

Position Description – Associate Professor

Updated 16 December 2025

POSITION DETAILS

College	College of Nursing and Health Sciences
Organisational Unit	Nursing
Supervisor	Dean, People and Resources (or Delegate)
Classification	Teaching Specialist (Clinical/Practitioner) Level D
Employment Type	Continuing, full-time

POSITION SUMMARY

This Teaching Specialist (Clinical/Practitioner) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Associate Professor will provide high level leadership and direction in delivering excellence in teaching and learning across the suite of Nursing topics and courses in the College of Nursing and Health Sciences. The Associate Professor will be responsible for providing sustained leadership in teaching and scholarship of teaching through original and innovative contributions which deliver excellence in teaching. They will be expected to draw upon their significant and senior roles in clinical practice to develop industry partnerships for work integrated learning, deliver innovative placement models and provide contemporary and high-quality placement education, both through clinical skills training, simulation and service provision. The Associate Professor will also make a significant contribution to leadership and managerial activities of the College and/or University and be recognised for their contribution to the profession at the local, national and international level. The Associate Professor will also be expected to concurrently engage in practice in a clinical or community setting to support maintenance of contemporary practice, knowledge and skills.

The Associate Professor may also be involved in teaching across other courses in the College of Nursing and Health Sciences or other Colleges. The Senior Lecturer will be required to make a significant, wide-ranging, independent, high-quality contribution to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. The Senior Lecturer will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's 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;

- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).

Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID-19 in line with the SA Health policy.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution however, it is expected that the Associate Professor will engage in the relevant activities to embed the NEXUS between research, education and practice.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on Nursing topics, across all levels and modes of the College.
- Contribute to the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Course Coordinator as required.
- Play a lead role in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Undertake leadership and managerial level administrative activities as determined by the Dean, People and Resources.
- Undertake a leadership and managerial role to mentor colleagues and involve industry mentors in academic and professional development activities.
- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.

- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Doctorate in a relevant field or equivalent clinical experience and professional standing in Nursing.
- Hold and maintain a current membership with Nursing and Midwifery Board of Australia/ Australian Health Practitioner Regulation Agency.
- Relevant and contemporary clinical experience in a relevant field and ability to maintain concurrently within or outside of this position.
- Evidence of a strong understanding and application of pedagogical theory and contemporary educational practice relevant to the discipline.
- Significant and sustained evidence of excellence in teaching performance at a tertiary level, inclusive of the relevant professional setting with evidence of a distinguished personal contribution.
- Significant and sustained evidence of leadership in the successful development, delivery and evaluation of learning and teaching innovations across disciplines, both in the classroom and in the professional education setting.
- Demonstrated evidence of sustained capability of providing a distinguished contribution to scholarship in teaching through participation in teaching and learning strategies and in professional development in higher education teaching.
- Evidence of management of a teaching program including ability to lead a team of academics and mentor such individuals in the delivery of innovation and excellence in teaching.
- Significant demonstrated understanding and experience of curriculum reviews and internal and external accreditation activities.
- Demonstrated strong understanding of the nexus between teaching and learning, research, scholarship and practice.
- Evidence of the ability to work collaboratively across an organisation and with external partners towards the development of shared projects and initiatives.
- Demonstrated excellent interpersonal, collaborative and communication skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Experience in coordinating and/or leading the activities of other staff.
- Experience in development of international and short course teaching delivery or collaboration.
- Advanced knowledge of course accreditation requirements for relevant area.
- Demonstrates a commitment to fostering a positive workplace culture, and role modelling behaviours that support the University's Reconciliation Action Plan (RAP) and commitment to enhancing educational opportunities for Aboriginal and Torres Strait Islander people.
- Evidence of upholding the values and ethos of the University.