



**The University of Waikato
Te Whare Wānanga o Waikato**

POSITION DESCRIPTION

**Associate Professor in Nursing
Division of Health**

Reports to:	Head of School Nursing and Midwifery
Division:	Division of Health
Tenure:	Permanent
Location:	Hamilton
Date:	March 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive studenty experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

Values

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tu ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

1. GENERAL

The Division of Health is committed to addressing health inequities and preventable conditions, with a particular focus on improving outcomes for Māori and Pacific communities. It advances equitable health outcomes across Aotearoa through innovative research and high-quality teaching in Biomedical Sciences, Health Promotion, Healthy Active Living, Human Performance Science, Midwifery, Nursing, Pharmacy, and Sport Development and Coaching. In 2028, the Division of Health will welcome the inaugural cohort of students to the New Zealand Graduate School of Medicine (NZGSM).

The School of Nursing and Midwifery educates a culturally responsive and highly skilled nursing and midwifery workforce. Through research-informed teaching, strong clinical partnerships, and a sustained focus on cultural safety, the School prepares graduates who are clinically competent, equity-focused, and ready to lead in diverse healthcare settings. The School contributes to research that strengthens nursing and midwifery practice, informs health policy, and advances equity. Its programmes are closely aligned with the evolving needs of the health workforce and the communities it serves.

2. POSITION PURPOSE

To contribute significantly to the teaching, postgraduate thesis supervision and administration requirements of the School of Nursing and Midwifery in accordance with University workload norms. To develop original scholarship and research, and to undertake professional/community/iwi service activities relevant to the profession or discipline. In addition, this role will promote inter-professional collaboration and education within the School and across the Division.

This role is intended as a pathway for increasing a research-active Nurse Education workforce.

3. ACCOUNTABILITY

The Associate Professor is responsible to the Vice-Chancellor through their Head of Head of Nursing and Midwifery, who in turn is responsible to the Vice-Chancellor through the Pro Vice-Chancellor of Health.

4. FUNCTIONAL RELATIONSHIPS:

Internal: Pro Vice-Chancellor of Health
Head of School Nursing and Midwifery
Other Nursing staff
Other School/Division staff
Other University staff
Students
Relevant Research Institutes and Centres and external research agencies
External stakeholders

External: Nursing Council of New Zealand
Health New Zealand | Te Whatu Ora Waikato
Pacific health organisations
Māori health providers and iwi partnership entities across Te Manawa Taki
Key Nursing and primary care stakeholders across the region
Clinical placement providers and healthcare employers
External clients and organisations, contractors and suppliers
Other external stakeholders, including iwi and Pacific health partners

5. KEY TASKS

- Prepare and deliver research-informed lectures and, as appropriate, conduct and/or coordinate tutorials, practical classes, demonstrations, or workshops, along with clinical teaching in practice settings.
- Contribute to and be responsible for paper coordination and delivery. This includes paper administration; initiating and developing paper material; development of the curriculum; developing and delivering online papers, where appropriate; and updating teaching resources and paper materials.
- Carry out paper marking and assessment activities including the setting of examinations.
- Be readily available to advise and meet with students including maintaining regular office hours.
- Supervise honours, graduate and postgraduate students, including as Chief Supervisor for PhD students.
- Effectively supervise student work integrated learning experiences.
- Provide academic leadership and mentorship for other academic staff.
- Conduct high quality research and contribute to knowledge development through scholarship and publication. This will include dissemination of research findings through conferences, seminars and publications.
- Apply for and obtain external research funding for research projects.
- Carry out broad administrative functions including active and constructive participation at Programme/School and/or Division meetings and undertake administration, planning and/or committee work where appropriate.
- Contribute to the development and implementation of teaching innovation and curriculum refreshment
- Contribute to the development and implementation of a strategic plan for outreach, including high school engagement and student recruitment.
- Participate in the maintenance of a safe and healthy work environment for self and others including students.
- Any other duties that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

NOTE: The Associate Professor will have an annual Objectives, Development and Reflection (ODR) meeting with the Head of School Nursing and Midwifery or Pro Vice-Chancellor of Health. New appointees will normally attend such a meeting approximately three months after taking up the role.

6. PERFORMANCE STANDARDS

The Associate Professor will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to an acceptably high level of competency defined by Division/School and Programme norms and expectations including paper appraisal and teaching evaluation.
- Student learning, at all levels, is appropriately facilitated in accordance with the School/Division and University's goals and objectives.
- Personal and/or team research and scholarship activities yield demonstrable outcomes normally evidenced by both continued publications in books and refereed journals and presentation or publication of conference papers; and other non-print media outcomes, where appropriate.
- Research outputs enhance the School's Tertiary Research Excellence Fund profile.
- Regular contributions are made to appropriate professional and/or community/iwi groups and/or in a public service or University or national representation capacity.

- Regular contributions are made to the Programme/School/Division administration, as appropriate, relative to workload norms and expectations.
- Evidence of academic leadership and mentoring of more junior staff.
- Safe and healthy work practices are followed. University policies and procedures, relevant work standards and statutory obligations are complied with.
- A commitment to Te Tiriti o Waitangi is demonstrated.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- A PhD, or equivalent qualification in Nursing, or a relevant field

Preferred

- Current appointment at the Associate Professor or Professor level

OTHER ESSENTIAL REQUIREMENTS

- An Annual Practising Certificate issued by the Nursing Council of New Zealand

TRAINING, SKILLS, AND KNOWLEDGE

Essential

- Proven experience in leading Nursing education teams.
- Ability to provide high levels of academic leadership and management, and act as a mentor to other staff.
- Demonstrated sustained excellence in teaching.
- Proven contributions to pedagogical and educational developments in Nursing education more widely.
- Demonstrated experience in applying innovative teaching methodologies, including blended learning, distance delivery, and co-designed pedagogy.
- Broad and in-depth knowledge of, and an established research record in Nursing.
- Demonstrated ability to make a significant contribution to the relevant programme administration.
- Demonstrated commitment to fostering inter-professional collaboration and educational delivery.
- Demonstrated ability to work collaboratively and communicate effectively with diverse academic, professional, and student groups.
- Proven ability to manage effective relationships with all stakeholders, including healthcare providers who provide student placements.

PERSONAL QUALITIES

- A commitment to equal opportunity and to the University's partnership with Māori as intended by Te Tiriti o Waitangi.
- Self-motivated and proactive, with a commitment to innovation, equity, and continuous improvement.
- Strong leadership presence with the capacity to work collegially and lead in complex, multidisciplinary environments.
- Proven ability to maintain a professional approach while under pressure.
- Ability to relate effectively and sensitively to students and staff from a variety of backgrounds and cultures.
- Commitment to a culture of openness, flexibility, and cooperation to achieve excellence in academic programmes, research, and service.