

## POSITION DESCRIPTION

### Senior Lecturer in Nursing

<b>Reports to:</b>	Head of School Nursing and Midwifery
<b>Division:</b>	Division of Health
<b>Tenure:</b>	Permanent
<b>Location:</b>	Hamilton
<b>Date:</b>	July 2026

#### Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive student 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:

- Tū 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.

## **3. ACCOUNTABILITY**

The Senior Lecturer 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. KEY 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 organizations  
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 RESPONSIBILITIES

Having regard to the aims, objectives and long-term strategic goals of the School/Faculty, Division and University, the primary objectives required of a Senior Lecturer include the following:

### Teaching and Learning

- Prepare and deliver research-informed lectures and/or seminars and, as appropriate, conduct and/or co-ordinate tutorials, practical classes, demonstrations, or workshops.
- Contribute to or be responsible for paper co-ordination and delivery. This includes: administration; initiating and developing material; appraisal, review and evaluation of programmes and papers; development of the curriculum; developing and delivering on-line papers, where appropriate; and updating teaching resources and materials.
- Carry out marking and assessment activities including the setting of examinations.
- Be readily available to advise and meet with students including maintaining regular office hours.

### Supervision

- Supervise honours, graduate and postgraduate students.
- Supervise PhD students.

### Research

- Maintain an active research programme and conduct quality research and contribute to knowledge development through scholarship and publication. This will include involvement in research projects and attendance and presentation at academic conferences and may include leadership of a research team.
- Build and maintain national and international research collaborations which enhance the profile and reputation of the University.
- Where appropriate, seek external research funding for specific projects and submit grant applications.
- Where appropriate, engage in knowledge transfer and commercialisation activities.

### Service and Administration

- Participate in professional and/or community/iwi and/or outreach activities relevant to the School/Faculty.
- Carry out broad administrative functions including active and constructive participation at Programme or School/Faculty meetings and undertake administration, planning and/or committee work where appropriate.
- Participate in University-wide committees and working groups and/or represent the University externally as appropriate.

## Other

- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

**NOTE:** Staff have annual objectives, development and reflection (ODR) meetings with their manager. <Option for new staff/advertised positions: New staff normally attend such a meeting approximately three months after taking up their appointment.>

## 6. PERFORMANCE STANDARDS

The Senior Lecturer will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high level as defined by School/Faculty norms and expectations including paper appraisal and teaching evaluation.
- Student learning, at all levels, is appropriately facilitated in accordance with the School/Faculty, Division and University goals and objectives.
- Personal and/or team research and scholarship activities yield demonstrable outcomes normally evidenced by continued publications in books and refereed journals, presentation or publication of conference papers and/or performance/works of art/other non-print media outcomes, as appropriate. An established research and publishing record or the equivalent has emerged and there is evidence of an active programme of scholarship and research.
- Research collaborations are developed.
- Research grant applications are submitted.
  
- 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 School/Faculty and Division administration, as appropriate, relative to workload norms and expectations.
- Safe and healthy work practices are followed. University policies and procedures, relevant work standards and statutory obligations are complied with.

## PERSON SPECIFICATION

### EDUCATIONAL QUALIFICATIONS

#### **Essential**

- A PhD in a relevant discipline area and/or equivalent scholarly accreditation and professional standing

#### **Preferred**

- A PhD degree, or equivalent qualification in Nursing, or a relevant field, with a focus on Applied Science

### 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 with a focus on Applied Science.
- 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

- Self-motivation and a pro-active approach including a demonstrated commitment to innovation.
- Demonstrated capacity to work effectively as a member of a team and, where relevant, to act as a leader of a research team.
- 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.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by the Treaty of Waitangi.