

Position Description – Associate Lecturer, Clinical Nursing Simulation Educator (CNSE)

Updated 20 February 2026

POSITION DETAILS	
College/Portfolio	College of Nursing and Health Sciences
Organisational Unit	Nursing
Supervisor (Title)	Dean, People and Resources (or Delegate)
Classification	Teaching Specialist (Clinical / Practitioner) Level A
Employment Type	Continuing, Part-Time

POSITION SUMMARY
<p>This Teaching Specialist (Clinical Practitioner) position, with its primary focus on teaching and teaching-related activities, has an important role to play in the University's achievement of its strategic plan, Impact. With Purpose: The 2035 Agenda.</p> <p>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:</p> <ul style="list-style-type: none"> • 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. <p>The Clinical Nursing Simulation Educator will facilitate the provision of a supportive, encouraging and nurturing teaching and learning environment for students and tutors in the clinical skills laboratory. This involves working collaboratively with the Topic Coordinator, tutors and the clinical laboratory technicians to ensure clear, replicable and consistent demonstration and application of clinical skills required by the student for the provision of competent and safe person-centred nursing care. The Clinical Nursing Simulation Educator, through role modelling of professional attributes, attitudes and behaviours, will support the development of casual clinical tutors and resources including clinical skills videos, simulation scenarios and development of simulation expertise. This position is an opportunity for individuals to share, nurture and expand on applied educational strategies to contribute to the development and direction of the CNHS clinical skills environment and the future nursing workforce. The Associate Lecturer will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.</p>

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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 and Excellence
- demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent.
- contribute to the efficient and effective functioning of the team or work unit 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.

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).

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

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 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; curriculum design and review; delivery innovation; utilising advancements in education technologies; and making a contribution towards maintaining internal and external compliance and accreditation of courses. Appointees bring recent, ongoing (concurrent) or extensive experience and knowledge of contemporary clinical/professional practice to the position. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Focus on quality improvement activities to maximise the student learning experience in the clinical simulation laboratories and participate in monitoring and evaluation activities.
- Create, coordinate and conduct lectures, tutorials, practical classes, demonstrations, workshops and assess students enrolled in nursing topics of the College, with a focus on clinical skills training and/or supervision of students undertaking work integrated learning.

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- Assist in the development of topic and course materials with appropriate guidance from Course Coordinators, Topic Coordinators and/or Senior Academic Staff.
- Contribute to the planning and evaluation of topics, in collaboration with Topic Coordinators, which include delivery of curriculum in the clinical nursing simulation laboratories.
- 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.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- 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 high quality contribution to community service, with a focus on opportunities that maintain clinical skills currency, 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.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 3 years tertiary study or equivalent qualification and experience in Nursing.
- Currently registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a Nurse.
- Hold and maintain a current membership with a relevant professional association.
- Relevant and contemporary clinical experience in Nursing.
- Evidence of teaching experience at a tertiary level within Nursing, specifically the clinical simulation laboratory environment.
- Demonstrated experience in preparation and delivery of curriculum.
- Demonstrated experience in student assessment.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.

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- Evidence of effective use of innovations and technologies in teaching practices.
- Demonstrated understanding of the nexus between teaching and learning, research, scholarship, and practice.
- Demonstrated excellent oral and written communication skills, interpersonal, critical thinking, motivational problem solving and negotiating skills, including the ability to establish and maintain effective relationships with staff, students and industry to achieve shared goals and objectives.
- Evidence of upholding the values and ethos of the University.
- *Completion of a Graduate Certificate (or higher level of qualification) relevant to Nursing (desirable)*
- *Completion or substantial progress towards a Masters Clinical Education or equivalent qualification (desirable).*

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