance management processes ensuring you have regular conversations with your staff and provide real-time, positive and constructive feedback to empower staff to continually improve and enhance staff and team performance.
- Understanding your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- Allocating and monitoring workload and address associated issues in a timely manner.
- Ensuring new staff participate in the university's induction program and providing a localised work area orientation.
- Developing mechanisms to promote staff recognition.

SELECTION CRITERIA

Knowledge and Education	Skills and Experience
Essential • Hold doctoral qualifications (PhD or equivalent) plus significant experience in the relevant discipline. • Registered as a Nurse (Division 1) in Australia, evidence of meeting NMBA Recency of Practice registration standards. AHPRA site • Extensive academic, research and industry experience with understanding of current professional and educational issues in Nursing.	Essential • A strong track record of quality teaching evidenced by student and/ or peer feedback. • Demonstrated academic leadership, including a record of building successful multi-disciplinary teams and driving performance in a large and complex organisational environment. • Demonstrated expertise in staff management including performance management, mentoring and motivating a team to obtain high quality outcomes. • Experience in course development and implementation. • Experience in unit delivery including online methods to Undergraduate and Postgraduate students. • Demonstrated track record of publications in high quality journals. Applicants must report their <i>Scopus H-index</i> and the current impact factor for each journal publication. • Demonstrated capacity to attract competitive grants. • Demonstrated experience in successful supervision of research higher degree students. • Development and maintenance of strong professional links with government, industry and community.
Critical capabilities	Motivational and Job Fit Factors
Achieves results • Motivates and inspires others to achieve or exceed performance expectations. Engages and connects • Anticipates and identifies ways in which the University can collaborate with partners to address current and future challenges. Personal drive and integrity • Develops team culture where individual team members are valued and recognised for their diverse skills sets. Shapes the future • Drives the strategic priorities of the University and inspires a shared vision for its future. Communicates with influence • Works collaboratively to develop communication strategies and mechanisms which ensure that important messages are cascaded in a consistent, clear and timely way across the University and externally.	This position would suit someone who gains job satisfaction from: • Diversity in the workforce. • Collaborating and cooperating with other departments to achieve positive business outcomes. • Continuously improving and exploring new ways to do their job successfully. • Striving to understand and meet customer expectations and satisfaction. • Coaching others and fostering other people's professional development. • Being a high involvement-leader and influences others by creating a participative and empowered environment. • Having intellectual and robust discussions, continual education, professional development and idea exchange.

OTHER JOB REQUIREMENTS

- The role is located within a CQUniversity's campus and will respect and adhere to the guiding principles and objectives of that campus.
- Applicants invited for interview will be expected to do a presentation in conjunction with the selection interview process.