A world-class career
HEAD OF DEPARTMENT, EARTH AND ENVIRONMENTAL SCIENCES
Dear colleague

Thank you for your interest in this position.

Scientific research and discovery have been an integral part of the Science and Engineering story at Macquarie University since our beginnings. Our researchers have participated in the world’s first-ever attempt to synthesise complex life, turn wifi into a reality, discover dancing dwarf galaxies, and set the groundwork for the development of blue LED light – the future key ingredients in everything from your smartphone to the lights in your home.

Scientific discovery – be it during our studies or working in industry or at a university – comes from a deep understanding of the fundamentals as well as from being creative. We believe that creativity, hard work and collaboration, as demonstrated by all our staff, are key to success in science and engineering at Macquarie.

We are the faculty for those who are not afraid to tackle the big issues. In a world more dependent on science and engineering than ever before, we stand at the forefront of change and innovation. The latest Excellence in Research for Australia ratings show that our research excellence is going from strength to strength and is above or well above world standard.

Our research strengths – from biological, earth and environmental sciences, physics, mathematics, computing and engineering to optical physics, environmental management and ecology – are addressing some of the most pressing global issues.

This is an exciting time to join the newly merged Department of Earth and Environmental Sciences. The new Head of Department will play a key role in defining the department’s strategy, bringing together the world’s best researchers and strengthening our reputation as a destination of choice for high-ability passionate students.

We offer you the opportunity to bring your outstanding academic leadership skills to enable the department and its staff to realise their full potential and deliver excellence across the full portfolio of academic activity.

We look forward to welcoming you.

Professor Bernard Mans
INTERIM EXECUTIVE DEAN
FACULTY OF SCIENCE AND ENGINEERING
Who we are looking for

This appointment will play a critical role in the success of the newly merged Department of Earth and Environmental Sciences. We are looking for an experienced visionary leader who can unite, inspire and create a culture of high performance.

You will bring with you a wealth of successful leadership and management experience within academic administration. You will have proven success in developing a vision that is aligned to the Faculty of Science and Engineering and the University’s strategic priorities, while leading and enabling the development of the department in a collegial and collaborative manner.

You will have built a strong external profile and reputation with current and prospective partners, industry, government, future student organisations, institutions and alumni.

You will have demonstrated academic leadership in your discipline, with recognition as an eminent authority, and an exceptional track record of research.

You will be a lead enabler of multidisciplinary collaborations, playing an active role in collaborating with researchers across the discipline, faculty and wider academic community.

You will have proven expertise in curriculum design and innovation, and in the delivery and assessment of quality teaching programs that enhance student learning outcomes and deliver excellence in teaching.

Your proven track record of modelling core academic and university values, inspiring teams and fostering an environment of innovation and excellence will enable you to succeed in this role.
What you will do

**KEY ACCOUNTABILITIES**

- Promote and maintain a collegial, collaborative and productive culture within the new department while overseeing the effective integration and administration of the department’s budgets and resources.
- Develop, in consultation with the Executive Dean, a strategic plan for the department that is aligned to faculty and university strategy, and engage staff within the department to achieve the aims of that plan.
- Drive the overall academic performance of the department in meeting the University’s objectives through:
  - fostering a culture of transformative learning, innovation and excellence in teaching aligned to the objectives of the *Learning and Teaching Strategic Framework 2015–2020*
  - attracting high-calibre students at the undergraduate and postgraduate levels
  - enhancing the research profile of the department in alignment with the *Strategic Research Framework 2015–2024 World-Leading Research; World-Changing Impact*
  - leading new and innovative programs and course development to enhance graduate employability and reputation
  - developing and managing collaborative local, national and international partnerships aimed at expanding research opportunities and raising the profile of the department.
- Sustain and manage relationships and communications with key internal and external stakeholders including the oversight and development of a short-term communication strategy and plan.
- Build relationships with external stakeholders – such as business and government, potential employers of students, donors, alumni and the wider community – to ensure the interests of the department are effectively promoted and advanced.
- Oversee the effective administration of the department’s budgets and resources including optimising the allocation of resources, operating within budget and meeting relevant legislative and compliance obligations.
- Sit on and actively contribute to the Steering Committee, chair the Implementation Committee and oversee the implementation of strategies, plans and decisions arising from these committees.

**LEADERSHIP AND STAFF MANAGEMENT**

Provide leadership and mentoring to staff to achieve potential and sustain high performance through:

- supporting staff in achieving their research, teaching and service objectives, and to address any potential barriers to high performance
- attracting and retaining high-performing staff to enable the vision and strategy of the department
- establishing, promoting and maintaining a collegial, collaborative and productive culture within the department.

**DIRECT REPORTS**

This position will have oversight of department professional and academic staff.

**REPORTS TO**

Executive Dean, Faculty of Science and Engineering
Selection criteria

To be considered for this position, you must address the following selection criteria.

• demonstrated academic and people leadership capacity including strong capability to manage financials, physical resources and people to deliver outcomes against a background of change and development
• strategic thinking, business development and implementation at a senior level
• Proven track record in developing and enabling multidisciplinary collaborations within a department, faculty, university and wider community
• excellent professional judgement and sound decision-making ability based on equity, fairness and a considered and balanced approach to working through issues and achieving outcomes
• outstanding communication skills including the ability to work effectively and collaboratively with key internal and external stakeholders
• collaborative and transformational leadership that unites and inspires people and creates a culture of high performance and collegiality
• ability and experience to mentor and ensure the professional development of academic and professional staff
• outstanding contributions to scholarship and research in a discipline as evidenced by ongoing publications in top tier journals and recognition as an eminent authority in the discipline
• a record of excellence in teaching and innovative curriculum development at both the undergraduate and postgraduate levels.
Where you will work

A PLACE OF INSPIRATION
Uniquely located in the heart of Australia’s largest high-tech precinct, Macquarie brings together more than 44,000 students and 3400 staff in one thriving hub of discovery. Our campus spans 126 hectares, with open green space that gives our community the freedom to think and grow.

More than AU$1 billion has recently been invested in our facilities and infrastructure, so our students and staff can thrive in an environment that is both inspiring and switched on to the latest digital technologies. With more than 300 leading companies located on or around our campus, our students are able to tap into industry connections that give them an edge in their future careers, while our staff have access to outstanding research and innovation opportunities with some of the world’s leading organisations.

RENOVATED FOR EXCELLENCE
Despite its youth, the University has risen to be a progressive and influential institution, and is highly regarded both locally and internationally. Ranked among the top one per cent of universities in the world and with a 5-star QS rating, we are considered one of the world’s best universities, producing graduates who are among the most sought-after professionals in the world.

With our tradition of innovation and exploration, we continue to break new ground, ranking among the top 300 institutions in the world for accounting and finance; communication, cultural and media studies; marine sciences; education; language and literature; geography; law; linguistics; and psychology.

A PROUD TRADITION OF DISCOVERY
Our University is bold and innovative. Unconstrained by tradition, we take a pioneering approach to research. Such an approach is largely responsible for our enviable reputation for research excellence – 98 per cent of our research is ranked at world standard or above, and more than 100 of our researchers are ranked in the top one per cent of researchers in the world.

Our Strategic Research Framework 2015–2024 World-Leading Research; World-Changing Impact is brought to life by renowned researchers, whose audacious solutions to issues of global significance benefit the world we live in.

Looking to the future, we have developed five research priorities – Healthy People, Resilient Societies, Prosperous Economies, Secure Planet, Innovative Technologies – that provide a focal point for the cross-disciplinary research approach that is at the heart of our ethos.
Our purpose, vision and values

At Macquarie, we are not afraid to choose the less trodden path. We see life as an exhilarating source of possibilities to grow intellectually and professionally, unconstrained by traditions. We are ready to embrace new experiences and ideas.

We believe that a leader is about being a team player and know that success in today’s world is all about collaborating with the right people on the right issues.

We are naturally curious and open to the most diverse intellectual perspectives. United by a sense of purpose, a single vision and one set of values, we actively engage in the complex issues that define the future of humanity.

UNITED BY ONE PURPOSE
We are a university of service and engagement:

• We serve and engage our students and staff through transformative learning and life experiences.
• We serve and engage our world through discovery, dissemination of knowledge and ideas, innovation and deep partnerships.
• Our University is a place for staff and students to be nurtured and to grow, develop, learn and explore.
• We also encourage our people to break free – literally and metaphorically.

SHARING ONE VISION
We aspire to be:

• a destination of choice for students and staff who share our values
• deeply connected with our stakeholders and partners and known for this globally
• ranked among the highest-performing research universities in Australia, and recognised globally for our pre-eminence in key disciplines
• known across Australia and beyond as custodians of a remarkable university campus that blends the vibrancy of a cosmopolitan university village with a natural Australian bushland setting.

EMBOYING ONE SET OF VALUES
We value:

• Scholarship – We believe learning, inquiry and discovery improve lives.
• Integrity – We conduct ourselves ethically, equitably and for mutual benefit.
• Empowerment – We make our community a source of strength and creativity.

Through our actions as students and staff, we live these values and hold ourselves accountable.
Macquarie at a glance

5 QS Stars
in teaching, employability, research, internationalisation, facilities, innovation, inclusiveness and specialist criteria

Ranked in the top 1 per cent
of universities in the world

More than 30,000
work placements or community experiences through PACE (Professional and Community Engagement) partnerships

More than 10,000 degrees
awarded annually

More than 100
industry partners on campus or in the adjacent high-tech precinct, providing access to internship and job opportunities

100 per cent
of research activity rated at world standard or above

More than 184,000
alumni from over 140 countries

More than 44,000
students from over 120 countries

More than 150
partner universities for student exchange in over 40 countries

More than 200
undergraduate and postgraduate degrees

$1 billion
invested in infrastructure and facilities in recent years

More than 150 hectares
of parklands

15 kilometres
from the Sydney CBD

Only university in Australia
with its own train station

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8 A WORLD-CLASS CAREER HEAD OF DEPARTMENT, EARTH AND ENVIRONMENTAL SCIENCES
How you can apply

APPLICATIONS
For more information and initial enquiries, contact the executive search firm Perrett Laver at lara.connolly@perrettlaver.com or on +61 (2) 8354 4025.
To apply, upload your résumé and supporting covering letter at perrettlaver.com/candidates quoting reference number 4324 before Friday 15th November, 2019.

SUBMIT THE FOLLOWING INFORMATION IN YOUR APPLICATION:

FULL RÉSUMÉ
Set out in a résumé your most recent and significant career appointments and education, including details of leadership, management and professional experience and contributions to professional associations, societies and community activities.

RESPONSE TO THE SELECTION CRITERIA
In no more than two pages, respond to the selection criteria by providing examples of relevant experience and achievements.

CANDIDATE STATEMENT
In no more than one page, outline what you would bring to this role, your vision for the portfolio, and how you would go about implementing that vision.