

Pro Vice-Chancellor, Indigenous Engagement Office of the Pro Vice-Chancellor, Indigenous Engagement

This is an identified position and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).

Campus	Dubbo, Bathurst, Orange, Wagga Wagga
Classification	Senior Executive Level 2
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed term (up to 5 years)
Date Last Reviewed	May 2019

Our University Values



Insightful

Understanding people
and the world



Inclusive

Stronger together



Impactful

Outcome driven



Inspiring

Leading for
the future

Our Core Competencies

Charles Sturt University staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

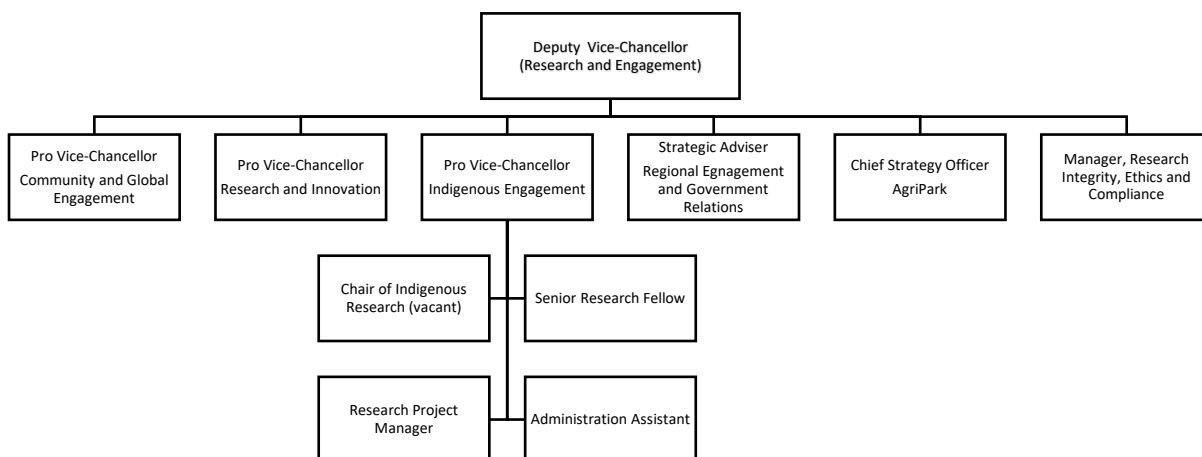
Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Organisational Chart: Research and Engagement Portfolio



Reporting Relationships

This position reports to: Deputy Vice-Chancellor (Research and Engagement)

This position supervises:
 Chair of Indigenous Research
 Senior Research Fellow
 Research Project Manager
 Administration Assistant

Key Working Relationships

- Members of the Vice Chancellor’s Leadership Team
- Director, Indigenous Student Success
- Head of School, School of Indigenous Australian Studies
- Directors, External Engagement
- Indigenous Employment Coordinator
- Indigenous Board of Studies
- Indigenous Education Steering Committee

Position Overview

The Pro Vice-Chancellor, Indigenous Engagement (PVCIE) is responsible for providing advice and taking an active leadership role in the continuing development and implementation of Indigenous learning, research and engagement across the university, monitoring strategic direction and reporting on its continuing effectiveness in relation to all aspects of Indigenous Higher Education and leading the Office of Indigenous Engagement.

The Office has a keen focus on building critical Indigenous research quantum through promoting increased engagement in both academic and external community-based research projects, project management and reporting designed to raise the profile and valuing of Indigenous research.

Principal Responsibilities

<p>Strategic Leadership</p>	<ul style="list-style-type: none"> • Provide leadership and strategic direction on all issues relating to Indigenous engagement, education and research in the University. • Lead on-going implementation and maintain monitoring, reporting and review of Charles Sturt University Indigenous Education Strategy and Sub-Plan to ensure overall effectiveness. • Contribute significantly to major decision-making processes of the University by proactive engagement in committees, strategic planning, projects, and working parties, and provision of discussion papers, policy documents and expert advice as required. • Actively engage with Indigenous staff of the University and provide feedback to University leadership on matters of significance. • Establish a cross-cultural forum designed to encourage Indigenous and non-Indigenous staff and students to come together, to: <ul style="list-style-type: none"> ○ Develop reflective, collaborative practices conducive to creating innovative ideas; ○ Create effective cross-cultural relationships as a critical tool in building stronger futures for all students and staff; and ○ Engage in collaborations designed to identify educational activities and outcomes that have significant implications for improving future lives of all people living in regional/remote NSW. • Monitor education delivery and research that is aligned to the Charles Sturt University values – insightful, inclusive, impactful, inspiring – and designed to reflect the Charles Sturt University ethos of “yindyamarra winhanganha – the wisdom of respectfully knowing how to live well in a world worth living in”, to ensure the learning needs of all Charles Sturt University students, including all Indigenous Australian students, are fulfilled. • Maintain a high level of understanding of national and global contexts for Indigenous Higher Education development. This includes Universities Australia Indigenous Strategy 2017-2020 and strong knowledge of Indigenous capabilities of Charles Sturt University. • Contribute to social policy debate as related to indigenous affairs, and preparing commentary and submissions on behalf of the University on matters of significant and national importance.
<p>Leadership and coordination of portfolio</p>	<ul style="list-style-type: none"> • Strengthen Indigenous leadership throughout Charles Sturt University by adapting an active leadership role in the development and delivery of mutually beneficial Indigenous engagement, quality Indigenous education programs and innovative Indigenous Research; and fostering and encouraging University-wide communication and collaboration on Indigenous issues. • Provide advice to the Vice-Chancellor and senior leadership on Indigenous issues relevant to the University. • Establish a framework of structures, processes and relationships to ensure effective engagement and incorporate Indigenous perspectives into all aspects of University life.
<p>Stakeholder engagement and management</p>	<ul style="list-style-type: none"> • Provide high level advocacy for the University. • Build supportive relationships with Indigenous communities from the lands on which Charles Sturt University Campuses are located. This will be a critical first step in breaking down barriers and opening up quality community communications that encourage and enhance cross-cultural community engagement. • Build links with the broader community, industry and professions both nationally and internationally, to improve higher education opportunities for Indigenous Australian

	<p>students at Charles Sturt University and to improve the lives of Indigenous Australians in general.</p> <ul style="list-style-type: none"> • Work collaboratively with the Faculties and Divisions to implement key actions from the University's Indigenous Sub-Plans.
People management	<ul style="list-style-type: none"> • Ensure effective people management and mentoring of direct reports. • Within a changing environment, motivate staff to deliver innovative, effective and efficient practices that will define the University as a national leader and significant international player in practice-based and online education.
Other	<ul style="list-style-type: none"> • Other duties appropriate to the classification as required.

Key Position Accountabilities

A Pro **Vice-Chancellor** is accountable for:

- Managing change by anticipating and responding to developments within the external and internal environment that may impact on the University.
- Leading and guiding the setting of the University's mission, values, priorities and objectives.
- Leading and guiding the development of policies and strategies that contribute to the achievement of the University's mission, values, priorities and objectives.
- Aligning organisational activities with the University's mission, values, priorities and objectives through consultative planning and the management of performance.
- Leading and promoting the development of a strong, responsive and accountable market/client focus;
- Fostering University links into regional and international business, industrial and research communities.
- Providing leadership and support for the development of staff, including the recognition of emerging talent;
- Participating in the Employee Development & Review Scheme.
- Assisting in ensuring equity and occupational health and safety within the University.
- Leading in accordance with the University leadership expectations and capabilities of the Charles Sturt University Capability Framework.

Strategic Capabilities

Get Results	Service Focused: <i>Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)</i>
	Business Savvy: <i>Continually look to add commercial value in our roles, processes and ways of working</i>
	Innovative: <i>With creativity at our core, be open to new ideas and seek to find better ways</i>
Take Ownership	Live our Values: <i>Uphold the CSU values daily in our own behaviours and interactions with others</i>
	Take Action: <i>Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)</i>

	<i>Adapt to Change: Explore the reasons for change and be willing to accept new ideas and initiatives</i>
Collaborate with Others	<i>Network: Bring people together and build relationships that deliver desired benefits and outcomes</i>
	<i>Listen Closely: Dig deep to understand others, using self-insight to build team spirit and recognise efforts</i>
	<i>Influence: Create compelling arguments to persuade others and promote ideas that add strategic value</i>

Physical Capabilities

The incumbent may be required to:

- Work in other environments such as other campuses as well as possible car and air travel. It will include work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at <https://policy.csu.edu.au/document/view-current.php?id=184>.

Selection Criteria

Applicants are expected to address the selection criteria when applying for this position.

- A. Must identify as an Indigenous Australian with a demonstrated understanding of Indigenous cultures and societies and ability to communicate sensitively and effectively with Indigenous people, including the requirement for genuine consultation and negotiation.
- B. An established scholar, with PhD or equivalent qualification, in a relevant discipline and recognised as an authority in that field of expertise.
- C. Demonstrated strategic leadership, including extensive knowledge of Indigenous sustainability, engagement, education and research issues, in a university context.
- D. Proven ability to develop and manage effective liaison with internal and external stakeholders, including professional and regional (Indigenous) communities, relevant industry and public sector organizations and build partnerships and alliances to promote the University, its graduates and research.
- E. Ability to promote consultative planning and decision making, to develop a sense of unity, cooperation and common purpose amongst staff, and to support organisational and cultural change as needed.
- F. Ability to effectively manage and develop the finances, resources and infrastructure of the Office of Indigenous Engagement.