

A Career in Academia

School of Nursing
and Midwifery





Warning

Members of Aboriginal and Torres Strait Islander communities are respectfully advised that people mentioned in this document may have passed away.

Note to the reader

The word Country is often capitalised throughout this document. For Aboriginal and Torres Strait Islander communities, the notion of Country refers to custodianship, care and connection to specific locations. It also refers to vast tracts of land through which particular stories, songs and kinship lines connect communities. Country is perceived not just as a place but as a concept, which embodies families, language and culture.

Name, place and language spellings may differ depending on the speaker, writer or region. ECU values information led by Aboriginal and Torres Strait Islander communities and knowledge-sharing. Differences in name, place and language spellings may result from different languages and dialects in use, as indicated by the people of that area.

The terms Aboriginal and Torres Strait Islander and Indigenous are used interchangeably at various points in this document.

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Acknowledgement of Country

Kaya, ngalak djoorabiny noona djinanginy. Ngalak kaaditj koora koora Djinang, ngalak kaaditj koora koora Noongarang, moorditj, kaadijin, waangkiny. Ngalak kaaditj moorditj wiirn, moorditj kaadijin Noongarang dandjoo koorl. Ngalak kaaditj nidja Noongar Boodja. Ngalak kaaditj koora koora Noongarang, baalang Noongar Birdiya. Ngalang yaanginy Noongar boodjera yaakiny nyin. Ngalak dandjoo koorliny nidja bidi.

Hello, we are happy to see you. We acknowledge the strength, traditional knowledges, language, wisdom and learning practices that has been passed on by Noongar people for thousands of years. We recognise the strong spirit and strong culture that connects Noongar people together. We acknowledge this is Noongar Country. We acknowledge all Noongar people, including the Noongar Elders, as we share this space (Noongar country) together. We walk this path together.

ECU acknowledges and respects our continuing association with the Whadjuk people and the Wardandi people of the Noongar nation, the traditional custodians of the land upon which our Australian campuses stand.



School of Nursing and Midwifery Executive Dean's message

Edith Cowan University believes in the transformative impact of education. We are proud of our longstanding commitment to supporting Aboriginal and Torres Strait Islander people realise their dreams and aspirations, through education.

I'm thrilled to welcome you to our vibrant community, where passion meets purpose, and where your unique experiences and perspectives will shape the future of healthcare. At ECU, we're more than educators — we are innovators, mentors, and advocates, dedicated to nurturing the next generation of nurses and midwives who will go on to transform lives and improve the wellbeing of communities across Australia.

ECU's values are owned and lived by the whole University community, they influence how we work and underpin our responsibility to promoting equity, inclusivity, and social responsibility. For more than a decade we have taken meaningful steps towards Reconciliation and ECU's Aboriginal and Torres Strait Islander Plan articulates a whole-of-institution vision to further progress this commitment.

Established in 1991, ECU has grown rapidly into a quality university with internationally recognised research and excellent student satisfaction. ECU has maintained its long standing 5-star rating for undergraduate teaching quality for 17 years straight. It is also ranked in the world's top 100 universities under 50 years old in the 2024 Times Higher Education (THE) Young Universities Rankings.

Here, you'll find a school that leads with heart and vision. Our commitment to excellence has earned us a place among the top 150 nursing programs worldwide, but it's the strength of our people that truly sets us apart. We believe in pushing boundaries — through cutting-edge research, bold ideas, and forward-thinking clinical training.



Executive Dean, School of Nursing and Midwifery
Professor Karen Strickland

Our courses, including WA's only dual nursing and midwifery degree, provide an immersive, real-world approach to learning that empowers students to thrive in an everchanging healthcare landscape.

We aspire to deliver an excellent people experience and set our employees and the University up for long term success. To ensure our people are empowered to pursue innovative ideas, our leaders are equipped and confident to lead change and everyone has the opportunity to grow personally and professionally.

As an Aboriginal and Torres Strait Islander academic, your journey with us is not only a personal one, but one of cultural leadership and influence. You bring with your invaluable wisdom that will help infuse our programs with Indigenous ways of being, knowing, and doing — ensuring that healthcare education remains inclusive, respectful, and reflective of the diverse communities we serve.

Together, we have the opportunity to create a legacy of change and progress. I look forward to seeing the impact you will make here at ECU and beyond.

Professor Karen Strickland





Education has the unique ability to transform lives and enrich society

Education should change lives, and lives should change education.

From the first Aboriginal person to enter into an Australian university in 1957, the first graduate in 1959 or the groundbreaking achievement of Western Australia's first Aboriginal

PhD in 2000, these milestones have paved a way for Aboriginal and Torres Strait Islander people.

Aboriginal and Torres Strait Islander presence within the academy enriches everything we do. It is essential that we actively

amplify Indigenous voices and contributions to influence research, shape policies, and educate future generations.

Choose a Career at a university



Are you ready to elevate your career and make a deeper impact in the healthcare profession? By choosing academia, you'll not only educate the next generation of nurses and midwives but also be at the forefront of driving meaningful change in healthcare.

As a Lecturer, your clinical experience and professional insights become powerful tools for shaping future health professionals. You'll guide students to become confident, skilled practitioners, ready to meet the evolving needs of patients and communities. Your role in the classroom will go beyond teaching — it will inspire, mentor, and nurture the next wave of healthcare leaders.

Academia also offers you the chance to engage in transformative research, where your ideas and projects can tackle real-world challenges, enhance patient care, and contribute to the advancement of nursing and midwifery. Whether improving clinical practices or exploring new healthcare models, your research has the potential to leave a lasting imprint on the field.

At ECU, we recognise the importance of cultural diversity and inclusion. Your voice will help ensure Indigenous knowledge and perspectives are embedded throughout our programs, enriching the education and research we provide.



ECU's first Aboriginal Graduate

In the first 10 years of ECU's education of Aboriginal tertiary students, only four graduates benefitted from the experience, the first being Len Hayward who graduated from the then Claremont Teachers' College in 1951.

In 1979, Mr Hayward went on to become Western Australia's first Aboriginal Principal after being promoted to Principal Class II of Wiluna Special Aboriginal School.

Len's journey to becoming the first Aboriginal member of the WA teaching profession and then practising his craft was ground-breaking. Since then, over 700 Aboriginal and Torres Strait Islander people have graduated, becoming part of ECU's Aboriginal and Torres Strait Islander Alumni community.

The School of Nursing and Midwifery

The School of Nursing and Midwifery at Edith Cowan University is renowned for producing highly skilled graduates ready to contribute to the healthcare sector both locally and globally. We combine innovative teaching methods with cutting-edge research to equip students with the tools they need to excel in an ever-evolving healthcare landscape.

Our vision

Our vision is to be recognised as a leading nursing and midwifery school in Australia in the provision of innovative, high-quality education and translational research that makes a difference to the lives of people in our communities, locally, nationally, and internationally.

Our mission

It is our mission to improve the health and wellbeing of communities for today and future generations by educating aspiring/ transformational nursing and midwifery leaders through a lens of humanitarian principles of social justice, equity, and inclusion.

Top 150 in the world

ECU delivers one of the top 150 university nursing programs in the world according to the latest Shanghai Rankings 2023 and QS Subject Rankings (2024). We are also ranked number one in Western Australia for Nursing in the Good Universities Guide (2024).



Inspired to become a nurse

“As a mature age student, the idea of studying again was daunting. Although I had feelings of excitement and determination to lead an example for my four babies watching me.”

Kelly McDiarmid
ECU Nursing graduate

→ Read More



The opportunity

We are seeking passionate and culturally responsive midwives and nurses to join our team in shaping the future of healthcare education. Drawing on your cultural understanding and experiences, you will develop and deliver content with an Indigenous focus, as well as deliver teaching materials and curricula in existing units that will enrich the teaching and scholarship activities within the school.

Lecturer of Midwifery (Indigenous Knowledges)

ALEVA / ALEVB
\$80,938 - \$134,596

Ongoing, Full-time/Part-time, Joondalup
or South West Campus

In this role, you will inspire and influence the next generation of midwives by embedding Aboriginal and Torres Strait Islander perspectives into midwifery education. Your contributions will help develop culturally competent graduates who are committed to improving maternal and infant health, particularly in supporting the unique needs of families across diverse communities.

Lecturer of Nursing (Indigenous Knowledges)

ALEVA / ALEVB
\$80,938 - \$134,596

Ongoing, Full-time/Part-time, Joondalup
or South West Campus

As a Lecturer of Nursing, you will have the opportunity to infuse Aboriginal and Torres Strait Islander ways of knowing, doing and being into our nursing programs, cultivating graduates who are equipped to excel in diverse healthcare settings and contribute to positive health outcomes for all communities.

About you

- Completion of a PhD **OR a relevant completed Undergraduate degree and ability to undertake a Higher Degree by Research qualification.**
- Registered with the Nursing and Midwifery Board of Australia.
- Demonstrated breadth of clinical nursing or midwifery experience.
- Proven ability to coordinate, develop, and teach units at undergraduate and/or postgraduate levels, with a strong emphasis on integrating Aboriginal and Torres Strait Islander perspectives into educational curricula.
- Deep cultural awareness and sensitivity, coupled with a genuine commitment to promoting and celebrating Indigenous knowledges and worldviews.
- A track record of innovative and engaging teaching practices that foster an inclusive and supportive learning environment.



How to apply

Visit the [ECU Employment Opportunities website](#) and submit your online application by the closing date along with the following documents:

- Your CV with information for two referees including your current supervisor/manager (who will only be contacted with your permission).
- A statement (maximum 2 pages) addressing your suitability against the selection criteria.

Support for your application

For enquiries about midwifery opportunities, please contact Dr Di Bloxsome, Associate Dean Midwifery via email: di.bloxsome@ecu.edu.au

For enquiries about nursing opportunities, please contact Dr Martin Hopkins, Associate Dean Nursing via email: martin.hopkins@ecu.edu.au



Applications Close

11:30pm (WST) on Sunday November 10

Location

These roles are based at ECU's Joondalup or South West Campuses in Western Australia. If you're considering relocating, we offer support to help make your move to Perth as smooth as possible. You'll enjoy working in a vibrant, growing city with access to world-class facilities, while being part of a community that values connection and culture.

Considering a PhD?

A PhD, or Doctor of Philosophy, is a postgraduate degree that focuses on conducting original research in your field. It offers the opportunity to deepen your expertise and contribute new knowledge that can shape the future of nursing or midwifery practice. By completing a PhD, you'll not only advance your own career but also have a lasting impact on healthcare.

During your PhD, you'll explore a research question that aligns with your interests and values, guided by experienced supervisors. This journey will allow you to grow both professionally and personally, giving you the tools to influence practice, educate future generations.

Support to study

At ECU, we are committed to supporting your academic journey. We understand that balancing work, study, and personal commitments can be challenging, which is why we provide mechanisms to support you every step of the way. This includes flexible working arrangements, mentoring programs, and access to a strong network of Aboriginal and Torres Strait Islander scholars. If you're an earlycareer academic, this is a great opportunity to receive structured support while building a rewarding academic career.

We believe that completing a PhD can open up new opportunities, allowing you to deepen your expertise, expand your influence in healthcare, and contribute to the growth of culturally competent nursing and midwifery education. If you join us as a Lecturer of Nursing or Midwifery, we offer dedicated pathways to help you pursue a PhD, even if it's not something you've previously considered.

Your lived experiences as an Aboriginal nurse or midwife are invaluable, and through a PhD, you can contribute even more to improving healthcare outcomes for our communities. We are here to help you achieve that goal.



Aboriginal and Torres Strait Islander Employment Matters



Aboriginal and Torres Strait Islander Staff Network

As part of our commitment to supporting Aboriginal and Torres Strait Islander staff members, we have established a dedicated network. This network serves as a platform for connection, sharing experiences, and forging meaningful relationships. Whether through informal gatherings or structured events, it's a space where Aboriginal and Torres Strait Islander staff can come together, connect, celebrate, and share insights in a supportive space.

Cultural and Ceremonial Leave

Fixed term and ongoing Aboriginal and Torres Strait Islander employees are entitled to cultural and ceremonial leave. This is paid leave up to a maximum of 5 working days per calendar year. Cultural leave can be accessed to participate in cultural and ceremonial obligations and community cultural events such as NAIDOC activities.

Substituted Public Holidays

A provision in ECU's Enterprise Agreement, allows employees, should they wish, to substitute a public holiday for another day, by agreement with your line manager. For example, you may choose to work the 26 January public holiday, this clause recognises the diverse perspectives of our people.

Cultural Safety and Anti-racism

ECU is clear in its commitment to leading national and global conversations about Indigenous futures, anti-racism, a decolonised academy, and respectful research in ways that are self-determined and led by Aboriginal and Torres Strait Islander needs and aspirations.

Elder-in-Residence

Kurongkurl Katitjin facilitates unique cultural support across the University through our Elder-in-Residence Program. They provide high-level Elder advice and support Aboriginal cultural activities across the University. Elders bring a wealth of cultural knowledge and experience to our University community that is beyond measure.

Dr Roma Yibiyung Winmar, is a respected Noongar elder, is a passionate advocate for Indigenous education, language, arts, and is an accomplished artist in her own rights. She is dedicated to promoting Noongar language and cultural activities for young and old alike and is available two days-a-week for appointments on Mount Lawley and Joondalup Campuses.



Cultural Reflection Spaces

ECU is committed to providing a safe and inclusive environment for all Aboriginal and Torres Strait Islander staff, students and community. Each of our campuses have Cultural Reflection Spaces which provide opportunities for all people to learn about various aspects of Noongar culture.

Boorna Baronga is one of our spaces at the Joondalup campus. The term is a Noongar phrase meaning tree/wood totem. In 2018, ECU unveiled an installation of 14 custom wood totems, that represent each of the 14 Noongar clan groups. Each piece of art was designed by a Female Noongar artist, to celebrate the NAIDOC week theme "Because of her, we can."

Why work at ECU?

There are so many good reasons to choose ECU. Here are some of the better ones.



We lead by example

We know that change is driven by action and hold ourselves to the same standard as others.



We embrace diversity

We believe in the power of diverse perspectives and always take a people-first approach.



We care

We are kind and humble, fully committing to providing an excellent student experience.



We are curious

We constantly look for new ways of working and have the confidence to embrace change.



We empower each other

We recognise our people are our strength and work together to achieve our potential.





Who was Edith Cowan?

Edith Dircksey Cowan was born in 1861 on Yamatji Country in Glengarry near Geraldton.

She believed that education was fundamental to tackling the social issues of her day and that it was the key to growth, change and improvement. She fought tirelessly to improve conditions for women, children, families, the poor, the under-educated and the elderly. She promoted sex education in schools, migrant welfare and the formation of infant health centres.

Among her many achievements, Edith Cowan was instrumental in obtaining the vote for women in Western Australia. She was Vice-President of the Women Justices' Association and the Western Australian League of Nations Union. She helped found the Children's Protection Society,

which was the precursor of the Children's Court and helped create the Western Australian National Council for Women, of which she was President from 1913 to 1921.

In 1921, at the age of 60, she was the first woman elected to an Australian Parliament. Her most important feat as a parliamentarian was her contribution to the passing of the Women's Legal Status Bill, which became an Act in 1923. The Bill opened legal and other professions to Western Australian women for the first time.

Edith Cowan strove to achieve social justice and campaigned for the rights of women, children and families, the poor, the poorly educated and the elderly. So, it's fitting that the State's oldest education institution and newest university, Edith Cowan University, bears her name.

Overview of ECU

Edith Cowan University (ECU) is a strong believer in the power of creative thinking. It's what inspires us to break new ground with world-leading research and drives us to provide the best experience for our students. It's why we always rank highly among the top Australian universities, from teaching quality to overall experience and support. And it's what we instil in our students, so they can go on to change the world.

We foster an environment that gives our team the space and confidence to think creatively, built on collaboration and inclusivity with all the support and flexibility they need.

Acknowledging that our University is situated on the unceded lands of the Noongar people, ECU has an intentional agenda to meet its responsibilities to Aboriginal and Torres Strait Islander communities and knowledges. With leadership roles and responsibilities at the governing, executive and senior leadership level, this is a strategic priority across all aspects of the University's activities.

This commitment has seen ECU come to lead Western Australia in terms of Aboriginal and Torres Strait Islander student success, employment and an emergent and successful research agenda centred on Aboriginal and Torres Strait Islander health and education.

ECU boasts a diverse and rich student cohort, with a mix of ages, backgrounds, nationalities, and talents. ECU's progressive nature drives its thirst for knowledge and desire for creating meaningful change in the world.

Its cutting-edge research in areas such as cyber security and artificial intelligence, high quality healthcare and nursing, cancer patient management and treatment and early childhood teaching ensure they continue to build their reputation on their research impact. ECU continually seeks opportunities to collaborate with other universities and to work with organisations and businesses to maximise research outcomes.

ECU as a workplace



Connected by a common purpose

We know that change is driven by action and hold ourselves to the same standard as others.



Proudly Inclusive

ECU welcomes and values the unique experience, perspectives and contributions of all our people.



Innovative Mindset

ECU embraces human creativity and always puts forward thinking over the status quo.



Collaborative to the core

ECU fosters an accepting and open environment that encourages idea sharing and teamwork.



Giving everyone a voice

ECU trusts and values its people and what they bring to the University, individually and collectively.



Organisational values and expectations

All ECU staff are guided by the University's values – integrity, respect, rational inquiry, personal excellence and courage.

Our staff are required to comply with ECU policies and practices in all aspects of their work and conduct; and ensure the safety and wellbeing of themselves and others by complying with health, safety and equity requirements.

Our values

Students, staff and Council members will always conduct their study, work and service to the University in ways that embrace the following values:

Integrity

We are ethical, honest and fair and demonstrate trust and personal responsibility.

Respect

We treat everyone within our diverse community with dignity and respect.

Rational inquiry

Our decision-making is driven by evidence, sound reasoning, and creative thinking.

Personal excellence

We demonstrate the highest personal and professional standards.

Courage

We are bold and resolute in our thinking and actions in pursuit of our goals.

Our purpose

ECU's purpose is to transform lives and enrich society.

Our vision

To lead the sector in educational experience, research with impact, and in positive contributions to industry and communities.

Our commitments

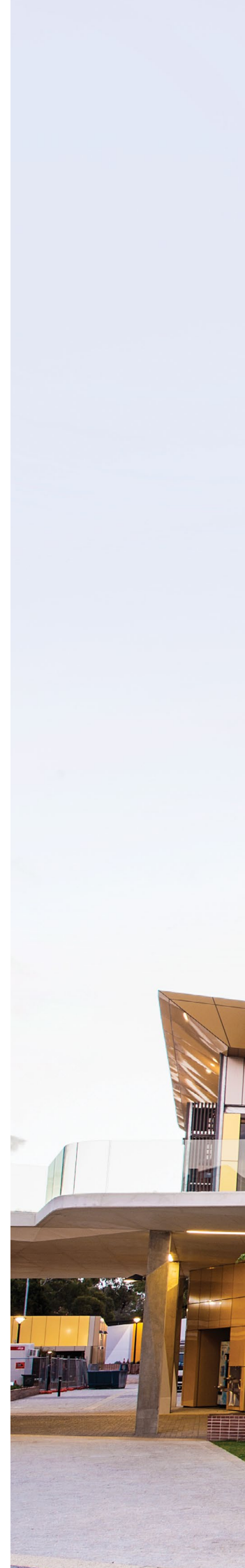
To achieve our vision, ECU will:

- be dedicated to every student's success
- provide real-world research solutions
- create partnerships for economic and social well-being
- empower our staff to lead in a diverse and values-based organisation
- secure our future through innovation and leadership

Commitment to Aboriginal and Torres Strait Islander Peoples

ECU acknowledges and respects the continuing association with Noongar people, the traditional custodians of the land, upon which its campuses stand and programs operate. ECU has a commitment to:

- engage closely with Aboriginal and Torres Strait Islander peoples and communities;
- fully develop Aboriginal and Torres Strait Islander students and staff, assisting them to realise their potential;
- ensure that individual differences and diversity are respected; and contribute positively to Aboriginal and Torres Strait Islander community development and sustainability through its students, staff, and graduates.



Strategic direction

Edith Cowan University's strategic direction is described in [ECU Strategic Plan 2022 – 2026, Towards the University of the Future](#)

In defining ECU's strategy, the University has identified five strategic goals that guide our endeavors at all levels, serving as reminders of the ethos of the University and the way we differentiate ourselves.

Our strategic goals and objectives

- Goal 1:** Delivering an exceptional student experience for success in work and life;
- Goal 2:** Undertaking impactful world-class research;
- Goal 3:** Leading the sector in internationalisation;
- Goal 4:** Empowering the talent and potential of our staff;
- Goal 5:** Securing our future.

Supporting plans

ECU has established eight whole-of-University supporting plans providing a bridge between the ECU Strategic Plan 2022-2026 and ECU's annual operating plans. The supporting plans provide a coordinated approach to achieve a broad range of objectives for relevant Strategic Priorities from the Strategic Plan. Progress against each supporting plan will be reviewed annually, with adjustments incorporated where necessary.

1. Aboriginal and Torres Strait Islander Plan
2. Educational Experience Plan
3. Enrolment Growth Plan
4. Equity and Inclusion Plan
5. International Plan
6. Regional Plan
7. Research Plan
8. People and Culture Plan

Aboriginal and Torres Strait Islander Plan

The overall purpose of the Aboriginal and Torres Strait Islander Plan is to articulate a whole-of-institution vision for ECU to further progress its commitment to Aboriginal and Torres Strait Islander students, staff, people, families, and communities. This vision is one where all areas of the University can and should contribute.

This plan was developed in consultation with ECU's Aboriginal and Torres Strait Islander community and key external stakeholders. It is informed by broader strategies such as the Universities Australia Indigenous Strategy.



Our campuses

ECU has three campuses in Western Australia, located across Whadjuk and Wardandi Country. Additionally, ECU courses are delivered through partnerships offshore in China, Dubai, Singapore, Vietnam and through ECU's managed campus in Sri Lanka.



Joondalup Campus

The Joondalup Campus is in Perth's northern metropolitan corridor, one of the fastest growing regions in Australia. This campus is the home of the School of Nursing and Midwifery and is accessed by firstclass transport links is the University's largest and main campus. The Joondalup Campus features award-winning architecture, from the grandness of the Chancellery Building with its elaborate spikes, our vibrant golden Ngoolark building, named after the Noongar word for the Carnaby's Black-Cockatoo, and our latest Science building which includes super-labs for teaching and research, the Cybersecurity Centre of Excellence, and incorporates the world's largest periodic table.



Mount Lawley Campus

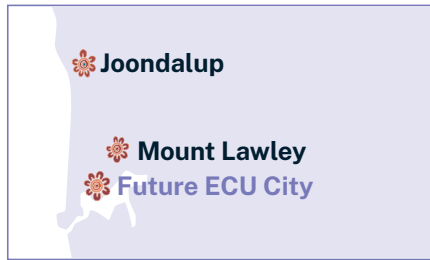
The campus houses ECU's nationally and internationally recognised Western Australian Academy of Performing Arts (WAAPA), and Kurongkurl Katitjin, ECU's Centre for Indigenous Australian Education and Research. ECU is the first university in the world to acquire a Spiegeltent, providing a unique performance space for Western Australian Academy of Performing Arts (WAAPA) students to hone their craft.

Mount Lawley Campus will transition to either the Joondalup or City Campus in 2026.



ECU South West Campus

ECU South West is a regional campus in Bunbury, approximately 200 km south of Perth. The campus has an idyllic rural setting overlooking the City of Bunbury. The Schools of Arts and Humanities, Business and Law, Education, Nursing and Midwifery, Science, and Medical and Health Sciences offer programmes designed to meet the needs of a fast-growing region.



ECU City

ECU City is our exciting new campus in the centre of Boorloo (Perth) CBD that's due to open for classes in 2026.

For more than two thousand generations, Boorloo has been a place of learning, sharing, intergenerational knowledge transmission and connection for Noongar people. As one of the world's oldest learning places, ECU City will build upon the history and knowledge to connect our rich past with an exciting future.

ECU has partnered with Whadjuk Noongar Elders to inform its design and develop a cultural narrative that has influenced the work of its architects. The cultural narrative embeds within the identity of the university the story of the location upon which the city campus is built. It speaks to the values of the Noongar people who over millennia utilised the same location as a site of intergenerational transmission of knowledge and learning.

Part of the Perth City Deal between ECU, the Australian Government and the Western Australian Government, the ECU City Campus will deliver Perth a world-class Creative Industries, Business and Technology precinct.

ECU City will offer courses and undertake research at the nexus of creative and performing arts, business and law, and emerging technologies. ECU's creative industries and performing arts education and facilities will support Perth's focus on building an ecosystem for film, digital, stage and music production.

Kurongkurl Katitjin, ECU's Centre for Indigenous Australian Education and Research, will be part of a rich and diverse campus, and will continue to create opportunities to support and develop Aboriginal and Torres Strait Islander peoples' engagement with higher education.

ECU City will bring an estimated 10,000 students and staff to Perth's CBD from opening, growing to over 11,000 students and staff in 2030 to live, study and work in the city, improving vibrancy and stimulating the retail economy both day and night.

It will draw on the best ideas and opportunities from its cultural and commercial surrounds. Projecting influence, innovation, and imagination. ECU City will inspire.



About Perth

Perth is the capital of Western Australia and is located on the ancient land of the Whadjuk people of the Noongar Nation, the traditional owners of the south-west of WA for more than 45,000 years.

Surrounded by nature—rivers, parks, beaches and forests—Perth’s natural environment is complemented by a vibrant dining, shopping and entertainment scene, and a youthful energy.



Source: Tourism WA

Kings Park, one of the largest inner city parks in the world and home to the spectacular Western Australian Botanic Garden.



Source: Tourism WA

Rottne Island, home of the infamous Quokka.



Source: Tourism WA

Learn about the oldest continuous living culture on earth.



About staff and students

Staff

We aspire to deliver an excellent people experience and set our employees and the University up for long term success.

ECU has over 2000 strongly committed academic and professional staff employed on a full-time and part-time basis. ECU conducts a nationally benchmarked staff survey on a two-year cycle. The 2022 ECU Staff Survey results demonstrated continued high level engagement.

ECU was awarded Voice Project's "Best Workplace" 2020, being the first enterprise sized organisation (over 1000 employees) to win this award. Voice Project's "Best Workplace" awards recognise organisations that have achieved exceptional levels of employee engagement and satisfaction. The University has implemented a range of strategies to grow academic and research leadership capacity over the last 10 years. Most recently, this includes the Vice-Chancellor's Professorial Research Fellow scheme where a number of world class researchers were appointed to further build research at ECU.

The University provides career progression and pathways that support diversity in the academic population. This is achieved through varying the expected mix of teaching and research loads for staff through different academic classifications: Teaching and Research Scholar, Teaching Focused Scholar, Research Scholar, and Practitioner Scholar. ECU's staff profile has a high proportion of females (65%) and compares well against sector benchmarks for representation of women at senior academic and professional levels.

Students

We equip students with the confidence and practical skills to deal with whatever challenges may come their way.

ECU enrolls over 30,000 students annually, with around 21% being international students studying at our Australian campuses. Of the total student body, 60% are female and 65% are studying full-time. ECU's South West Campus is located in the regional city of Bunbury, 200 km south of Perth, and has around 1,100 students. ECU has been ranked Australia's top public university for undergraduate overall experience, according to the national QILT (Quality Indicators in Learning and Teaching) survey results.

Our reputation for teaching quality was also highlighted in the 2024 Good Universities Guide, where ECU has achieved a five-star rating for teaching quality for an amazing 17 years in a row. The University was ranked in the top 400 in the Times Higher Education World University Rankings 2024, an annual list of the top universities based on their teaching, research, and international outlook.

ECU is the top-rated public university in WA for student support, among Aboriginal and Torres Strait Islander students and the top university in WA for commencing undergraduate Aboriginal and Torres Strait Islander student success rates.



Rock Solid Foundations Alumni

We are immensely proud of the over 700 Aboriginal and Torres Strait Islander graduates. The sash pictured above, designed by Noongar Balardong artist Rohin (Dushong) Kickett, represents the resilience of Aboriginal and Torres Strait Islander people and the ripple effect that education has on their lives.

Learning and teaching

ECU offers higher education courses in a wide range of disciplines including: Business, Creative and Performing Arts, Education, Engineering, Environmental Science, Hospitality and Tourism, Information Technology, Law, Nursing and Allied Health, and Psychology. It also offers a small number of VET courses in the creative arts through the Western Australia Academy of Performing Arts.

As a medium-sized institution that welcomes a diverse student cohort, we leverage a whole-of-university approach to sustaining and enhancing quality and an outstanding student experience across these disciplines. We have created a culture of excellence that centres the student experience and embraces collaboration and innovation. ECU's approach was recognised by TEQSA during ECU's re-registration in 2018, and awarded an Australian Award for University Teaching Program Award in 2021 for 'Inclusion in Action'.

An exceptional student experience

In the QILT Student Experience Survey national report (2022) our students have rated ECU the top public university in Australia for Overall Experience, Skills Development and Student Support. Our international undergraduate students have also rated ECU the top public university in Australia for Overall Experience. The QILT Student Experience Survey is the only comprehensive survey of current higher education students from all universities across Australia, based on hundreds of thousands of responses.

An exceptional student experience is most strongly correlated with Teaching Quality, for which ECU has an enviable reputation. ECU has maintained a 5-star rating for undergraduate Teaching Quality in the Good Universities Guide for 17 straight years. That reputation continues to see ECU ranked 1st in Western Australia for Teaching Quality, and also for Overall Experience, Student Support, Skills Development, and Learning Resources.

The Australian Financial Review's inaugural Best University Rankings have ranked ECU 6th in Australia and the only WA university in Australia's Top 10. It's the first time in Australia's history that a university ranking system has recognised the traditional notions of excellence, such as research and reputation, as well as student satisfaction and equity.

Contemporary infrastructure

We provide world-class, inclusive and engaging learning experiences across all modes of learning. This is supported by significant recent investments in physical and digital infrastructure including:

- A future-focussed suite of learning space types to enable active learning at scale
- A new learning management system to enable development of an expanded learning ecosystem
- Data and analytics to improve and enhance curriculum, teaching quality and student experience with a focus on success for diverse cohorts.
- Together this supports a commitment to the continual improvement of key outcomes including in retention and success.

Empowered to succeed

ECU offers a comprehensive range of curricular and extracurricular activities to provide graduates with the skills and confidence they need for next steps into careers. ECU has a coordinated approach to employability activities which makes them much more visible to students, industries, and communities.

Equity, diversity and excellence

ECU embraces its role as leader in contemporary equity, diversity and inclusive practices that widen participation and success for staff and students in higher education. Our aim is to foster an environment where everyone feels welcome, respected and supported to fully participate in their studies and employment. ECU does this by delivering an internationalised curriculum that fosters a sense of belonging for all students and staff, and maintaining an inclusive working environment that addresses inequalities of opportunity.

Success for Aboriginal and Torres Strait Islander students

Our goal is for all students to engage with Aboriginal and Torres Strait Islander content, perspectives and histories. We achieve this through a whole-of-institution approach to success and retention for Aboriginal and Torres Strait Islander students and workforce.

Research

Centre for Nursing, Midwifery and Health Services Research

The vision of Centre for Nursing, Midwifery and Health Services Research (CNMHSR) is to generate evidence through excellence in research that will inform clinical practice and improve outcomes for the global healthcare community. Our research is world leading, with our work being cited 1 ½ times more than the world average. The research we do is in collaboration with our well-established health care partnerships and we create opportunities to share, learn, mentor, create, and promote top-quality nursing and midwifery knowledge to improve care worldwide.

Our research aligns with four key areas of focus.

We undertake research in:

- Safety and Quality in Healthcare
- Improving Outcomes for people with Chronic Health Conditions
- Improving health for older people
- Healthy Childbearing.

The School of Nursing and Midwifery is spread over two campuses, with the Joondalup campus in Perth's northern metropolitan corridor, one of the fastest growing regions in Australia and ECU South West, including WA's largest regional campus in Bunbury, approximately 200 km south of Perth, and four learning hubs throughout the South West Region. The ECU South West, Bunbury campus has an idyllic rural setting overlooking the City of Bunbury with the Schools of Arts and Humanities, Business and Law, Education, Nursing and Midwifery, Science, and Medical and Health Sciences offering programs designed to meet the needs of a fast-growing region.

University Department of Rural Health, South West

University Departments of Rural Health (UDRH) across Australia boost the rural primary care workforce, in a bid to improve health outcomes in rural and regional communities. In the 2022 Budget the Commonwealth Government committed to providing over \$17 million initially to establish the new UDRH South West, to encourage more graduating health professionals to practice in the region. The funding will see at least 400 more students gaining rural clinical experience in the South West over the next four years alone.

The UDRH South West will provide outstanding rural training experiences for health students across WA tertiary institutions, within their professionally accredited courses: Nursing & Midwifery; Social Work; Occupational Therapy; Speech Pathology; Social Work; Youth Work; Psychology; Exercise Physiology; Physiotherapy; Nutrition and Dietetics; Paramedicine; Health Science (focus on nutrition, health promotion and environmental health); Public Health; Optometry; Audiology; Pharmacy. This includes ensuring exemplary clinical supervision, accommodation and academic support experiences for students.

Student placements will occur across a broad range of providers, including in emergency medicine, aged care, mental health, disability, child and family health and other community settings such as primary and secondary schools. Situated at ECU South West, the UDRH has access to state of the art learning and teaching facilities including clinical laboratories, simulation suites and spanned classrooms which means you can beam lectures from elsewhere.

ECU South West has tremendous support for this development, including backing from, but not limited to, the University of Western Australia, the South West Aboriginal Medical Service, the 12 Local Government Authorities in the South West Zone Group of Councils and the region's health providers.



Benefits



Empowering you to be you

ECU offers a strong and supportive culture, so you can bring your whole self to work.



A learning organisation

ECU encourages its people to learn, develop and grow personally and professionally.



World-leading teaching and research

ECU is at the forefront of teaching and research, breaking new ground in countless industries.



A mission of recognition

ECU works hard to ensure everyone feels valued, celebrating achievements with a range of awards.



Work that works for you

ECU provides flexible working arrangements and a variety of generous entitlements.



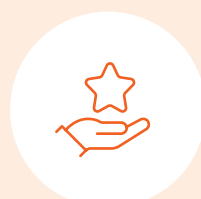
Cutting-edge spaces and technology

ECU is home to state-of-the-art teaching spaces and technology that extend into the real world.



Superannuation that's more super

ECU offers a range of generous salary packing options and 17% superannuation.



Practical perks

ECU employees can access a range of deals, from banking and health insurances to gym and travel.

The art

About the art

2023

Danjoo Kaartdijin

– Together Knowledge

The piece symbolises the instrumental role People and Culture play in fostering ECU's employee experience, prioritising our people and their wellbeing, valuing their diversity and nurturing their talent and potential. It shows a connectedness across our three campuses, all situated on Noongar Boodja (Country) and represents the educational tools that allow for growth, knowledge and wisdom for our ECU community in the past, present and future.

About the Artist

Buffie Punch

Noongar Yorga (Aboriginal Women of the Noongar Nation).

Buffie's family connections stem from Gnowangerup, a small town in Western Australia. She finds immense joy in spending time with her loved ones and holds a deep bond with her family. Much of her work is profoundly influenced by her family, cultural ties, spirituality, and relationships.

Through her artwork, Buffie can express herself wholeheartedly. She views art as one of the most powerful tools for storytelling, believing it to be a means of sharing narratives. With a lifelong passion for painting, drawing, and exploring various art forms, she finds herself particularly drawn to the challenge of conveying her spiritual, cultural, and life experiences to others through art.





Contact us

To find out more about ECU,
please visit ecu.edu.au

Employment opportunities

ecu.edu.au/employment-opportunities