PROFESSOR AND HEAD OF DEPARTMENT, ELECTRICAL & COMPUTER SYSTEMS ENGINEERING

DEPARTMENT/UNIT	Department of Electrical & Computer Systems Engineering
FACULTY/DIVISION	Faculty of Engineering
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

Monash is full of thinkers and doers who are looking for their next challenge. So if you've forged a rewarding career so far, this role provides the perfect platform to join us and thrive. You'll have access to quality research facilities, infrastructure and teaching spaces to do exciting work, along with opportunities to collaborate internationally. You'll be part of a university that's made up of inspirational people to help you continue doing work that makes a lasting impact. Discover more at www.monash.edu.

The **Faculty of Engineering** is one of the largest in Australia, renowned worldwide for the quality and calibre of our teaching, research and graduates. We offer a comprehensive range of undergraduate, graduate, postgraduate and higher degree by research programs in a wide range of engineering disciplines. Our research activities provide a platform for establishing a thriving educational enterprise and our staff are committed to creating a dynamic learning environment. The research activities range from fundamental studies to research with a strong applications orientation. To learn more about the Faculty of Engineering, please visit our website.

The **Department of Electrical and Computer Systems Engineering** offers internationally recognised undergraduate and research programs in telecommunications, electronics, robotics, biomedical engineering, computer systems, and electrical power systems. We maintain strong links with engineering professionals to ensure our programs remain at the leading edge of professional practice. We have a vibrant research culture, with major research areas in communications & RF identification, intelligent robotics, biomedical engineering and power electronics & energy. For more information about us, please visit our website.

POSITION PURPOSE

The Head of Department, Electrical and Computer Systems Engineering, will be expected to bring a strong personal commitment and reputation in both education and research. The incumbent will expand the Department's international profile and its interdisciplinary research whilst leading innovative pedagogical activities to provide our students with a University experience of the highest standard.

The Head of Department provides leadership and fosters excellence in research (both mainstream and interdisciplinary), teaching, professional activities and staff development in the academic discipline within the department. Taking an active role in mentoring and development, they inspire and motivate academic staff across their department to achieve their full potential in terms of research and teaching, and play a key role in connecting staff to the Faculty of Engineering's vision and objectives.

Through their leadership, the Head will further enhance the reputation of the department within academia and industry, creating an environment that fosters and supports sustained growth, and allows the department and its academics to showcase their combined expertise and research capability on a global scale.

Reporting Line: The position reports to the Dean, Faculty of Engineering

Supervisory responsibilities: This position provides broad supervision to circa 20 direct reports, and oversees a broader staff group of circa 50 individuals, consisting of teaching, research and professional staff

Financial delegation: Yes, in accordance with the University Delegation Schedule

Budget responsibilities: Yes, in line with Key Responsibilities

APPOINTMENT PERIOD

The professorial appointment will be a continuing appointment in the Department of Electrical and Computer Systems Engineering, and will include the role of Head of School for an initial period of up to 5 years with opportunity for renewal.

KEY RESPONSIBILITIES

Specific duties required may include:

1. Develop and implement a future-facing strategic vision for the department that aligns with faculty and university strategy, and supports the growth of its international reputation and success

2. Provide strategic hands-on leadership to the Department, that is aligned with Faculty and University strategic plans by managing, administering and fostering excellence in teaching, research and professional activities both locally and across its international campuses and affiliations

3. Exercise strong budget management for the department to a value of circa $25M

4. Lead and manage staff in an equitable manner through team building, strategic recruitment and selection, performance management and staff development ensuring appropriate management of staff workloads, and the development and mentoring of staff throughout their career in order to support career progression

5. Develop, maintain, and broaden enduring collaborative partnerships with external agencies and industry both nationally and internationally, working closely with the Deputy Dean (External Engagement) to ensure a culture of industry partnership and collaboration is created and supported throughout the department

6. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active high quality publications record and supervising and mentoring early career researchers and research students

7. Foster research excellence through procuring competitive research grants, leading significant research projects, and working with other staff to develop research links

8. Provide visible, innovative and committed leadership across teaching, curriculum development and research training by participating in the faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline

9. Provide innovative and effective leadership to grow the Department's HDR program and to attract high quality HDR students

10. Work collaboratively with key staff across the Faculty and broader University community and support the Dean as a trusted advisor in the development of a Faculty which is acknowledged as world class

11. Maintain and broaden collaborative partnerships with relevant Faculties and Departments/Schools within the University and community

12. Provide strategic contributions to create a culture of staff equity, diversity and inclusion, and demonstrate a best-practice example

13. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:

   ● A doctoral qualification, and recognised as a leader in a discipline related to electrical and/or computer systems engineering

Knowledge and Skills

2. Evidence of outstanding scholarly activity of an international standard in a discipline related to electrical and computer systems engineering, including significant publications in the highest impact journals, a consistent record of high level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research

3. A vision for the future needs and development of electrical and computer systems engineering within Australia and internationally, from both research and educational perspectives

4. Proven capabilities in leading, or making a significant contribution to, change management programs and creating an environment that provides growth opportunities

5. Highly developed interpersonal and communication skills including the demonstrated ability to liaise effectively with other academics, to mentor and develop staff, and to represent and advocate for the Department/Faculty/University as a contributing member on various boards and committees

6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building strong, collaborative links with industry, government, funding and professional bodies

7. Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a department

8. Evidence of collaborative interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers

9. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching

10. Demonstrated commitment through strategic contributions and actions to staff equity, diversity and inclusive work practices

OTHER JOB RELATED INFORMATION

• Travel to other campuses of the University, both nationally and internationally, will 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

GOVERNANCE

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.