



## POSITION DESCRIPTION

### ASSOCIATE PROFESSOR/PROFESSOR IN NURSING (MENTAL HEALTH NURSING) SCHOOL OF NURSING & MIDWIFERY

<b>Vacancy Reference No:</b>	07194
<b>Major Cost Centre:</b>	Faculty of Health Sciences
<b>Organisational Unit:</b>	School of Nursing & Midwifery
<b>Classification:</b>	Academic Level D/E
<b>Salary Range:</b>	Level D \$95 973 to \$105 731 pa full-time Level E \$123 626
<b>Superannuation:</b>	Employer contribution of 17% of salary Employee contribution of 7% of salary
<b>Total Remuneration Package:</b>	\$112 288 to \$123 705 or \$144 642 The total remuneration package includes salary and employer superannuation contributions.
<b>Employment Type:</b>	Continuing
<b>Supervisor (Title):</b>	Dean of the School of Nursing and Midwifery
<b>Closing date:</b>	31 August 2007

#### KEY PURPOSE

This position will provide leadership in the ongoing development of education, research and practice in mental health nursing and advance the School of Nursing & Midwifery in its reputation as a centre of excellence in education and research, both nationally and internationally, and to advance the development of the discipline.

#### ORGANISATIONAL ENVIRONMENT

The School of Nursing & Midwifery is one of the Schools in the Faculty of Health Sciences and is one of the leading schools of nursing and midwifery in Australia, offering innovative nursing education. The School aims for excellence in scholarship, professional practice, research and community service.

The School has a dynamic higher degree program, vibrant, well established undergraduate and postgraduate programs and staff who are focussed on excellence in teaching, research and practice. The School has current research foci in the areas of population health, chronic illness, ageing, health service delivery and workforce development and is seeking to build upon progress already made by pursuing best practice leadership within a multidisciplinary service delivery framework. The School has good working relationships with a range of health care agencies and strong community links which staff have developed through their professional involvement in various community projects.

### **KEY RESPONSIBILITIES**

The key responsibilities and selection criteria identified for this position should be read in conjunction with the Flinders University Academic Profile for the relevant academic classification, available at

<http://www.flinders.edu.au/ppmanual/staff/acprofiles.html>

The primary focus of this position will be to provide leadership in the ongoing development of education, research and practice in mental health nursing in the broader health context.

This will be achieved by, but is not restricted to:

- making a distinguished personal contribution to research including supervising honours, graduate and higher degree research students;
- providing leadership in the research activities of the School and the University that enhance the function and identity of mental health nursing as well as contributing to the national research agenda;
- participating in undergraduate and postgraduate teaching;
- providing leadership in education programs which address contemporary health needs and contexts;
- contributing to the development of practice, research and education in mental health nursing through participation on relevant internal and external committees;
- actively contributing to policy and planning reform agenda in mental health;
- fostering the ongoing development of rural and metropolitan regional networks and collaborative projects;
- initiating research which has practice outcomes and applying research outcomes which will contribute to enhancing mental health nursing practice thereby facilitating the development of evidence-based mental health nursing practice;

- working with nurses and other professionals in clinical practice settings to facilitate the development of their research ideas for changing the practice culture;
- actively engaging with industry partners and community agencies on behalf of the School of Nursing & Midwifery, ensuring mental health nursing education and research meet industry needs;
- other associated duties as determined by the Dean
- promoting and providing a safe working environment for students, staff and visitors with attention to the requirements of the Occupational Health Safety and Welfare Act, the Workers Rehabilitation and Compensation Act and Equal Opportunity legislation. Specific responsibilities are detailed at <http://www.flinders.edu.au/ohsw/sup-resp.html> and [http://www.flinders.edu.au/eo\\_unit/legislation/index.html](http://www.flinders.edu.au/eo_unit/legislation/index.html)

### **SUPERVISION PROVIDED TO OTHERS**

This position will be required to supervise staff in research teams and academic and sessional staff in topic teams according to the University's policies, practices and standards.

In particular, the incumbent will be responsible for setting team direction and goals and motivating staff to achieve them.

### **WORKING RELATIONSHIPS**

The successful applicant will be part of a team of academic and research staff who contribute to the School's teaching and research programs and will be working for the benefit of the School. The appointee will also be expected to liaise with University colleagues, industry partners and community agencies, in addition to seeking collaborative opportunities with professional colleagues nationally and internationally.

A key relationship will be with the Dean who is Head of the School (and Deputy Head of Faculty) and the School's Associate Deans. The School has five Associate Dean positions, each one with supervisory responsibilities. Academic staff are responsible to the Executive Dean of the Faculty through the Dean of School. The Dean will supervise this position on a day-to-day basis for the purposes of the Flinders University Certified Workplace Agreement.

### **UNIVERSITY EXPECTATIONS**

All staff are expected to:

- contribute to the efficient and effective functioning of the team or work unit in order to meet organisational objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;

- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Occupational Health and Safety and Equal Opportunity Policies.

## **ADDITIONAL REQUIREMENTS**

Intra and inter state travel may be required.

## **SELECTION CRITERIA**

(Note for intending applicants – applicants should address each selection criterion individually and should argue their case by citing evidence to support their claims rather than presenting a list of facts only).

### **Essential criteria**

- a completed PhD or research equivalent in Nursing;
- eligibility for registration with the Nurses Board of South Australia;
- well established career and current professional practice in mental health nursing;
- demonstrated evidence of successful leadership in the academic and clinical domains including evidence of ability to work collaboratively with relevant leaders at School, Faculty, University and external organisational levels to achieve mutually agreed outcomes;
- demonstrated capacity in mental health nursing research including a significant track record in publications and acquisition of research funds;
- demonstrated evidence of successful teaching including supervision of higher degree students;
- established record of teaching program coordination and delivery, curriculum planning and development at both undergraduate and postgraduate levels and effective resource management;
- evidence of active engagement with relevant industry and professional bodies;
- knowledge of the Australian health care system, in particular government mental health policies and priorities emerging issues and future strategic directions and requirements of professional nursing organisations;
- highly developed interpersonal communication and negotiation skills.

## **Desirable criteria**

- demonstrated capacity to foster new developments in mental health nursing;
- Evidence of effective participation in a multi disciplinary team.

For appointment at Professorial level (Level E), in addition to the qualifications, applicants should have extensive relevant professional and academic experience, a significant national/international research reputation and the ability to provide research leadership.

## **SELECTION OF CANDIDATES**

Candidates will be evaluated on merit against all of the various components that make up this position description. Assessment will take into account all information that is determined to be appropriate, eg written application, qualifications, interview, work samples, skills testing and referee reports.

The final decision regarding appointment to this position will be based on an assessment of the requirements of the total Position Description.

## **INFORMATION FOR PROSPECTIVE STAFF**

All intending applicants should read the *Essential Information for Applicants*, available at <http://www.flinders.edu.au/employment/app.php> If you are unable to access this information on the web site, please contact the contact person nominated below.

Information about Flinders University, living and working in Adelaide and employment at the University is available at <http://www.flinders.edu.au/employment/whyflin.php>

## **CONTACT DETAILS**

For further information about the position, contact Ms Linda Saunders, Dean of the School of Nursing & Midwifery (08) 8201 3558 or e-mail: [jacqui.toomey@flinders.edu.au](mailto:jacqui.toomey@flinders.edu.au)

Candidates must discuss the position with the contact person before sending in a written application.

## **SUBMITTING AN APPLICATION**

All applications must be lodged with Personnel, Policy and Practice, Flinders University, GPO Box 2100, Adelaide, South Australia 5001.

Further information regarding procedures for mailing, e-mailing, faxing or delivering applications are provided in the *Essential Information for Applicants*. Please do **not** forward applications to the contact person nominated as the contact person.

**Name of Authorising Officer:** Ms Linda Saunders, Dean of School

**Name of Authorising Officer in Human Resources:**

Mr George Szewczyk, Personnel Consultant

**Date of last update:** May, 2007