

## Position Description

### Director, Technology Platforms & Development

---

<b>Position No:</b>	50148396
<b>Business Unit:</b>	Office of the Chief Information Officer
<b>Division:</b>	Information services
<b>Department:</b>	Office of the Chief Information Officer
<b>Classification Level:</b>	ESMC2
<b>Employment Type:</b>	Fixed-Term, Full - Time
<b>Campus Location:</b>	Location Independent
<b>Other Benefits:</b>	<a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a>

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

---

## **Position Context/Purpose**

The Director Technology Platforms & Development within Information Services (IS) provides the leadership and is responsible for IS based business services delivering outcomes to the University. The portfolio is responsible for implementing, developing, and maintaining technology platforms and applications, their ecosystems, inclusive the modern data platform and integration services maximising automation and data use across the La Trobe technology landscape. Accountability includes business engagement to manage and prioritise localised demand, inclusive enhancement requests aligned to digital strategy and process improvements towards a continuous delivery model and new ways of working.

The portfolio must set SLA's and seek to rationalise, modernise and decommission the legacy application set as we maximise the use of core strategic platforms and ecosystems. The Director is a critical part of the IS Executive Team (ISET) and works closely with other La Trobe Executives to ensure alignment across the organisation and actively contributes resources to maximise delivery outcomes.

### **Duties at this level will include:**

- Focuses on a multi-year strategic planning horizon of 3-5 years and actively contributes to developing the University's Strategic Plan.
- Applies intellect and knowledge to weigh up complex information and identify critical factors and issues. Explores the options in full and makes sound decisions under pressure. Considers opportunities and anticipates risk whilst striving for quality and ensures compliance with regulatory requirements.
- Responds flexibly to changing circumstances, deploys resources astutely and identifies optimum resourcing combinations. Creates a flexible environment that enables others to meet changing demands.
- Encourages and motivates people to engage in continuous learning and empowers them by delegating tasks. Agrees to clear performance standards, gives timely constructive feedback, praise and recognition, and deals with under-performance promptly. Offers support in times of high pressure and engages in activities to maintain morale.
- Develop and enable staff capability within the work area by monitoring and continuously managing their performance and mentoring them to meet current and future role requirements better. In doing this, provide staff with constructive feedback and support for high-quality performance contributions.
- Defining, developing and overseeing appropriate service level agreements and metrics for services delivered by the Technology Platforms and Development department, inclusive Legacy application support SLA's.
- Ensuring business information is made available to Information Services that enables effective capacity planning for business services within the portfolio inclusive resourcing that supports programs and projects.
- Working with the various key stakeholders within the University to identify opportunities to use information systems to improve their performance, automation, efficiency and output, maximising our data use and value-aligned to strategic priorities.
- In conjunction with the other IS departments, setting up and managing change initiatives as per the Capital Plan and major activities schedule within agreed cost and time budgets and the ongoing rationalisation, consolidation and maintenance of the services and systems within the portfolio.
- Overseeing team finances, including budgeting and forecasting.

## **Skills and knowledge required for the position**

- Demonstrated ability to work with complexity and ambiguity, show tenacity and resilience in striving for goals and seeking creative, innovative and sustainable long term solutions to achieve the University's Strategic Plan.
- Exemplary leadership to communicate the University's vision and strategic direction, establish a performance-orientated culture and drive accountability.
- Outstanding interpersonal skills, including conflict resolution, tact and discretion; a capacity to negotiate outcomes with stakeholders and achieve results in an environment characterised by competing expectations and views; given the diverse context in which the University operates, ability to readily adapt communication approaches with changing audiences.
- As a subject matter expert in a chosen discipline, actively participate in cross University professional forums and build rapport with key leaders in the University sector to develop relationships on a local, national and international level to the advantage of the University.
- Ability to demonstrate drive and integrity through a strong commitment to actions and taking responsibility for role modelling the professional behaviours important to the University.
- Proven experience and success in managing staff performance and development.
- Ability to direct, lead and control the work of other managers, establishing a performance-orientated culture.
- Extensive knowledge and skills and several years of relevant work experience or breadth of professional experience in the industry. Evidence of continual learning and development.

## **Capabilities required to be successful in the position**

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and accurately reading and responding to organisational, political and social dynamics.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation across La Trobe – encouraging and enabling the generation of new ideas, demonstrating a willingness to experiment, and taking calculated risks to solve organisational problems and support the University's strategic and cultural priorities.
- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to improving organisational practice.

## **Essential Compliance Requirements**

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

## Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

## Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

## La Trobe Cultural Qualities

Our cultural qualities underpin everything we do. As we work towards realising the strategic goals of the University we strive to work in a way which is aligned to our four cultural qualities:

- *We are **Connected***: We connect to the world outside — the students and communities we serve, both locally and globally.
- *We are **Innovative***: We tackle the big issues of our time to transform the lives of our students and society.
- *We are **Accountable***: We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.
- *We **Care***: We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities.

---

For Human Resource Use Only

Initials:            Date: