



Help us to achieve our digital ambitions

We are looking for clever and creative, passionate and energetic people with different skills, backgrounds, and experiences.

We want to hear from you if you:

- > are ready for a **new challenge** that brings growth and opportunity;
- > want to really make a difference to the national mission of our world-leading University, its students and staff;
- > embrace **collaboration** and understand the importance of **fostering a positive and inclusive team culture**;
- > appreciate working in an environment **embracing contemporary ways of working**;
- > are hands on and **adaptive to working across various initiatives**, understanding there are times you will need to work outside of your immediate scope to get things done for the benefit of the team;
- > feel comfortable working in situations that can sometimes bring a level of ambiguity and uncertainty.

Our plan for a better digital future

Our [Digital Master Plan](#) will see the University embark on the biggest digital transformation in our history.

It will be a transformation that matches our mission to be among the great universities of the world and driven by a culture of excellence in everything we do. Our digital future will transform the experience of ANU for our students, researchers, academics, professional staff and the wider community.

We are seeking great people to work in Information Technology Services and be part of our Value Streams or groups and support:

- **Research** – Improving our digital landscape to enable world-leading research through technology, continuous improvement and strong partnerships.
- **Learning & Teaching** – Enabling a world-class and well-supported learning and teaching experience with integrated digital and campus environments.
- **Student Experience** – Delivering a better student experience through simple, personalised processes and digital tools that make it easy to navigate courses, find help and feel connected to our community.
- **University Services** – Improving staff-facing services, corporate systems and collaboration tools – for a thriving, connected and productive workforce at ANU.
- **Digital Enablement & Core Infrastructure** – Renewing and stabilising the University's digital technology foundations to deliver connected, secure and reliable IT infrastructure.
- **Transforming Data** – Creating a culture of data-driven insights and decision-making that is embedded into our processes by treating data as a strategic asset and managing it effectively across the data lifecycle.
- **Infrastructure** – Providing reliable, robust and secure Information and Communications Technology infrastructure services.
- **Service Delivery** – Building strong relationships and understanding to deliver delightful services and support to the ANU community.

Our three phased implementation approach allows us to **stabilise** our digital foundation as an essential step in our transformation, **transform** the digital core, connecting fragmented services and **accelerate** to evolve our services at pace, driven by our people. Our principles are:

1. The business must own and lead the change.
2. We must act on a whole-of-University view. We are stronger together.
3. Data must be treated as a strategic asset.
4. People will be at the centre of all we do.
5. Connectedness of our people, process, technology and data will be critical to our success.
6. We will adopt new ways of working to deliver value faster.



Working at the Australian National University

The ANU is home to some of the most remarkable people from across the world: visionaries, influential leaders, researchers and advocates creating impact and change nationally, regionally and globally.

ANU is Australia's leading university and consistently recognised as one of the great universities of the world.

Located in the nation's capital city, our founding mission in 1946 was to be a national resource – a trusted intellectual powerhouse of research and education that would advance Australia's capability and position on a global scale.

Today, ANU is Australia's most research-intensive university with 95 per cent of our research rated above the world standard. Our international academics are global leaders in their fields. Our alumni include Australian prime ministers, UN representatives, foreign diplomats, chief executive officers, scientists, musicians and artists.

Working at ANU, our staff enjoy some amazing employee benefits including:

- **Experience of Work** – ITS values work-life balance and provide highly flexible working arrangements and locations, generous leave entitlements and agile ways of working
- **Reward & Benefits** – competitive salary and 17 % superannuation, salary sacrificing, vehicle servicing, clothing discounts and access to ANU Sport.
- **Growth and Development** – excellent support for skills development and discounted study (75% off ANU course, 25% off for spouse and children)
- **Values, Culture & Purpose** – supportive, nurturing, challenging and motivating culture that is exemplary in its encouragement of excellence, equity, diversity and inclusion
- **Wellbeing** – employee assistance program for counselling and advisory services, gyms, childcare, restaurants on site, flu vaccinations and staff health insurance plan

This is an exciting time at the ANU, and a great time to join us!



ABOUT ANU



Our University

#4 university in Australia¹

#34 university in the world¹

1st Australian University to achieve global top 30 ranking

95 per cent of our research rated above the world standard

Australia's only university in the prestigious International Alliance of Research Universities (IARU)



Our Students & Staff

#1 in Australia for Graduate Employability⁵

#1 lowest Student-to-Staff ratio in Australia²

#1 Staff qualifications in Australia²

2nd highest percentage of International Students in Australia¹

13,300 undergraduates⁴

8,300 postgraduates⁴

4,940 staff³



Nobel Prize Winners

Six Nobel laureates among our staff and alumni, more than any other Australian university.

1. The World University Rankings 2024

2. Good Universities Guide 2023

3. Data as at 31 March 2023

4. Data as at 2022

5. The Global University Employability Rankings 2023- 2024



Position Description

College/Division:	Services Portfolio
Faculty/School/Centre:	Information Technology Services
Position Title:	Associate Director Learning Ecosystem
Classification:	ANU SM2
Position No:	
Responsible to:	Stream Lead, Learning and Teaching
Number of positions that report to this role:	5-10
Delegation(s) Assigned:	tbc

PURPOSE STATEMENT

The Learning and Teaching Stream supports the ANU Learning & Teaching Strategy's vision for creating learning experiences that support and inspire our students. The Learning and Teaching Stream supports the delivery of the Digital Master Plan in relation to Learning and Teaching activities that support the delivery of the ANU Learning and Teaching Strategy.

The Associate Director Learning Ecosystem leads the team that supports the delivery of an exceptional academic digital infrastructure and helps build the foundation for digital learning experiences that align with the ANU Learning and Teaching Strategy. This role is a key learning and teaching leadership role for the digital learning transformation as part of the ANU Digital Master Plan, with the development of the digital learning ecosystem.

KEY ACCOUNTABILITY AREAS

Position Dimension & Relationships

The Associate Director Learning Ecosystem works effectively across a wide range of high-level internal and external stakeholders, including ITS, CLT, ANU Academic Colleges, Service Divisions and Portfolios, external vendors and partners, and other relevant sector bodies.

Role Statement

Under broad direction, the Associate Director Learning Ecosystem will:

- Lead Stream efforts in developing and enhancing the learning and teaching digital ecosystem
- Interpret and apply ANU strategic goals, policy and operational requirements to the selection and prioritisation of new technologies
- Lead a team in the collection and analysis of educational data to inform the development of the learning and teaching ecosystem
- Facilitate the development of strategic plans; project scopes; objectives and deliverables; and partnership agreements, ensuring legal compliance including contract management and procurement, as appropriate.
- Establish close working relationships across both ITS and ANU-wide teams, senior management, subject matter experts, clients and stakeholders to gain acceptance of ideas and consensus amongst a diverse group of stakeholders.
- Maintaining significant involvement in higher education sector activities to remain up to date with the latest research and best practices in digital learning and teaching
- Comply with all ANU policies and procedures, and in particular those relating to learning and teaching, work health and safety and equal opportunity
- Perform other duties as required, consistent with the classification level of the position.

See the classification descriptors for general staff¹ and minimum standards for academic staff²

SELECTION CRITERIA

¹[Schedule 5 - General staff classification descriptors - Human Resources - ANU](#)

²[Schedule 4 - Human Resources - ANU](#)

1. Postgraduate qualifications and demonstrated extensive experience in education and/or information technology, or a combination of qualifications and experience.
2. Demonstrated experience at a senior management level, with proven ability to provide strategic and operational leadership to digitally focussed teams
3. Pedagogical expertise and a background in digital learning design
4. Significant experience with interactive learning environments, learning management systems, and educational technology, well as experience leading institution-wide technology procurement and implementation efforts
5. Demonstrated ability to think and act strategically in the development and implementation of innovative, contemporary learning experiences within a large, complex organisational environment.
6. Excellent interpersonal, oral and written communication skills with the ability to inform, negotiate and persuade on complex matters, and maintain inclusive, respectful, collaborative and productive working relationships with colleagues at all levels.
7. Experience working with Agile frameworks and with introducing new ways of working to ensure appropriate customer centricity and innovation focus
8. A demonstrated high level of achievement in relation to the incorporation of equal opportunity principles into strategic planning and the capacity to accept devolved responsibility for achievement of equity and diversity strategies.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of checks required by each type of position.

Supervisor/Delegate Signature:		Date:	
Printed Name:		Uni ID:	

References:

[General Staff Classification Descriptors](#)

[Academic Minimum Standards](#)



Pre-Employment Work Environment Report

Position Details

College/Div/Centre	COO	Dept/School/Section	ITS
Position Title	Associate Director, Learning Ecosystem	Classification	SM2
Position No.	4303	Reference No.	557201

In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form must be completed by the supervisor of the advertised position and appended to the back of the Position Description.
- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System via Handbook guidance <https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook>
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.
- 'Regular' hazards identified below must be listed as 'Essential' in the Selection Criteria - see 'Employment Medical Procedures' at http://info.anu.edu.au/Policies/_DHR/Procedures/Employment_Medical_Procedures.asp

Potential Hazards

- Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a **regular** or **occasional** part of the duties.

TASK	regular	occasional	TASK	regular	occasional
key boarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	laboratory work	<input type="checkbox"/>	<input type="checkbox"/>
lifting, manual handling	<input type="checkbox"/>	<input type="checkbox"/>	work at heights	<input type="checkbox"/>	<input type="checkbox"/>
repetitive manual tasks	<input type="checkbox"/>	<input type="checkbox"/>	work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>
Organizing events	<input type="checkbox"/>	<input type="checkbox"/>	noise / vibration	<input type="checkbox"/>	<input type="checkbox"/>
fieldwork & travel	<input type="checkbox"/>	<input type="checkbox"/>	electricity	<input type="checkbox"/>	<input type="checkbox"/>
driving a vehicle	<input type="checkbox"/>	<input type="checkbox"/>			
NON-IONIZING RADIATION			IONIZING RADIATION		
solar	<input type="checkbox"/>	<input type="checkbox"/>	gamma, x-rays	<input type="checkbox"/>	<input type="checkbox"/>
ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	beta particles	<input type="checkbox"/>	<input type="checkbox"/>
infra red	<input type="checkbox"/>	<input type="checkbox"/>	nuclear particles	<input type="checkbox"/>	<input type="checkbox"/>
laser	<input type="checkbox"/>	<input type="checkbox"/>			
radio frequency	<input type="checkbox"/>	<input type="checkbox"/>			
CHEMICALS			BIOLOGICAL MATERIALS		
hazardous substances	<input type="checkbox"/>	<input type="checkbox"/>	microbiological materials	<input type="checkbox"/>	<input type="checkbox"/>
allergens	<input type="checkbox"/>	<input type="checkbox"/>	potential biological allergens	<input type="checkbox"/>	<input type="checkbox"/>
cytotoxics	<input type="checkbox"/>	<input type="checkbox"/>	laboratory animals or insects	<input type="checkbox"/>	<input type="checkbox"/>
mutagens/teratogens/ carcinogens	<input type="checkbox"/>	<input type="checkbox"/>	clinical specimens, including blood	<input type="checkbox"/>	<input type="checkbox"/>
pesticides / herbicides	<input type="checkbox"/>	<input type="checkbox"/>	genetically-manipulated specimens	<input type="checkbox"/>	<input type="checkbox"/>
			immunisations	<input type="checkbox"/>	<input type="checkbox"/>
OTHER POTENTIAL HAZARDS (please specify):					
Supervisor/Delegate Name:		<i>Paul Hargreaves</i>	Date:	<i>17/09/2024</i>	