

Position Description – Associate Professor in Nursing & Midwifery Education and Workforce Development

Updated 05 June 2026

POSITION DETAILS	
College/Portfolio	College of Health and Enablement
Organisational Unit	Nursing and Midwifery
Supervisor (Title)	Dean, People and Resources (or Delegate)
Classification	Academic Teaching & Research (Balanced) Level D
Employment Type	Fixed Term, Full-Time

POSITION SUMMARY
This Associate Professor position will have a formal presence across Southern Adelaide Local Health Network (SALHN) and the College of Health and Enablement (CHE), Flinders University. Nursing and Midwifery SALHN provides overarching governance, leadership, strategic support and professional guidance for nursing and midwifery services. The incumbent will work collaboratively with the EDNM to lead professional and education and workforce development in nursing and midwifery to achieve professional excellence in nursing and midwifery. The position portfolio includes, but are not limited to, workforce planning, innovation, project leadership, education and workforce development, workforce wellbeing, recruitment and retention, and partnerships with the higher education sector. Through effective leadership they will support initiatives across SALHN to promote excellence in professional practice and strengthen the organisation's reputation, in alignment with the SALHN Strategic Plan 2023-2027. The College of Health and Enablement at Flinders University offers a wide range of undergraduate, postgraduate and continuing professional development programs, and leads diverse research and community engagement initiatives. Academic staff design and deliver activities that develop high-quality graduates and advance the nursing and midwifery disciplines. These efforts align with Flinders University's Agenda 2035, which outlines the institution's priorities, strategies and key performance indicators, as well as the College's vision to empower people and communities to build a healthier future. This vision is realised through world-class teaching and research, supported by strong, sustainable partnerships. This conjoint role offers the opportunity to lead a culture of excellence in nursing and midwifery education, workforce development, research and professional practice, shaping outcomes across SALHN and the Flinders University College of Health and Enablement. It invites a collaborative, strategic leader to drive impactful academic health service partnerships, guide clinical governance, and influence statewide, national and international initiatives that advance the profession.

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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.

Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.

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

The Associate Professor in Nursing and Midwifery Professional Education and Workforce Development is accountable for:

- Leading a culture of excellence in nursing and midwifery education, workforce development, research, professional standards and continuous quality improvement, supporting priority outcomes.
- Works collaboratively across SALHN and Flinders University and other stakeholders to deliver high-quality education and workforce development services, research, leadership, engagement and co-joint initiatives that provide mutual benefit.
- Works collaboratively between SALHN and Flinders University to explore and progress opportunities that enhance the capacity and capability of the SALHN nursing and midwifery workforce, including innovation in models of care and ways of working.
- Assumes accountability for effective strategic, professional and operational leadership of nursing and midwifery education and workforce development within the Nursing and Midwifery SALHN.

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- Collaborates as an equal member of SALHN and CNHS leadership teams and committees to strengthen academic-health service partnerships and achieve synergistic outcomes.
- Works collaboratively with the Nursing and Midwifery Community of Practice and relevant SALHN committees and groups progress SALHN values, vision and strategic direction.
- Contribute to relevant teaching and learning and curriculum development activities at Flinders University, including assisting with recruitment, mentoring and support of high quality early and mid career academics and postgraduate students.
- Guides and enacts clinical governance, and fosters sustainable internal and external partnerships, policy development, scholarly activity and leadership initiatives, including the introduction and governance of new and emerging nursing and midwifery competencies (e.g. nurse prescribing).
- Engages with academic colleagues within Flinders University to strengthen partnerships and contribute industry, education, research and leadership expertise.
- Contribute to academic excellence by applying industry and disciplinary expertise, and by leading innovation in Nursing and Midwifery Education and Workforce Development within SALHN, across relevant Flinders University programs, and through statewide, national and international initiatives and projects.
- Leading and participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing, establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, and nationally.
- 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

- Completion of a PhD, or other relevant and equivalent qualification and/or experience.
- Currently registered or eligible for registration with Nursing and Midwifery Board of Australia/ Australian Health Practitioner Regulation Agency.
- Hold and maintain a current membership with a relevant professional association.
- Demonstrated evidence of a distinguished and active track record of clinical and teaching expertise in nursing and/or midwifery at tertiary level, including a management role in national delivery and /or collaboration.
- Demonstrates autonomous, strategic decision-making informed by nursing, midwifery and broader health policy and regulatory frameworks.
- Engaged as an management team member in clinical and corporate governance to ensure safe, high-quality service delivery.
- Demonstrated evidence of innovation in education and workforce development.
- Evidence of educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation.
- Experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies.

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- An established national reputation in scholarship/research in an area aligned with the College's research strengths evidenced by sustained high quality publications and attraction of competitive internal and external grants.
- Demonstrated supervision of honours and research higher degree students.
- Demonstrated contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, and national level.
- A demonstrated strong track record of establishing effective research collaborations with external national 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.

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