



**MONASH**  
University

**AlfredHealth**

Associate  
Professor/Professor of  
Emergency Nursing  
Monash University

[www.society-search.com](http://www.society-search.com)

# Candidate Pack

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Contents

01.	Executive Summary	2
02.	About Monash University	3
03.	About Alfred Health	7
04.	Role Description	9
05.	Person Specification	11
06.	Appointment Details and How to Apply	13



## 01. Executive Summary

# Monash University's Nursing and Midwifery department has strong ties with Alfred Health through collaborations in education, research, and clinical practice.

Monash University and Alfred Health invite applications for the role of Associate Professor/Professor of Emergency Nursing.

Monash Nursing and Midwifery (MNM) is one of the largest schools for the education of nurses and midwives in Australia. It offers high quality tertiary degrees in a vibrant and supportive learning environment to prepare students for a rewarding career in healthcare. Alfred Health is a leader in health care delivery, improvement, research and education and is the main provider of health services to people living in the inner southeast suburbs of Melbourne and a major provider of specialist services to the people of Victoria.

This is a key joint appointment that will provide strategic and research leadership in the academic and professional arenas, positioning Alfred Health and Monash University Nursing and Midwifery (MNM) for the future, progressing Emergency Nursing programs, research and community engagement.

The role involves leading emergency nursing research in alignment with Alfred Health and Monash University's strategic priorities, maintaining a strong publication record, and mentoring early career researchers and students. The academic will

foster research excellence through securing competitive grants, leading major projects, and building collaborative networks. They will contribute to institutional leadership and policy development. Additionally, the role includes expanding the graduate research program, supervising staff and students, engaging with external partners, participating in professional and community activities, and contributing to teaching and committee work as needed.

Monash University is being assisted in this appointment process by the executive search firm Society.

To book a confidential conversation, contact Salma Malik at [salma.malik@society-search.com](mailto:salma.malik@society-search.com) or call +64 (0) 22 377 5418. To apply online please upload your CV via Society's website [here](#).

The deadline for receipt of applications is midday **12 September AEST (midday)**.



## 02. About Monash University

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Monash University's research and education is focused on addressing the challenges of the age for the betterment of communities, both locally and globally.

Named after engineer, military leader and public administrator Sir John Monash, Monash University was established by an Act of Parliament in 1958. Monash's vibrant and diverse community consists of 86,000 students, 17,000 staff, and more than 490,000 alumni.

From a single campus at Clayton with fewer than 400 students, Monash has grown into a network of campuses, education centres and partnerships spanning the globe. The University has more than 150 active fields of research, 10 faculties, and over 4700 Higher Degree by Research students.

The Faculty of Medicine, Nursing and Health Sciences is the largest faculty at Monash University. The Faculty offers the most comprehensive suite of professional health training in Victoria. It consistently ranked in the top 40 universities worldwide for clinical, pre-clinical and health sciences.

MNM has an international reputation for excellence in research. Research undertaken by our staff is defined by established expertise and developing emerging practice areas and we lead research endeavours that address health and care across the lifespan.

Monash University is committed to building and maintaining a sound ethical culture, one which demonstrates integrity and respect. The University fosters an environment of honesty, fairness, and mutual respect.

Monash's strategic plan, Impact 2030, charts the path for how the University will actively contribute to addressing these challenges through its research and education, and in collaboration with government, industry, alumni, donors, and community. Further information about the University's strategic plans can be found [here](#).

Monash University values and protects freedom of speech and academic freedom. Monash holds these freedoms as fundamental to the nature of a university, and at Monash they are defining values. Monash University's research and engagement shapes global dialogues. Monash's students aspire to change the world and Monash graduates contribute to the communities to which they belong. With a presence on three continents, international partnerships, and study abroad programs around the globe, Monash is Australia's largest university.

### MNM and Alfred Health Leadership Team

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Professor Julia Morphet  
Head of Nursing & Midwifery



Professor Helen Rawson  
Deputy Head of School



Professor Ged Williams AO  
Chief Nursing Officer  
Executive Director Nursing Services

For more information about the MNM leadership team, please click [here](#)

## 02. About Monash University Continued

Monash University is making a positive impact on today's global challenges – whether that is by mitigating climate change, easing geopolitical insecurity, or fostering healthy communities.

At Monash, work feels different. There is a sense of belonging, from contributing to something ground-breaking – a place where great things happen. You know you are part of something special and purposeful because, like Monash, your ambitions drive you to make change.

The University has a clear purpose to deliver ground-breaking intensive research; world-class education; a global ecosystem of enterprise – and they activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

Monash researchers deliver meaningful solutions to global problems. The University share these capabilities with their partners to maximise their impact and create a better world. Given that the University conducts research over more than 150 fields, you can find Monash researchers operating in almost all industries.

The University champions an inclusive workplace culture for their staff, regardless of ethnicity or cultural background. Monash has also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #Changelt with us.

Monash Nursing and Midwifery educates and equips students to be the best nurses and midwives, who will make a genuine and positive difference to their patients, their workplace and in the world of healthcare. It explores research that strengthens practice, using evidence-based, industry and consumer informed research.

At Monash Nursing and Midwifery, we invest in our students and developing the next generation of healthcare professionals, in research that has an impact for the community, and in industry, creating strong partnerships with health services, government, and professional associations.

- Our people are innovative and committed in our teaching, our research, and our community engagement.
- Our teams are connected and collaborative; we create genuine partnerships with authentic connections with our colleagues, students, and industry.
- Our research informs education and health, using evidence-based findings to create and innovate for the benefit of our students, colleagues and recipients of healthcare.
- Our education is authentic, using real-world experiences to prepare students and graduates for lifelong learning.
- Our graduates are work-ready, and able to make a real contribution to their health care teams.









## Monash Nursing and Midwifery (MNM)

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The Faculty of Medicine, Nursing and Health Sciences is the largest faculty at Monash University, a global university with campuses across Victoria and international locations in Indonesia, Malaysia, China, India and Italy.

Monash Nursing and Midwifery is one of the largest schools for the education of nurses and midwives in Australia. The school comprises approximately 3000 students undertaking undergraduate and postgraduate courses using a range of delivery modes.

MNM offers high quality tertiary degrees in a vibrant and supportive learning environment to prepare students for a rewarding career in healthcare.

MNM has a proven reputation in the quality of its teaching and research and has played a leadership role in shaping and providing for the education needs of the nursing and midwifery professions and health industry.

Programs are developed in collaboration with MNM's professional partners to be responsive to the needs of the healthcare industry and engaging for students. MNM invests in students and works on developing the next generation of healthcare professionals, in research that has an impact for the community, and in industry, creating strong partnerships with health services, government, and professional associations.

- Their people are innovative and committed in teaching, research, and community engagement.
- The teams are connected and collaborative; they create genuine partnerships with authentic connections with the colleagues, students, and industry.
- MNM's research informs education and health, using evidence-based findings to create and innovate for the benefit of its students, colleagues and recipients of healthcare.
- MNM's education is authentic, using real-world experiences to prepare students and graduates for lifelong learning.
- The graduates are work-ready, and able to make a real contribution to their health care teams.

Further details may be found at:

<http://www.med.monash.edu.au/nursing/>



### 03. Alfred Health

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Alfred Health is one of Australia's leading healthcare providers, delivering diverse services ranging from local community care to highly specialised treatments for some of the state's sickest patients.

The health service serves a catchment of more than 770,000 residents in Melbourne's inner-south and play a significant role supporting all Victorians through its 19 statewide services. Alfred Health operates three major hospital campuses:

- **The Alfred** – A leading tertiary and quaternary referral hospital
- **Caulfield Hospital** – Specialising in rehabilitation and aged care
- **Sandringham Hospital** – Providing community-focused acute care

These facilities are complemented by numerous community-based clinics, offering everything from general medicine to advanced surgical and trauma care.

#### Specialised services

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Among Alfred Health's statewide services include:

- Major Trauma Service
- Heart and Lung Transplant Service
- Victorian Melanoma Service
- Victorian Adult Burns Service
- Hyperbaric Medicine
- Victorian ECMO Service

It also leads in clinical research and education, hosting the Alfred Research Alliance (A+) and offering Victoria's largest number of clinical trials.

#### Emergency and Trauma Care

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Alfred Health's emergency services are among the busiest and most advanced in Australia, treating more than 120,000 patients annually across:

- The Alfred Emergency and Trauma Centre (E&TC)
- Sandringham Hospital Emergency Department

The clinical teams provide care for a wide range of conditions, including major trauma, burns, and other acute illnesses in an environment that includes resuscitation and trauma bays, monitored cubicles, and short-stay units.

#### Emergency and Trauma Care

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The Eva and Les Erdi Emergency and Trauma Centre at The Alfred is a statewide leader in emergency medicine, trauma response, and critical care. As Australia's busiest trauma centre, it treats over 3,300 patients annually with life-threatening injuries. The Alfred also leads in emergency medicine education through its nationally acclaimed Emergency Academic Centre <https://www.alfredemergency.org/>.

Emergency nurses here manage complex, high-pressure scenarios, including acute medical and surgical emergencies. Their role spans triage, rapid assessment, advanced life support, and multidisciplinary coordination, supported by a strong Nurse Practitioner program.

#### Sandringham Hospital Emergency Department

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Sandringham Hospital delivers community-focused emergency care, supported by the Sandringham Ambulatory Care Centre (SACC) for non-urgent cases. This model ensures timely treatment for high-acuity patients while efficiently managing others.

Emergency nurses play a key role, handling diverse presentations in a fast-paced setting with a strong focus on patient-centred care. Sandringham offers a unique blend of clinical challenge and community connection, ideal for developing broad emergency skills within a supportive team.

#### Commitment to Excellence

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Alfred Health's emergency teams are known for their clinical expertise, collaborative care, and research-driven innovation.

What sets nursing at The Alfred apart is the depth of clinical exposure, access to cutting-edge treatments, and opportunities for professional development. The dynamic and diverse patient population ensures that emergency nurses are continually challenged and empowered to grow, making it unique and rewarding to build a nursing career.

By partnering with leading academic institutions, such as Monash University, Alfred Health ensures that breakthroughs in emergency medicine are rapidly translated into improved patient outcomes. Further details may be found at: <https://www.alfredhealth.org.au/services/statewide-services/emergency-trauma>





## 04. Role Description

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This role is expected to exercise a special responsibility in providing leadership and in fostering excellence in Emergency Research, in the Alfred emergency departments, within the University and within the scholarly and general community.

**Reporting Line:** The position reports to Head of School, Monash Nursing and Midwifery and Executive Director of Nursing, Alfred Health

**Supervisory Responsibilities:** This position provides direct supervision to 6 research/academic staff.

**Financial Delegation:** Not applicable

**Budgetary Responsibilities:** Not applicable

Specific duties required of an Associate Professor and Professor of Emergency Nursing may include:

### As an Associate Professor (Level D) of Emergency Nursing

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A Level D academic is expected to make major original contributions to the research enterprise of the area in which they are appointed and to play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of marked distinction in their area of research or scholarship.

The appointee will provide leadership, and coordinate and support staff and students at Alfred Health, and Monash University in research and clinical activities that are relevant to the joint appointment and university objectives. They will be expected to conduct research, seek external research and commercial funding and build cooperative relationships with industry partners and other external groups.

Specific duties required of a Level D research-only academic may include:

- Actively engage in emergency research in line with Alfred Health and Monash University's research strategy, by maintaining a substantial active publication record and supervising and mentoring early career researchers and research students.
- Foster research excellence through procuring competitive research grants, leading significant research projects and working with and supporting other academics to develop research collaborations and research experience.
- Contribute to academic and administrative leadership within the health service and school, and participate in the development of policy in the school, faculty and University.
- Ensure compliance with relevant Alfred Health and Monash University clinical and administrative policies and guidelines and values.
- Supervision of major honours or postgraduate research projects.
- Supervision of research and administrative staff and other academic staff responsible to the Level D research-only academic.
- Develop and maintain collaborative partnerships with external agencies, making a significant contribution to the profession.
- Participate in community and professional activities related to emergency care.
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Occasional contributions to the teaching program within the field of the staff member's research.
- Higher level research-related administrative functions, including responsibility for the oversight of financial management of grants.
- Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or departmental,



school and/or faculty meetings and a major role in planning and committee work.

- Other duties as directed from time to time.

### **As a Professor of Emergency Nursing (Level E)**

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A Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research in their area of research, in the organisation unit, within the University and within the scholarly and general community.

The appointee will provide leadership, and coordinate and support staff and students at Alfred Health, and Monash University in research and clinical activities that are relevant to the joint appointment and university objectives. They will be expected to conduct research, seek external research and commercial funding and build cooperative relationships with industry partners and other external groups.

Specific duties required of a Level E academic may include:

- Actively engage in emergency research in line with Alfred Health and Monash University's research strategy, by maintaining a substantial active publication record and supervising and mentoring early career researchers and research students
- Foster research excellence through procuring competitive research grants, leading significant research projects and working with and supporting other academics to develop research collaborations and research experience
- Contribute to academic and administrative leadership within the health service and school, and participate in the development of policy in the school, faculty and University
- Ensure compliance with relevant Alfred Health and Monash University clinical and administrative policies and guidelines and values.
- Provide innovative and effective leadership for the expansion of the Faculty's Graduate Research program by attracting high quality research students
- Supervision of research and administrative staff and other academic staff responsible to the Level E research-only academic.
- Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession.
- Participate in community and professional activities related to their disciplinary area, including involvement in commercial and industrial sectors where appropriate.
- Engage in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Occasional contribution to the teaching program in the field of the staff member's research.
- Supervision of postgraduate research projects.
- Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or departmental and/or faculty meetings and a major role in planning and committee work.
- Other duties as directed from time to time.

## 05. Person Specification

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The successful candidate will be expected to demonstrate evidence of the following skills, capabilities, and experience:

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### Education/Qualifications

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The appointee will have:

- A doctoral qualification in a relevant discipline, or equivalent accreditation and standing, together with subsequent research experience and be recognised as a leading authority in emergency care research.
- Hold current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA).

### Knowledge and Skills

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- Evidence of a strong personal program of research with outstanding scholarly activity of an international standard in nursing and a demonstrated ongoing commitment to one or more programs of research.
- Demonstrated ability to generate research income, including from both traditional and more innovative sources of research funding.
- Proven experience of collaborative interdisciplinary research and ability to build effective research teams.
- Record of successful supervision of graduate research students and the ability to make a significant contribution to graduate training programs in nursing (Level E applicants).
- Record of successful supervision of major honours and postgraduate research projects (Level D applicants).

- Demonstrated skills and experience in managing and/or leading large research projects or teams, including director supervision of research staff.
- Evidence of effective engagement with affiliated hospitals, research institutes and/or external agencies (Level E applicants).
- Evidence of effective engagement with industry partners, research institutes and/or external agencies (Level D applicants).
- Evidence of sustained relationships with health providers, government agencies and professional bodies coupled with vision for the future needs and development of nursing within Australia and internationally (Level E applicants).
- Demonstrated experience in overseeing the reporting and governance issues associated with external funding sources (Level D applicants).
- Strong work ethic and commitment to teamwork and ability to work both independently and a demonstrated capacity to work collaboratively as a member of a team.
- Familiarity with the Australian health care system

### Other Job-related information

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- Travel to other campuses of the University and Alfred Health may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working with Children Check is required
- This position will require a successful National Police Record check.



## Governance

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Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.

## Requirements while working with Alfred Health

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- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to Alfred Health quality and safety initiatives
- Follow Alfred Health safety, quality & risk policies and guidelines
- Maintain a safe working environment for themselves, their colleagues and members of the public.
- Escalate concerns regarding safety, quality & risk to appropriate staff member, if unable to rectify.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Alfred Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Provide staff working in their unit with appropriate supervision, training and instruction in accordance with Alfred Health policies.
- Ensure compliance with relevant Alfred Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform employment duties at Alfred Health.
- Comply with Alfred Health medication management and medication safety policies and guidelines.
- Comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Undertake research activities commensurate with the role

## 06. Appointment Details and How to Apply

Monash University is being assisted in this appointment process by the executive search firm Society ([www.society-search.com](http://www.society-search.com)).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
2. an up-to-date curriculum vitae;
3. names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, click [here](#).

The deadline for receipt of applications is midday on **12 September AEST (midday)**.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

We are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at [inclusion@society-search.com](mailto:inclusion@society-search.com). We also welcome suggestions or comments about any more general access improvements we should consider.

Society acknowledges the rights, mana and contribution of all peoples. This is enshrined in our core values of partnership and authenticity. As we have the privilege of working across both Australia and Aotearoa / New Zealand, we offer the specific acknowledgements below: Society acknowledges ngā iwi ō Māori as the tangata whenua of Aotearoa / New Zealand, and their rich contribution to society. In the spirit of reconciliation, Society acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.







# Society

Global Executive Search

Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

Certified



Corporation