

Pro–Vice-Chancellor Community and Global Engagement

Office of the Pro Vice-Chancellor, Community and Global Engagement

Classification	Senior Executive Level 2
Delegation	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed Term (up to 5 years)
Date Last Reviewed	May 2019

Our University Values



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

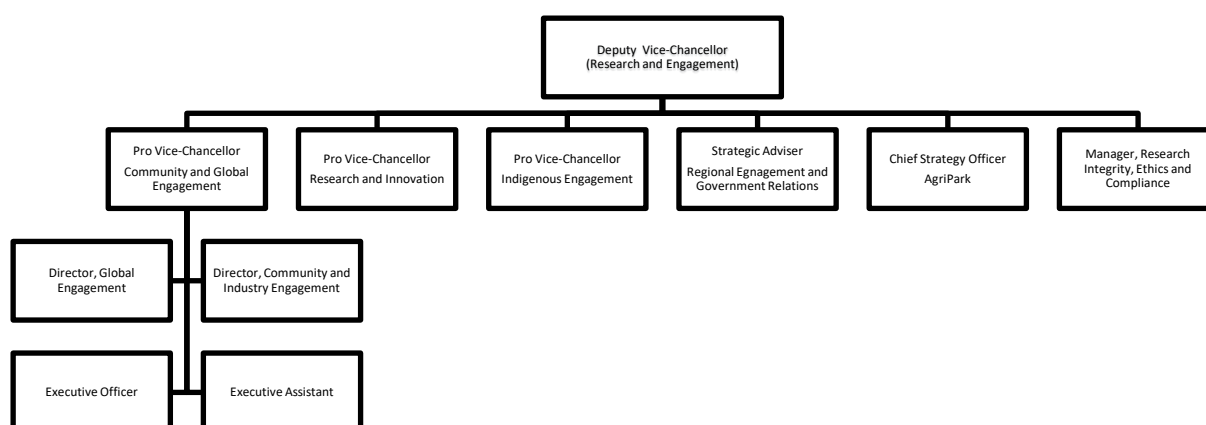
- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Organisational Context: Office of the Pro Vice-Chancellor, Community and Global Engagement

Charles Sturt University has a critical role in building strong, vibrant regional communities with intellectual capital, social capital and infrastructure. We offer choice and flexibility to students and work hand-in-hand with our industries and communities in teaching, research and engagement. Growing from our historical roots, we share our knowledge and expertise as a significant regional export industry and we bring strength and learning from this back to our regions.

Charles Sturt University aims to achieve recognition of the University as an anchor institution in its communities; recognised as an agent of change through impactful solution driven research, locally, nationally and internationally. The Deputy Vice-Chancellor, Research and Engagement (DVCRE) portfolio is integral to the delivery of initiatives within the Our Communities Focus Area of the Charles Sturt University Strategy. The strategy also focuses on creating social and economic value from our campus network.

Organisational Chart



Reporting Relationships

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

This position supervises: Director, Global Engagement
Director, Community and Industry Engagement
Executive Officer
Executive Assistant

Key Working Relationships

Members of the Senior Executive
PVC Research and Innovation
PVC Indigenous Engagement
Executive Deans
Deputy, Associate and Sub-Deans
Heads of School

Executive Directors
 Research Centre Directors
 Directors, External Engagement

Position Overview

The Pro-Vice-Chancellor, Community and Global Engagement (PVCCGE) leads the University's strategy for community and industry engagement, international education, student mobility and strategic partnership activities. The PVC CGE has oversight of industry, community and international engagement, facilitates and manages Charles Sturt University's relationships and formal agreements with international institutions and those with Australian vocational education partners, including Technical and Further Education (TAFE) Colleges.

Specific Responsibilities

<p>Strategic Leadership</p>	<ul style="list-style-type: none"> • Work with the Deputy Vice-Chancellor (Research and Engagement) to identify key strategic partners and implement good processes for developing, sustaining and building on those relationships in the interests of the university and its partners. • Develop and implement the strategic plans for International Education and provide leadership of domestic and international educational Partnerships and pathways, in line with the University strategy and objectives in relation to Charles Sturt University communities, students and staff. • Contribute significantly to major decision-making processes of the University by involvement in relevant committees, strategic planning, projects and working parties, and provide discussion papers, policy documents and expert advice proactively and as required.
<p>Leadership and coordination</p>	<ul style="list-style-type: none"> • Lead the activities of the Offices within the PVC portfolio, including management of budget and resources. • Liaise with internal stakeholders including Executive Deans, Faculty and Divisional staff for the purpose of understanding and enacting their support needs in relation to the portfolio. • Identify, develop, foster and maintain strategic partnerships and alliances with industry, government and education institutions locally, nationally and internationally, to enhance innovation opportunities, enhance Charles Sturt University's capabilities and build productive collaborations. • Position the University to respond effectively to new national and international initiatives, including the development and maintenance of strategic partnerships and networks. • Work collaboratively with faculties and divisions to capitalise on commercial opportunities, by building expertise in the development of tenders and business proposals, including the creation of synergies between partnerships with International institutions and TAFE. • Apply sound business modelling to ensure the University achieves a return on investment.
<p>Stakeholder Engagement and Management</p>	<ul style="list-style-type: none"> • Provide high-level advocacy for the University. • Manage key relationships with external stakeholder, locally, nationally and internationally as required. • Oversee Charles Sturt University's cross sectoral linkages including TAFE Partnerships.

	<ul style="list-style-type: none"> • Liaise with external stakeholders such as government departments, other universities, professional groups and communities with whom Charles Sturt University either has links or has a need to develop links • Represent Charles Sturt University in the state and national DVC/PVC International groups. • Promote links with communities, industry and professions.
People Management	<ul style="list-style-type: none"> • Ensure effective people management and mentoring of direct reports and as appropriate, their teams. • 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 mutually beneficial engagement outcomes.
Other	<ul style="list-style-type: none"> • Other duties appropriate to the classification as required. • Both domestic and international travel will be 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, strategy, 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;
- Providing leadership and support for the development of staff, including the recognition of emerging talent;
- Participating in the Employee Development & Review Scheme for executive staff;
- Assisting in ensuring equity and occupational health and safety within the University; and
- Leading in accordance with the University leadership expectations and capabilities of the Charles Sturt University Leadership and Management Development 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>
	Adapt to Change: <i>Explore the reasons for change and be willing to accept new ideas and initiatives</i>
Collaborate with Others	Network: <i>Bring people together and build relationships that deliver desired benefits and outcomes</i>
	Listen Closely: <i>Dig deep to understand others, using self-insight to build team spirit and recognise efforts</i>
	Influence: <i>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

- A. An established scholar, with PhD or equivalent qualification and demonstrated leadership in external engagement within a university environment or equivalent.
- B. Excellent understanding of university processes and the Australian higher education context.
- C. Extensive experience in the establishment and maintenance of International Education and/or Vocational Education and Training (VET), resulting in successful partnerships.
- D. Proven ability to develop and manage effective liaison with internal and external stakeholders, including professional and regional communities, across cultures, relevant industry and public sector organisations 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 finances, resources and infrastructure within areas of responsibility.