

### **SECTION A - POSITION DETAILS**

**ORGANIZATION/INSTITUTION/OFFICE:** SOLOMON ISLANDS NATIONAL UNIVERSITY

**FACULTY/DEPARTMENT:** FACULTY OF NURSING MEDICINE AND HEALTH SCIENCES

**DUTY STATION:** HONIARA

**POSITION NUMBER (HRMIS):** XXXXXX                    **UNIVERSITY VACANCY REF:** HR 76/2025

**POSITION TITLE:** SENIOR LECTURER – NURSING

**POSITION LEVEL:** BAND 5                    **SALARY RANGE:** \$ 180,178.42 - \$231,956.34

**THIS POSITION REPORTS TO:** HEAD OF SCHOOL (HOS)/HEAD OF DEPARTMENT (HOD)-NURSING

**THIS POSITION SUPERVISES:** LECTURER (NURSING)

**EMPLOYMENT TYPE:** THIS POSITION IS OFFERED ON A **FIXED-TERM CONTRACT OF FIVE (5) YEARS**, SUBJECT TO PERFORMANCE REVIEW AND RENEWAL IN ACCORDANCE WITH UNIVERSITY POLICIES.

### **SECTION B-LIAISONS**

**INTERNAL:** Deans, Head of School, Departmental Heads and student

**EXTERNAL:** Ministry of Health & Medical Services MHMS, National Medical Store, National Referral Hospital, Provincial Hospitals and Honiara City Council Clinics

### **SECTION C - SCOPE OF DUTIES**

The Senior Lecturer in Nursing is a key academic position responsible for leading teaching, curriculum development, research, and professional practice within the Faculty of Nursing, Medicine, and Health Sciences. The role requires expertise in general nursing, midwifery, and public health, ensuring the delivery of high-quality education and clinical training. The position also contributes to course review and development, student supervision, research, consultancy, and outreach activities that advance the University's mission and national health priorities.

## **SECTION D- KEY DUTIES AND RESPONSIBILITIES**

### **1. Teaching and Learning**

- Deliver high-quality lectures, tutorials, and clinical instruction aligned with program objectives.
- Prepare lesson plans, course outlines, and class lists for enrolled students.
- Demonstrate comprehensive knowledge of the nursing curriculum and ensure effective delivery of learning content.
- Regularly review and update course materials to maintain currency and relevance.
- Develop and apply innovative teaching techniques and materials that promote active learning and professional competence.
- Ensure course design and delivery comply with University academic quality standards and regulations.
- Supervise student research projects, field trips, and clinical placements.
- Participate in Distance Education and Outreach programs of the Faculty.
- Prepare, administer, and mark assignments and examinations, providing timely and constructive feedback to students.
- Uphold principles of equity, inclusion, and student-centered learning in all teaching activities.
- Monitor teaching resources, including maintaining current master copies and print stock levels.

### **2. Research and Consultancy**

- Identify relevant research areas and develop proposals that address national and regional health priorities.
- Contribute to funded research projects and scholarly collaborations.
- Publish and disseminate research findings in academic journals and professional forums.
- Conduct consultancy work for the Faculty, national agencies, or regional partners.
- Present at national and international conferences to share research outcomes and best practices.
- Maintain current knowledge of nursing and midwifery practice trends through ongoing professional engagement.

### **3. People Management and Teamwork**

- Provide academic leadership and mentoring to junior staff and students within the nursing program.
- Collaborate effectively within departmental teams to achieve shared academic goals.
- Establish and maintain partnerships with professional bodies, employers, and other educational institutions.
- Lead or participate in small work groups or committees as assigned.
- Resolve conflicts constructively and contribute to a supportive and inclusive work environment.

### **4. Student and Staff Support**

- Provide academic and personal guidance to students, addressing learning or performance challenges.

- Offer first-line support and mentoring to colleagues and refer to appropriate resources as necessary.
- Monitor and evaluate student progress and course performance through feedback and assessment reviews.
- Ensure compliance with occupational health and safety standards in all academic and clinical settings.

## **5. Technical and Clinical Engagement**

- Demonstrate professional expertise in nursing and midwifery practice.
- Deliver clinical instruction and services in collaboration with MHMS, NRH, and other health institutions.
- Maintain on-site clinical teaching and supervision to ensure alignment between theory and practice.
- Integrate contemporary nursing knowledge and evidence-based practice into teaching and assessment activities.

## **SECTION E - KEY DELIVERABLES**

The incumbent of this position will have their performance assessed according to following key deliverables:

1. Deliver inclusive and relevant nursing education aligned with national and international standards.
2. Monitor and support student progress, providing timely feedback and guidance.
3. Facilitate and assess clinical competencies and professional behavior in student nurses.
4. Contribute to research, community outreach, and continuing professional development (CPD) initiatives.
5. Participate in course evaluation, assessment moderation, and continuous improvement processes.

## **SECTION F – QUALIFICATIONS AND CAPABILITIES**

### **Minimum Qualifications:**

- PhD or Master's Degree in Nursing, Midwifery, or a closely related field.
- A recognized tertiary teaching qualification.

### **Experience:**

- Minimum of ten (10) years of teaching experience in nursing or related disciplines.
- Extensive knowledge and practical experience in midwifery and general nursing.
- Demonstrated understanding of diverse teaching and learning methods.
- Proficiency in standard computer applications (Word, Excel, Internet, Email).

### **Capabilities:**

- Demonstrated ability to integrate clinical practice, teaching, and research.
- Strong leadership, mentoring, and teamwork skills.
- Excellent communication and interpersonal abilities.
- Commitment to professional and academic excellence in nursing education.

## SECTION G- KEY SELECTION CRITERIA

Suitability for this position will be assessed against the following key selection criteria:

**KSC 1:** Possess a PhD or Master's Degree in Nursing, Midwifery, or a relevant field, with a tertiary teaching qualification and a minimum of ten years of teaching experience.

**KSC 2:** Demonstrated expertise and depth of knowledge in nursing and midwifery practice.

**KSC 3:** Proven ability to design and deliver high-quality instructional materials aligned with current nursing standards.

**KSC 4:** Demonstrated innovation in teaching strategies and assessment methods that enhance student learning.

**KSC 5:** Active engagement in research, publication, and securing research funding in nursing-related areas.

**KSC 6:** Strong mentorship and support for students and early-career academics, promoting professional growth.

## SECTION H - TERMS AND CONDITIONS

<b>Fortnightly Salary Range:</b>	\$6,929.94-\$8,921.40
<b>Annual Salary Range:</b>	\$ 180,178.42 - \$231,956.34
<b>Annual Leave Entitlement:</b>	20 working days
<b>Annual Gratuity:</b>	15% of annual basic salary
<b>Housing:</b>	A 15% housing allowance of basic salary and or access to university rental policy
<b>Other Terms and Conditions of Service relevant to this position:</b>	As per Contract and HR Policy

## SECTION H - APPROVAL (*Business use only*)

*This Job Description is approved on the basis that I believe it accurately reflects the requirements of the position and will assist the SINU to achieve its Strategic objectives:*

Director Human Resource: 

Date Approved: 27/10/25

**Additional Comments:** This position is critical to strengthening nursing education, clinical training, and research excellence within the University. The Job Description shall be reviewed regularly to ensure it remains current and aligned with institutional goals and evolving professional standards.