

# PROFESSOR AND HEAD OF SCHOOL OF PHILOSOPHICAL, HISTORICAL & INTERNATIONAL STUDIES

DEPARTMENT/UNIT	School of Philosophical, Historical & International Studies
FACULTY/DIVISION	Faculty of Arts
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Clayton campus

## ORGANISATIONAL CONTEXT

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At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have 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 Arts** is one of the largest, most diverse and dynamic arts faculties in Australia, with particular strengths in the humanities, performing arts, languages and social sciences. We encourage the development of innovative studies that operate at the intersection of traditional academic disciplines. The Faculty delivers programs via six schools and across six campuses, both

in Australia and internationally, with courses ranging from undergraduate diplomas and degrees through to postgraduate coursework and graduate research degrees. Monash Arts is justly proud of the research capacity of its staff, who work at the cutting edge in their fields and carry this expertise and enthusiasm into their teaching. To learn more about Monash Arts, please visit our website: [www.monash.edu/arts](http://www.monash.edu/arts).

The **School of Philosophical, Historical and International Studies** undertakes teaching and research and includes: the Philosophy Program; the Centre for Human Bioethics; the History Program; the Centre for Medieval and Renaissance Studies; the Centre for the Study of Ancient Cultures; the Centre for Religious Studies; the Monash Indigenous Studies Centre and the Australian Centre for the Study of Jewish Civilisation. The School is one of five Schools in the Faculty of Arts in Australia. The School's teaching covers many of the key areas of human societies and includes programs at all levels: research degrees, postgraduate coursework, and majors within the Bachelor of Arts. It forms an active research community, producing many publications for both scholarly and general audiences.

## POSITION PURPOSE

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As Head of School, the appointee will provide strategic leadership to the School, and will be a member of the Faculty executive and contribute to the development of the Faculty strategic plan. The appointee will inspire staff with a strong vision for education, engagement and research. The Head of School will be expected to deliver a vision for the development of innovative educational programmes which create excellent experiences for students, strengthen and grow the research ambitions of the School, and seek meaningful and strategic partnerships with other academic endeavours and in industry. In particular, the appointee will play a leading role in driving strategic change for the humanities, including transformation of the curriculum and progressing ongoing work on decolonising research and teaching; fostering stronger industry engagement in all areas; and boosting recruitment in undergraduate and masters-level programs.

As a Professor in any one of the disciplines represented in the School, the appointee will be expected to exercise a special responsibility in providing academic leadership and in fostering excellence in research, teaching, professional activities and policy development within their academic discipline within the School, within the University and within the community, both scholarly and general.

**Reporting Line:** The position reports to the Dean of the Faculty of Arts

**Supervisory Responsibilities:** This position provides direct supervision to approximately 6 staff

**Financial Delegation:** Yes, in accordance with the University delegations schedule

**Budgetary Responsibilities:** Not applicable

## APPOINTMENT PERIOD

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The professorial appointment will be a continuing appointment in the School of Philosophical, Historical & International Studies and will include the role of Head of School for an initial period of up to five years with opportunity for renewal.

## KEY RESPONSIBILITIES

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This position is a Level E academic. Level E academics are recognised authorities in the discipline or profession and have an international reputation for:

- achieving improvement in student learning outcomes
- the design, implementation and review of educational innovations
- educational leadership and/or
- educational scholarship or disciplinary research

Specific duties of a Professor and Head of School may include:

1. Provide high-level strategic leadership to the School that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and professional activities
2. Take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research and administration
3. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publication record in high-quality refereed journals and/or research monographs, and supervising and mentoring early career researchers and research students
4. Foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links
5. Provide strong and committed leadership in 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
6. Provide innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality graduate research students to the School
7. Maintain and broaden collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession
9. Provide leadership and take accountability in identifying change-related risks, issues and dependencies relating to large scale, complex change programs and ensure that effective controls and risk mitigation strategies are in place
10. Other duties as directed from time to time

## **KEY SELECTION CRITERIA**

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### **Education/Qualifications**

1. The appointee will have:
  - A doctoral qualification in a relevant discipline.

### **Knowledge and Skills**

2. Experienced, visionary leader who exhibits qualities of collaboration and collegiality, and who is able to unite, inspire and create an inclusive and supportive culture of high performance
3. Evidence of outstanding scholarly activity of an international standard, 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
4. Highly developed interpersonal and communication skills including the ability to liaise well with other academics, to mentor and develop staff and to represent and advocate for the School as a contributing member on various board and committees within the Faculty and the University
5. 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 large school

6. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
7. Demonstrated ability to attract and encourage a culture of attracting external funding in the form of both national competitive grants and other research income and in building links with industry, government, funding and professional bodies
8. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
9. A vision for the future needs and development of the humanities within Australia and internationally, from research and educational perspectives
10. Evidence of sustained relationships with industry, government agencies and professional bodies coupled with vision for the future needs and development of the humanities within Australia and internationally
11. Experience and knowledge in change management principles and developing suitable strategies in implementing major and sustained change in large and complex organisations

## **OTHER JOB RELATED INFORMATION**

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- Travel to other campuses of the University 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

## **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.