

Rewarding careers at Melbourne

Candidate Information Pack



Dean, Faculty of Education



THE UNIVERSITY OF
MELBOURNE

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi-wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses) and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.



The University of Melbourne

The University of Melbourne enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities.

Melbourne competes on an international stage with the best institutions globally, and has an international outlook and reach to match.

With a rich history stretching over 160 years, the University of Melbourne also occupies a special place in the city. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 60,000 students from over 130 countries. The University comprises nine faculties providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

Melbourne's alumni network is significant and truly international, with representation from 160 countries. This international community includes former Prime Ministers, Nobel Laureates, and professional graduates from all walks of life, and is testament to the world-class education the University of Melbourne delivers.

The University employs approximately 9,000 staff including many renowned researchers and industry leaders who are internationally recognised at the highest levels. Some of our scholars and high achieving staff include Nobel Prize Laureate Professor Peter Doherty AC FRS, who co-discovered how the immune system recognises virus infected cells; Professor Hilary Charlesworth, a Melbourne Laureate Professor of Law who was elected in 2021 as a Judge of the International Court of Justice; and Ian Potter Chair of Zoology, Professor Marilyn Renfree AO FRS, who received the 2015 Eureka Prize for Outstanding Mentor of Young Researchers, and the 2019 Carl G. Hartmann Award from the Society for the Study of Reproduction for her pioneering research into mammalian reproduction.

The University of Melbourne is equivalent to a top 60 company on the Australian Securities Exchange (ASX), with revenue in excess of \$2.8bn, net assets exceeding \$6.6bn and has been consistently rated with a AA+ credit rating by Standard and Poors.



The University of Melbourne's Strategic Plan 2020 – 2030

Advancing Melbourne

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.
- The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world class university.
- Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.



Faculty of Education

education.unimelb.edu.au

For over a century, the Faculty of Education at the University of Melbourne has shaped the future of education for the benefit of our society. Its unique blend of over 4,000 postgraduate students, more than 81,000 alumni, and over 360 academic and professional staff has seen the Faculty ranked 13th globally and 1st in Australia in the 2024 QS World University rankings for the subject area Education and Training. The Faculty ranked 14th in the world in the Times Higher Education 2024 Rankings for the subject of Education.

The Faculty of Education offers a platform to address today's grand challenges - our experts are ambitious and creative; our students are change-leaders in the making; and our partnerships with educators, government and industry are close and mutually beneficial.

The Faculty of Education is a single department faculty made up of nine distinct Academic Groups and four Research Centres and Hubs. The faculty is situated at the University's Parkville campus, based at 234 Queensberry Street and 100 Leicester Street. Our buildings are designed specifically for graduate education students, offering a range of contemporary learning and social spaces.

What we do:

The Faculty of Education offers high quality initial teacher education and professional and continuing education courses at the graduate level. In the Master of Teaching, we apply a unique clinical model of education, bringing together theory and practice in a way that gives powerful insights into children and young people and how they learn. The Master of Education is cutting edge and offers a broader range of specialisations than any other Master of Education program in Australia. In addition, the faculty offers a range of innovative professional development and higher degree research courses and offers highly regarded undergraduate subjects as part of the University of Melbourne Breadth program.

Innovative custom education programs are also a key constituent of the faculty's work. The Faculty works with government, education departments and non-profit organisations to develop bespoke educational programs to meet their needs.

The Faculty of Education is a hub of high impact research and home to a number of internationally recognised experts, we are at the cutting edge of teaching and research in our field and lead a number of significant large scale research projects.

The Faculty is immensely proud to be home to Ngarrngga, a significant and large-scale nation-building project led by First Nations educators, as well as dedicated Indigenous-focused programs such as the Master of Social Change Leadership which is mobilised through the Atlantic Fellows for Social Equity (AFSE).

We work closely with local, national and international partners on a wide range of projects across education and related disciplines. Our academics have developed and pioneered remarkable research-based initiatives such as the Mental Health in Primary Schools project which continues to support schools across Victoria to build their capability in managing the mental health and wellbeing of students. The Faculty of Education is deeply committed to the work of leading education debates and improving educational outcomes for all students, with programs of research activities and teaching and learning built on a platform of engagement.



Faculty of Education

education.unimelb.edu.au

Our Vision and Strategy:

The Faculty of Education is committed to ensuring that education and educators are at the forefront of solving the world's most intractable issues. This vision is underpinned by the core values of Innovation, Inclusion, Collaboration, Respect and Integrity.

Our Faculty's strategy [Education: The Time Is Now \(2022-2026\)](#) aims to benefit society through world changing research and teaching, transforming educational practices and shaping public discourses. It is set out across five pillars:

- Supporting our **people and culture**
- Creating a valuable **student experience** that attracts the best and brightest
- Expanding the breadth and depth of our global reach in **research**
- Delivering a world class education through our distinctive **curriculum**
- Using our influence to broaden our global **community**

The strategy serves as our guiding framework and has been brought to life through a series of action plans across these pillars, supporting the faculty to implement tangible enhancements which benefit our staff, students, and broader community.



The position

As Dean of the Faculty of Education the successful applicant will be an academic of international standing in their field of expertise with a proven record as an academic leader and manager.

They will provide strong leadership across the full range of the Faculty disciplinary areas and will be responsible for developing strategic and operational plans to lead the Faculty . The Dean is expected to have high visibility and wide recognition in their field, both nationally and internationally.

The Dean will be responsible for the academic, research and resource management of the Faculty and will be expected to play a major role in University leadership through their participation in the University Executive, reporting to the Provost.

The appointment will be for a term of five years.



Job description:

Key duties and responsibilities

Position No

0044409

Classification

Senior Executive

Salary

Attractive remuneration package by negotiation

Salary packaging options available

Superannuation

Employer contribution of 17%

Basis of employment

The Deanship is available for a period of five years in the first instance, with the possibility of renewal for a further term of up to five years. The successful applicant will simultaneously be offered an appropriate continuing appointment in their discipline and will retain that position at the conclusion of the Deanship.

Working hours

Full time 1.0 FTE

Key Responsibilities

- Providing compelling vision and forward-looking leadership in the strategic direction of the Faculty and implementation of its initiatives.
- Providing strong academic and personal leadership to achieve a sense of collective purpose across all disciplines and Schools that make up the Faculty of Education.
- Leading, promoting and fostering the highest levels of excellence in teaching and research in the Faculty.
- Supporting diversity and inclusion within the Faculty, delivering on the Education D&I strategic objectives in alignment with the University D&I Strategy.
- Consistently providing leadership characterised by strong values, high levels of emotional intelligence and a deep commitment to a collegial culture for the Faculty.
- Maintaining and fostering a collegial and inclusive atmosphere and encouraging effective working relationships among Faculty staff.
- As the face of the Faculty, play a leading role in shaping the external context, to ensure engagement with key issues, debates and initiatives.
- Actively building cross-disciplinary and cross-faculty academic activity.
- Representing and promoting the Faculty of Education and the University locally, nationally and internationally.
- Maintaining and extending the Faculty's active network of international and external relationships, including those with alumni, government, universities, industry, schools and early childhood centres and the wider community.
- Seeking and securing additional funding to support the Faculty's development particularly through philanthropic support.
- Through membership of the University Executive, promoting the interests of Education alongside advocacy of University wide initiatives and strategies.
- Ensuring the Faculty's financial sustainability and diligent compliance through effective and efficient management of its resources and systems.
- Implementing quality assurance processes in relation to both teaching and research.
- Ensuring that University policies and procedures and legislative requirements are implemented across the Faculty, including those relating to Environmental Health and Safety, Occupational Health and Safety, anti-discrimination and equal opportunity responsibilities.

Selection Criteria

Essential

- An outstanding record of academic achievement at full professorial level.
- An ability to lead, motivate and inspire in a complex organisation through clear vision, example, communication and personal influence
- Strategic management skills, appropriate to an academic environment
- A demonstrated capacity to manage people effectively
- A commitment to a diversity of approaches to research and teaching
- A national and international perspective on the future of Education
- A capacity to relate effectively to the wide range of stakeholders that are important to a leading Faculty of Education

- Capacity in the development and implementation of financial and strategic plans
- Innovative organisational planning and implementation skills, which demonstrate creativity and ability to achieve results
- An understanding of the higher education sector in Australia and internationally, including a sound knowledge of trends in management of contemporary universities in a rapidly changing environment

Desirable

- Experience in securing and managing philanthropic gifts and building strong relationships with prospective donors, alum and volunteer boards.
- Working knowledge of Occupational Health and Safety, as well as Equity and Diversity principles as they apply in the Higher Education Sector.



Working at the University of Melbourne

Our University

The University of Melbourne is a friendly, diverse community of students, academics and staff. We are world-renowned for the excellence of our research and for the warmth of our community. Established in 1853, we are a global leader in higher education and bring together the world's best minds to solve globally significant problems.

Our vision is to equip our students with a distinctive, future-facing education personalised around their ambitions and needs, enriched by global perspectives and embedded in a richly collaborative research culture.

Information about our strategic direction, Advancing Melbourne 2020 – 2030, can be found at: about.unimelb.edu.au/strategy/advancing-melbourne.

Our city

Melbourne is the capital city of Victoria and is the second largest city in Australia with a population of more than 5 million people. The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km² and has a population of more than 159,000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

Parkville campus

The Parkville campus provides easy access to cafes, shops and services, libraries with extensive collections, and cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of restaurants and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

The University is accessible by car, tram and train, with a new on-campus train station (Parkville) currently being built and expected to open in 2025.



Our benefits are above and beyond

The University is committed to providing an intellectually stimulating and personally rewarding workplace that attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff who have been recognised through prestigious national and international awards and membership of Australia's learned Academies.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world-class organisation which provides its staff with exceptional benefits and support at every stage of their life and career:

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package a range of expenses from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support.

University course fees can also be salary packaged and come at a 25 per cent discount for staff and their immediate families.

The University also offers a family friendly environment for individuals that need increased flexibility, providing generous leave and working conditions. The University has been recognised as an employer of choice for women and is one of 40 organisations to participate in the Science in Australia Gender Equity (SAGE) pilot program of Athena SWAN in Australia.



Equal opportunity, diversity and inclusion

The University of Melbourne is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment. This commitment is set out in the University's Diversity and Inclusion Strategy 2030 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that differences in our race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University. This will help to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of the University's Advancing Melbourne strategy.



How to Apply

The University of Melbourne will be supported in its global search for this appointment by the executive search firm The Insight Group.

If you wish to discuss this role further in confidence, please contact: Dr Rohan Carr or Ms Emily Witts at the Insight Group at applications@insightgroup.com.au or contact by phone on +61 3 9654 3288.

Thank you
for your
consideration



THE UNIVERSITY OF
MELBOURNE

UniMelb on-demand



Get to know us better
in your own time