



# Indigenous Lecturer / Senior Lecturer in Nursing

FACULTY OF HEALTH  
ACADEMIC DIVISION



## Acknowledgement of Country

QUT acknowledges the Turrbal and Yugara, as the First Nations owners of the lands where QUT campuses now stand.

## About the Position

We seek an Indigenous Australian registered nurse innovator who can contribute to realising our ambitious agenda to be future-focused in the way we deliver courses, undertake research, and prepare our graduates for a changing health workforce. This will be achieved through creative innovation in learning and teaching, underpinned by impactful research; and the effective application of technology to achieve the best teaching outcomes. Teaching areas of particular interest include – but are not limited to critical practice in working with people from underserved populations with diverse cultural backgrounds and sustainable development goals as they relate to healthcare, and Aboriginal and Torres Strait Islander peoples. Those with a research focus that is complementary to the strengths of the School are encouraged to apply.

The Lecturer/Senior Lecturer in Nursing will work with a team of highly experienced academics. The position will contribute to postgraduate and undergraduate teaching in the Master Entry Nursing and the Bachelor of Nurses courses. In support of our strategic priority of Indigenous Australian success, this position is specifically for Aboriginal Australians and Torres Strait Islander applicants.

A Lecturer (Level B) role will suit applicants who are excited by the opportunity to lead education and research through innovation, and provide students with skills that reflect the needs of the community now and into the future. This will be achieved through connecting and collaborating with industry, the community, consumers of health services, and primary health care providers to address disparities in health outcomes in the community.

The Senior Lecturer (Level C) role will suit academics with the capabilities to address all of the Level B requirements detailed above. Plus, provide leadership in mental health nursing, cultural safety or another clinical speciality while actively strengthening our

teaching quality and research performance. The successful candidate will shape our curricula and work closely with academic colleagues to teach undergraduate and postgraduate courses, including our new Master of Nursing – Entry to Practice course. They will be expected to teach in clinical and theoretical units and play a significant role in scholarship, research and professional activities.

This position reports to the Head of School, School of Nursing for supervision, workload management, and performance planning and Review (PPR).

### Key responsibilities include:

#### Lecturer (Level B)

- Facilitate excellence in undergraduate teaching through the development and promotion of innovative teaching methods and materials.
- Undertake research and publishing in high-quality peer-reviewed journals.
- Coordinate and teach units across all levels of the courses.
- Provide authentic, real-world learning and assessment.
- Actively participate in unit and curriculum review, design, development and implementation.
- Engage in partnerships to support the provision of quality student clinical placements.
- Supervise students in research scholarship at both undergraduate and postgraduate levels.
- Effectively engage with industry partners and professional associations at state and national levels.
- Implement and administer University policies concerning equitable access to education and workplace health and safety.

#### Additional key responsibilities for Senior Lecturer (Level C)

- Provide leadership, advice and support to less experienced staff.
- Research leadership, including conducting research related to mental health nursing and cultural safety or another area of expertise.
- Course coordination and other senior course leadership roles.

- Exercising a significant role in teaching and/or teaching development within the University.
- Substantial involvement in professional activity.
- Implementing and administering University policy within the Faculty with respect to equitable access to education and workplace health and safety.

To ensure job flexibility the successful appointee may be required to:

- perform any other duties as nominated by the University consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- participate in job rotation or multiskilling in consultation with their supervisor;
- work across campuses

The successful candidate may be appointed at Lecturer, Level B or Senior Lecturer Level C depending on their level of attainment against the position classification standards outlined in the [QUT Enterprise Agreement \(Academic Staff\)](#). The position classification standards provide the basis to differentiate between the various levels of appointment and define the broad relationships between classifications. The University reserves the right to appoint at either classification level.

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#### Type of appointment

This appointment will be offered on an ongoing, full-time basis.

#### Location

Kelvin Grove campus.

## Selection Criteria – Lecturer (Level B)

1. Completion of a postgraduate qualification in a relevant speciality area (Masters level and/or, progression towards a doctoral qualification) and current registration as a Registered Nurse with the Australian Health Practitioner Registration Authority.
2. Demonstrated expertise in teaching, including an understanding of the changing context of health care, professional accreditation requirements and ability to

embed new ways of learning and teaching and working with the health care sector.

3. Record of contributing to high impact research/scholarship in an area that would enable links with existing research programs at QUT, including generating research income and quality publications.
4. Demonstrated capacity to effectively supervise research students at undergraduate and postgraduate levels.
5. Demonstrated highly developed communication and interpersonal skills with the ability to work with an (interdisciplinary) team of academic colleagues, and engagement with industry stakeholders to enhance teaching and research performance.
6. Demonstrated experience using technology in an innovative way to facilitate and enrich learning environments, connectivity and collaboration.

## Selection Criteria – Senior Lecturer (Level C)

1. Completion of a doctoral qualification in the relevant discipline area or equivalent accreditation or standing and current registration as a Registered Nurse with the Australian Health Practitioner Registration Authority.
2. Demonstrated experience in providing leadership in an administrative role in a University or professional setting and record of successful interaction within these settings.
3. Record of experience in teaching effectively including the ability to develop scholarly and innovative approaches to teaching and learning and to supervise postgraduate students.
4. Record of research leadership and/or independent contribution to research / scholarship evidenced by publications and/or success in attracting research support.
5. Demonstrated experience in mental health nursing practice and education, cultural safety, and/or experience in practice and education related to another clinical speciality.

6. Demonstrated ability to develop networks and to liaise at a high level with members of external organisations.

### Remuneration and Benefits

The classification for this position is:

- Academic Level B (Lecturer) which has an annual remuneration range of \$119,829 to \$142,312 pa. Which is inclusive of an annual salary range of \$101,257 to \$120,255 pa, 17% superannuation and leave loading;
- Academic Level C (Senior Lecturer) which has an annual remuneration range of \$146,798 to \$169,288 pa. Which is inclusive of an annual salary range of \$124,046 to \$143,050 pa, 17% superannuation and leave loading.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

Further benefits can be found at the [Life at QUT](#) page.

### Information for applicants

The position is open to Aboriginal Australians and Torres Strait Islander people. For this position it is a genuine occupational requirement that it be filled by an Aboriginal or Torres Strait Islander person as permitted by and arguable under sections 25, 104 and 105 of the Queensland Anti-Discrimination Act (1991).

Applicants who reach the final stage of the selection process will be expected to undergo a check of their criminal history. Those matters which do not have an impact on the inherent requirements of the position will not be taken into consideration. Applicants will be provided with an opportunity to discuss the outcome of the check before a decision on appointment is made.

For further information about the position, please contact Professor Jane Phillips, Head School of Nursing, on 07 3138 3835; or for further information about working at QUT contact Human Resources on 07 3138 5000.

The selection panel is also committed to conducting a process which is fair and free from bias, including unconscious bias.

### How to Apply

For further information and to apply, please visit [www.qut.edu.au/careers](http://www.qut.edu.au/careers) for reference number **22564**.

When applying for this position your application must include the following:

- A current resume
- A written response to the selection criteria

**Applications close 26 June 2022**

## About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation's fastest growing research universities and our courses are in high demand.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world.

We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

We offer academic programs in fields spanning business, creative industries, education, engineering, health, law, science, and social justice across five faculties.

We are transforming the learning experience and embed work integrated learning in courses and have a strong focus on developing entrepreneurial skills. QUT provides executive education and professional development to both individuals and organisations through QUTeX, and QUT Online lets students learn when it suits, through courses delivered entirely online. QUT College offers pathways for all students into our undergraduate programs.

QUT has two inner-city campuses in Brisbane at Gardens Point and Kelvin Grove.

Well known for our strong links to industry and government, the high impact of our research which involves multidisciplinary teams, QUT has been named one of the fastest rising universities in the world for scientific research.

Further information about QUT can be obtained from the website at [www.qut.edu.au](http://www.qut.edu.au).

### Our Vision

QUT's [Blueprint 6](#) is our institutional strategic plan. The Blueprint formalises QUT's ambitions and declares our strong sense of purpose which is to provide transformative education and research relevant to our communities. It provides a framework and strategies to enable QUT to realise our vision to be the university for the real world and identifies the following priorities:

- support aspiration and inclusion
- encourage creativity and entrepreneurship
- embrace digital transformation and technology
- embed principles of health and wellbeing
- support Indigenous Australian engagement, success and empowerment
- enable professional engagement and ethical leadership and,
- focus on the environment and sustainability

Aligned to and supporting our vision are the QUT Values. These Values highlight what makes QUT distinct and successful. Providing a compass for our decisions, actions and behaviours and strengthening our community.

### QUT Values

- Ambition
- Curiosity
- Innovation
- Integrity
- Inclusiveness

## Indigenous Australian engagement, success and empowerment

QUT's [Blueprint 6](#) outlines how the University will live up to its commitment to increasing Indigenous engagement, success and empowerment.

Key components of QUT's commitment include the appointment of the Pro-Vice-Chancellor (Indigenous Strategy) to oversee Indigenous Australian policy, strategy and strategic partnerships across the university; and the establishment of the Carumba Institute to undertake world-class Indigenous-led research, and learning and teaching in collaboration with Indigenous communities.

Additionally, QUT has commenced a program of engagement with Indigenous Australians to assist in achieving its Blueprint outcomes by establishing a traditional owner elder in Residence program, refurbishing the Kelvin Grove Oodgeroo support space for Aboriginal and Torres Strait Islander students and forging partnerships with peak Indigenous Australian organisations. More recently, QUT has established an Indigenous Research Strategy, which includes the Indigenous PhD/Professional Doctorate to Post Doctorate (P2P) Fellowship program designed to create a pipeline to transition Indigenous Australian Higher Degree Research students into QUT academic and research positions.

As part of our commitment to making our physical campuses more appropriate, we are: implementing a Country to Campus strategy; constructing new purpose-built spaces for the Carumba Institute, an Indigenous Australian Museum and the Oodgeroo Student Support Unit (Gardens Point campus) and refurbishing the existing support space for Indigenous Australian students on our Kelvin Grove campus.

QUT is committed to increasing the number and retention of Indigenous Australian staff and encourages Indigenous Australians to apply for this and other positions within QUT.

## About the Academic Division

Academic Division includes the University's faculties and research centres. It is responsible for education (learning and teaching), research, research services and support, and digital business solutions. The Academic Division is led by the Provost.

## About the Faculty

QUT has embraced a collaborative approach to improving the health of our nation, bridging the gap between science and better health through a focus on prevention, evidence, innovation and real outcomes.

The Faculty of Health is led by the Executive Dean and the Executive Management Team comprising the deputy dean, heads of schools, and other senior faculty staff. The faculty's schools are established around disciplines with affinities that promote integration and collaboration in teaching and research, and provide a sustainable foundation upon which to build areas of strength. Its organisational structure includes the:

- School of Biomedical Sciences
- School of Clinical Sciences
- School of Exercise and Nutrition Sciences
- School of Nursing
- School of Optometry and Vision Science
- School of Psychology and Counselling
- School of Public Health and Social Work.

QUT's Faculty of Health attracts high-quality students with more than 10 000 students enrolled in undergraduate, postgraduate coursework and research higher degree programs across its seven schools.

Drawing on its reputation for teaching excellence, the Faculty of Health produces graduates who are highly sought after in the commercial, scientific, health and community sectors. The faculty's applied research activity is focused on improving health and wellbeing, and preventing disease. This high-impact and internationally recognised research continues to make a significant and positive contribution to the ongoing development of the brand of QUT, as well as providing opportunities to develop partnerships.

In 2018, the Faculty of Health's corporate review provided recommendations that have enabled the faculty to build on its current strengths, and ensure its long-term success, focusing on key themes that relate to strategic direction, students, learning and teaching, research and innovation, and people, culture and sustainability.

The Faculty of Health operates across the university's two campuses, Kelvin Grove and Gardens Point, and several distributed sites. The proximity of the Kelvin Grove campus to hospital facilities at Herston provides the faculty with a distinct competitive advantage and a renowned precinct that offers transformative education, aligned biomedical research and industry engagement.

## About the School

QUT's School of Nursing produces highly regarded professional nurses through its exemplary and contemporary undergraduate and postgraduate courses from Bachelor to PhD. The School has a range of collaborative teaching and research arrangements with Queensland health service providers and strong national and international research partnerships. The School is recognised for its outstanding research programs, with an excellent track record in competitive research funding, publications, and translation of research outcomes into policy and practice. The School's research focuses on:

- Cancer Care
- Wound Healing
- Aging and Dementia Care
- Palliative Care
- Chronic Conditions Management
- Health Services Innovation
- Workforce Preparation

In 2021 QUT School of Nursing and Metro-North Health established the Nursing and Midwifery Academy to achieve the highest standard of care for the community and enable innovation in practice through education and research.

The School's commitment to research, learning, teaching and service is making a real-world impact.