

Position Description – Associate Professor

Updated 28 April 2023

POSITION DETAILS	
College/Portfolio	Nursing and Health Sciences
Organisational Unit	Palliative Care and End-of-Life Care
Supervisor (Title)	Dean, People and Resources (or Delegate)
Classification	Teaching and Research (Academic) Level D
Employment Type	Continuing, Full-Time

POSITION SUMMARY
<p>The Associate Professor will be a senior member of the academic staff in the discipline of Palliative and End-of-Life Care in the College of Nursing and Health Sciences. The Associate Professor will contribute leadership of high-quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the Palliative and End-of-Life Care suite of postgraduate courses. These courses make up the largest postgraduate palliative care education program in Australia, reaching students from a range of health professions, across the country and the globe. With a variety of topics covering palliative and end-of-life care across the life course, the flexibility in choice and online delivery enables students to create a bespoke learning pathways to meet their education needs. This highly regarded course continues to develop innovative approaches to health professional education and uses its position with the Research Centre for Palliative Care Death and Dying (RePaDD) to continue to strive for educational, research and clinical excellence. The Associate Professor may also be involved in teaching across other courses in the College of Nursing and Health Sciences or other Colleges, where appropriate.</p> <p>The Associate Professor will also make distinguished contributions to research, in particular to the RePaDD and Caring Futures Institute (CFI). RePaDD, which was established in 2019, examines the complete experience of death and dying for people living with a life-limiting illness, their carers, the clinicians caring for them and the broader community. RePaDD hosts several nationally funded palliative care programs, which aim to build awareness and capacity in the Australian community and the health and aged care workforce. The centre plays a pivotal role in the synthesis, development, and translation of evidence to improve society's experience of death and dying as well as tackling clinical issues in the delivery of palliative and end-of-life care. The CFI is Australia's first fully dedicated research Institute for the study of self-care and caring solutions leading to better lives, better communities, better care and better systems. CFI is closely connected with community, consumers and carers, working closely with not for profit and private care sectors, government, and health and community services. Adopting a knowledge translation approach, the institute brings together researchers, consumers, and users of health and community systems to co-design solutions, using innovative methodologies, technology, health and social care economics, and disruptive solutions to have impact.</p> <p>The Associate Professor will provide leadership in Palliative and End-of-Life Care through collaboration, capacity building and advancing cross-disciplinary research and teaching activity as well as leading on the strengthening and exploration of new partnerships with relevant internal and external stakeholders, nationally and internationally. The Associate Professor will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to staff according to the University's policies, practices, and standards.</p>

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 valid National Police Certificate which is satisfactory to the University will also be required before the successful applicant can commence in this position.

An up to date COVID-19 vaccination may be required as a condition of employment, in accordance with the Flinders University [COVID-19 Vaccination Policy \(2022\)](#). If required, any offer of employment will be subject to the successful candidate presenting their COVID-19 Digital Certificate as evidence of vaccination or showing evidence of a valid medical exemption, where relevant

KEY POSITION RESPONSIBILITIES

The Associate Professor is accountable for:

1. Providing sustained leadership in inspiring and innovative teaching informed by approaches that enhance the student experience, primarily within Palliative and End-of-Life Care.
2. Making an outstanding and distinguished high-quality personal contribution to research and community service through original and innovative contributions, obtaining competitive research grants from outside the University and producing high quality publications.
3. Playing a significant leadership role in the College/University and make a significant contribution to leadership at the national and/or international level within Palliative and End-of-Life Care.
4. Provide expertise and leadership in ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers, and supervision of students Research Higher Degree students.
5. Provide leadership in College internal and external quality assurance and accreditation processes.
6. Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contribute to the development of a respectful, trusting and collaborative working environment.
7. Developing, establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, nationally and/or internationally.
8. Substantial leadership to the integration and management of aspects of the academic and

administrative life of the College.

9. Some out of hours work (including weekends), interstate and overseas travel, may be required.
10. Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD or equivalent qualification in the field of Palliative and End-of-Life Care.
- Hold and maintain a current membership with a relevant professional association.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in Palliative and End-of-Life Care at tertiary level.
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant demonstrated understanding and experience of curriculum reviews and internal and external accreditation activities.
- An established national reputation and emerging international reputation in research in an area aligned with the College's research strengths, particularly the Research Centre for Palliative Care, Death and Dying and the Caring Futures Institute, evidenced by sustained high quality publications as senior author and attraction of several competitive external grants.
- Demonstrated excellence in the supervision of research students.
- A demonstrated strong track record of establishing effective research collaborations with national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.
- Experience in coordinating and/or leading the activities of other staff.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies.
- 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.
- *Experience in development of international and short course teaching delivery or collaboration (desirable).*