

# Position Description



holmesglen

TAFE VICTORIA

## Clinical Chair – Nursing



Portfolio/Faculty	Health Science, Community and Social Studies and Healthscope
Position No.	XXXXX
Reports to:	Dean Faculty of Health Science, Community & Social Studies and Chief Nurse & Midwifery Officer Healthscope
Classification	Associate Professor / Professor <i>(NB: level of appointment will be in line with relevant qualifications and experience)</i>
Direct reports:	Simulation Managers Research Fellow Simulation Technician Assistant
Date:	July 2024

## Partnership Overview

### Faculty of Health Science, Community & Social Studies

The Faculty of Health Science, Community & Social Studies (HSCSS) at Holmesglen provides a progressive, innovative, and supportive teaching environment with strong professional links and partnerships within the health, science, and community services sector. The faculty has three (3) Departments and offers courses from Certificate III through to degree courses in nursing, dental, health, aged care, disability, allied health, science, and a range of community services and justice courses.

The Holmesglen Simulation Centre is also based within the HSCSS faculty. Holmesglen is a recognised leader in the delivery of simulation-based education both locally and internationally. Simulation is an important aspect of course delivery at Holmesglen. The world-class simulation facilities located at Moorabbin and Chadstone campuses are a catalyst for preparing our nursing, health, aged care, disability, dental and community services students for work and has attracted high quality industry partners.

### Healthscope

Healthscope Hospitals is one of Australia's largest private hospital operators, with 38 private hospitals in the portfolio that includes acute, mental health and rehabilitation hospitals.

Included within Healthscope's 38 hospitals are the three hospitals managed on behalf of the Adelaide Community Healthcare Alliance (ACHA) Group in South Australia. The hospitals division is Healthscope's largest operating division.

Healthscope have a strong belief in the provision of quality healthcare. Their innovative approach to quality has been locally and internationally recognised.

## About the Role

This is a conjoint position between Holmesglen Institute and Healthscope. The successful appointee will be responsible for developing and leading a sustainable program of nursing research, knowledge transfer and promoting education excellence.

They will provide leadership in both organisations with a responsibility for developing and implementing research strategies, building research capability and capacity, and demonstrating impact. The appointee may be required to supervise research higher degree students and embed research within teaching and practice.

The role will also make a significant contribution to the Faculty of Health Science, Community & Social Studies through providing high level academic leadership through leading curriculum development, innovation, fostering an integrative teaching and learning methodologies, including a strong emphasis on simulation-based education (SBE).

## Key Accountabilities

- 1 Make a significant contribution to the national and international reputation of Healthscope and Holmesglen by fostering education innovation; national and international research partnerships; and presenting at national and international conferences.
- 2 Build capacity within both organisations to sustain all aspects of research including research training, research promotion, project development, design, implementation, reporting and dissemination of findings such as conference presentations and journal publications.
- 3 Initiate and lead funding initiatives, acting as the chief investigator, in applications for external research funding, which includes actively seeking, obtaining and managing research funding. This includes pursuing external fellowship funding to support the sustainability of the position.
- 4 Identify research opportunities at Healthscope and be accountable and responsible for the development and conduct of clinically relevant nursing research and develop research projects that address important clinical issues and, where relevant, impact on policy or practice.
- 5 Foster and support a scholarly culture for academic staff within the faculty and participate in ongoing professional development and scholarly activity as directed and/or required to maintain professional currency.
- 6 Supervise and mentor early career researchers and research support staff.
- 7 Foster a culture of scholarship and inquiry among VET and higher education students and lead initiatives to increase the engagement of students in research and scholarship.
- 8 In collaboration with the Dean, lead the development and implementation of the Faculty's annual Research Strategic Plan.
- 9 Support changes to nursing practice based on research findings within a safety and quality framework leading to improvement standards of care and clinical outcomes.
- 10 Contribute to, and engage with, external organisations in relevant areas, particularly where this is likely to contribute to clinical and research capacity, the translation of research evidence into practice and raise the profile of nursing research at Holmesglen Institute and Healthscope.

## Educational leadership

- 11 Provide high level academic leadership for the faculty's health and community studies professional programs including:
  - Leading curriculum development, innovation, and continual improvement.
  - Fostering 'integrative' teaching and learning methodologies, including a strong emphasis on simulation-based education (SBE).
- 12 Oversee the usage of all simulation facilities within the facilities within the faculty and establish effective business systems to support the implementation of simulation including:
  - Facility hire.
  - Human resource management.
- 13 Actively contribute to the development and implementation of the Faculty strategic and business plans.
- 14 Actively participate in relevant Faculty, Healthscope and Institute academic committees and boards.
- 15 Provide high level strategic advice to the Dean on matters relating to curriculum and research.

- 16 Ensure compliance with the requirements of Holmesglen policies, procedures and processes, applicable legislation and relevant regulatory and government authorities.
- 17 Support the Institute's Strategic Plan and Vision and work to ensure that all activities align to the Institute's commitment to quality.
- 18 Act in accordance with Holmesglen safety policies and procedures, including Child Safety Standards, to ensure that departmental work areas and operations comply with relevant Occupational Health and Safety legislation.

## Key Selection Criteria

- 1 Strong leadership capability, at a senior level, in health professional education and research, and demonstrated ability to effectively lead teams within clinical and academic environments.
- 2 A demonstrated understanding and specialised knowledge of contemporary research design, analysis and evaluation trends in the tertiary education and health sectors including preparing research protocols and submitting ethics applications, grant applications, reports and peer-reviewed publications.
- 3 Demonstrated nationally and internationally research track record.
- 4 Demonstrated experience in driving educational innovation, including simulation, inter and intra professional learning activities.
- 5 Highly developed interpersonal and written and verbal communication skills including the ability to establish strong links with industry, to negotiate effectively and work through issues constructively and to lead and work effectively within research, education, and clinical teams.
- 6 Demonstrated achievement in strategic planning, innovation and operational improvement supported by sound conceptual, analytical, and planning skills.
- 7 Excellent organisational skills with proven ability in effectively managing a busy portfolio and competing agendas.
- 8 Experience in utilising contemporary project management methodologies including experience in using relevant presentation software, statistical and research analysis and data management software and business intelligence tools.

## Qualifications

### Mandatory

- PhD or equivalent in a relevant area.
- Nursing degree or equivalent.

### Desirable

- Relevant post-graduate qualification in nursing or related area.
- Business management qualification.

## Knowledge

- An experienced educational professional with high level theoretical, educational, and operational knowledge in the conduct of applied research.
- Demonstrated understanding of evidence-based tertiary learning and teaching methodologies. Familiarity with research in the health, community services/social sciences and/or educational fields would be advantageous.
- Demonstrated understanding of the application of project management methodologies, techniques and standards.
- A sustained record of outstanding impact and international achievement in clinical teaching and/or clinical research in the discipline area.
- International record of publications in reputed refereed journals and presenting at conferences, in conjunction with evidence of leadership roles in successfully seeking, obtaining, and managing external research funding.
- Record of securing external funding for research in the capacity of a Chief Investigator.

- An excellent record of principal supervision to successful completion for students in advanced or speciality training programs.
- Extensive experience within the health and education sectors, including at a senior level.
- Proven ability to effectively drive ongoing professional development initiatives to enhance workforce capability.
- High level knowledge related to health professional education including undergraduate and postgraduate curriculum development, implementation, and related pedagogy.
- Expert industry knowledge and extensive experience in a general or specialist capacity, including evidence of dissemination and adoption of new and innovative clinical techniques.
- Extensive experience in the application of simulation across multiple contexts including, role-play techniques, simulated participant methodology and mannequin-based simulation.
- An outstanding record of meaningful internal leadership roles in conjunction with a high level of leadership in external activities that foster links within the profession and the relevant specialty, including substantial roles on advisory committees at a national and international level.

## Skills and Experience

- Relevant experience within the VET and HE sectors and in-depth knowledge of research, evaluation and evidence-based education, including SBE.
- Strong leadership skills with the ability to effectively lead and motivate research and education teams.
- Demonstrated research capability and the ability to support and mentor others in the development of same.
- Demonstrated nationally and internationally research track record.
- Highly developed interpersonal communication and negotiation skills.
- Ability to work towards defined organisational and professional goals.
- Demonstrated ability to:
  - negotiate, consult and liaise with relevant education and industry stakeholders and contacts.
  - operate with a high degree of responsibility and operational autonomy.
  - work collaboratively towards a defined vision and organisational strategic goals
  - set and maintain appropriate workplace and operational standards and to unite and lead teams toward the achievement of agreed goals and objectives.
- Demonstrated ability to actively engage with, develop and maintain effective relationships with key industry stakeholders, professional associations, and other education institutions.
- Strong organisational and time management skills including the ability to meet deadlines, achieve goals and to work concurrently on and prioritise the competing demands of multiple projects.

## Other Relevant Information

- This position description describes in general terms the normal duties which this position is expected to undertake. Duties not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from people occupying positions classified at this level may be allocated.
- Employees attending certain workplace settings, including health and care facilities, may be required to meet mandatory vaccination obligations.
- Due to the nature of the position, there may be a requirement to accommodate flexible working hours and attendance requirements.
- The incumbent may be required to perform their duties at any campus or location controlled by Holmesglen Institute or elsewhere as directed.
- Holmesglen is a child safe organisation. This position requires a valid Victorian Employee Working with Children check and National Police Records check.
- Holmesglen cultivates a workforce that embraces and values student voice and partnership.

## About Holmesglen – Who we are

Holmesglen is a leading Australian provider of vocational and higher education and one of the largest government-owned TAFEs in the state of Victoria. With 40 years' experience and more than 140,000 graduates, we are TAFE at its best by transforming lives, building workforce capability and enriching communities through education and training.

We are a leader in education, training and applied research, renowned for its innovation and its commitment to learner and industry success. We offer industry training, certificate, diploma, and degree programs across six locations and seven campuses.

Locations include Chadstone, Drummond Street, City, Moorabbin, North Melbourne, Glen Waverley and Eildon.

As a multi-award-winning institute, you can learn more and do more at Holmesglen. [holmesglen.edu.au](https://holmesglen.edu.au)

**We uphold our  
ASPIRE values**



**AMBITION**



**SCHOLARSHIP**



**PASSION**



**INTEGRITY**



**RESPECT**



**EXCELLENCE**