## Position Description

**Associate Dean (Strategic Partnerships and Enterprise)**

Faculty Leadership Team

Faculty of Science and Health

<table>
<thead>
<tr>
<th>Classification</th>
<th>Level D or E, AILP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delegation band</td>
<td>Delegations and Authorisations Policy (see Section 3)</td>
</tr>
<tr>
<td>Annual operating budget</td>
<td>No individual budget</td>
</tr>
<tr>
<td>Number of direct reports</td>
<td>Nil</td>
</tr>
<tr>
<td>Number of indirect reports</td>
<td></td>
</tr>
<tr>
<td>Date last reviewed</td>
<td>3 October 2023</td>
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</table>
About Charles Sturt University

Purpose
The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision
Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:
- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals
To deliver on our purpose and vision, the university has three key goals:
1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary.
2. Embed a culture of excellence across all aspects of the university’s operations.
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia.

Our values
Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures
In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

<table>
<thead>
<tr>
<th>Our Students</th>
<th>Our Research</th>
<th>Our People</th>
<th>Our Social Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing progress rate</td>
<td>Research income</td>
<td>Engagement</td>
<td>Underlying operating result</td>
</tr>
<tr>
<td>Student experience</td>
<td>Research quality and impact</td>
<td>All injury frequency rate</td>
<td>Community and Partner Sentiment</td>
</tr>
</tbody>
</table>
Faculty of Science and Health

The Faculty of Science and Health is a dynamic and diverse Faculty with teaching and research expertise. The Faculty unites a broad profile of professional and industry aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capability in the natural, physical, animal and health sciences we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities, and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint, and we have strong on-campus, online learning and work-integrated learning capabilities. As a leader in contemporary strategic and applied research the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges both independently and in collaboration with our research institutes.

The Faculty is made up of five Schools.

- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health and Exercise Sciences.
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine

We are the home of Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery as well as having a close relationship with the Charles Sturt farm.

Further information on the Faculty of Science and Health may be found here - https://science-health.csu.edu.au/home
Organisational chart

Executive Dean Faculty of Science & Health

Executive Assistant

Associate Dean Academic (ADA)

Sub-Dean Learning & Teaching

Academic Integrity Officers

Faculty Executive Officer

Faculty Technical Team

Associate Dean Strategic Partnerships & Enterprise

Heads of Schools
- School of Nursing, Paramedicine & Healthcare Sciences
- School of Rural Medicine
- School of Agricultural, Environmental & Veterinary Sciences
- School of Allied Health, Exercise & Sports Science
- School Dentistry & Medical Science
- Director, University Department of Rural Health

Course Directors

Strategic Projects Officer

Associate Dean Work Integrated Learning

Associate Dean Research (ADR)

Sub-Dean Graduate Studies

Faculty Administration Manager

Faculty Teams
- Course Team
- Operational Team
- Subjects Team
- Workplace Learning Team
Reporting relationship

This position reports to: Executive Dean, Faculty of Science and Health
This position supervises: No direct reports

Key working relationships

- Heads of School
- Associate Deans
- Enterprise, UDRH, RCS, BTC Directors and leads
- Research Institute Directors
- Executive Directors and Directors of Divisions
- Industry and professional organisations
Position overview

The Associate Dean (Strategic Partnerships and Enterprise) is an integral academic leadership position in the Faculty responsible for supporting the development and performance of strategic academic partnerships and Faculty enterprise functions. The Associate Dean (Strategic Partnerships and Enterprise) seeks and promotes innovative opportunities for the growth and development of the Faculty by developing and fostering linkages across the university and relationships with industry, other education providers including the VET sector, government, the professions and community. Through strategic oversight of the Faculty enterprises the Associate Dean will ensure their alignment to the Faculty education and research agenda, business development plans and external relationships.

The Associate Dean (Strategic Partnerships and Enterprise) delivers strategic and operational plans through effective collaboration with Faculty leaders and staff to support the academic curriculum, work integrated learning and research through effective use of influence, delegation across leadership roles, academic expertise and advice, and monitoring, analysing and leading improved performance outcomes.

As a senior member of the Faculty Leadership team, the Associate Dean (Strategic Partnerships and Enterprise) advises and supports the Executive Dean on matters related to their portfolio and contributes to decision making. The Associate Dean (Strategic Partnerships and Enterprise) contributes to the overall leadership and management of the Faculty and may be asked to deputise for the Executive Dean.

Principal responsibilities

- Provide strategic advice and monitoring of the performance of the Faculty enterprises within the context of the University’s planning and governance framework and Faculty Operational Plan.

- Advising and assisting the Executive Dean in the overall leadership of the Faculty aligned to the University’s vision and strategy.

- Lead and contribute to the management of existing partnerships, and the development of new relationships with a variety of external organisations to build partnerships and alliances that deliver tangible benefits to work-integrated learning, academic curricula and research partnerships.

- Establish, monitor and support the performance of agreements including analysing and reporting, providing the groundwork for establishing new agreements and aligning Faculty strategic partnerships within the overall context of the university.

- Creating an inclusive, communicative and performance focussed management culture encouraging staff engagement and motivation to deliver agreed outcomes.

- Ensure governance, academic risk management and operational frameworks are actively managed to ensure compliance with relevant legislation, University policy, professional accreditation requirements, safety security and well-being and higher education standards.

- Contributing to the management of the resources of the Faculty within the terms of the approved budget, and actively pursuing ways to increase University income and contain expenses at the Faculty level.

- Acting for the Executive Dean in their absence from the University.

- Other duties appropriate to the classification as required.
Key result areas

In support of the principal responsibilities and the university’s eight key performance indicators (listed on page 2), this position will be accountable for the following:

<table>
<thead>
<tr>
<th>Key result areas</th>
<th>Responsibility</th>
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</thead>
<tbody>
<tr>
<td><strong>Leadership</strong></td>
<td>Provide effective leadership and implement programs to drive staff engagement and support staff through innovation and change initiatives while sustainably managing resources.</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td>Build capacity and capability for impactful research outcomes through staff support and partnership engagement.</td>
</tr>
<tr>
<td><strong>Students</strong></td>
<td>Contribute to the development and delivery of sector leading courses that attract and retain students.</td>
</tr>
<tr>
<td><strong>Students</strong></td>
<td>Ensure access to opportunities for a quality student learning experience and successful outcomes.</td>
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</table>
Role-specific capabilities

This section comprises capabilities from the Charles Sturt Capability Framework identified as essential or critical for success in this role.

<table>
<thead>
<tr>
<th>Role-specific capability</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Be business savvy</strong></td>
<td>Look to add commercial value in our roles, processes and ways of working.</td>
</tr>
<tr>
<td><strong>Innovative</strong></td>
<td>With creativity at our core, be open to new ideas and seek to find better ways.</td>
</tr>
<tr>
<td><strong>Take action</strong></td>
<td>Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).</td>
</tr>
<tr>
<td><strong>Adapt to change</strong></td>
<td>Explore the reasons for change and be willing to accept new ideas and initiatives.</td>
</tr>
<tr>
<td><strong>Network</strong></td>
<td>Bring people together and build relationships that deliver desired benefits and outcomes.</td>
</tr>
<tr>
<td><strong>Influence</strong></td>
<td>Create compelling arguments to persuade others and promote ideas that add strategic value.</td>
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<tr>
<td><strong>Present and communicate information</strong></td>
<td>Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.</td>
</tr>
<tr>
<td><strong>Analyse</strong></td>
<td>Analyse information, probe for clarity, produce solutions, make judgements, think systemically.</td>
</tr>
<tr>
<td><strong>Formulate strategies and concepts</strong></td>
<td>Work strategically, set strategies, have vision, think broadly about the organisation.</td>
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Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university’s Driver Safety Guidelines.
Selection criteria

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

Essential

A. A higher degree, preferably at doctoral level or equivalent professional experience and standing, in a cognate profession relevant to the Faculty.

B. Proven strong links with partner organisations and industry and the communication skills and ability to represent the university in the wider community.

C. Demonstrated ability to develop and negotiate effective relationships with external organisations to build cooperative working relationships and partnerships that deliver tangible benefit.

D. Demonstrated business acumen and strategic vision and capacity to promote the development of a culture of excellence in science and health education and research.

E. Demonstrated high level proficiency, including experience in strategic alignment and planning, operational performance and implementing change in a complex and uncertain organisational setting.

F. Demonstrated capacity to analyse and interpret information and data from a range of sources relevant to the higher education sector, for the purposes of influencing quality improvement and decision making.

G. Demonstrated ability to contribute strongly to a team approach, manage complex situations and solve problems using relationship development techniques and accessing support when necessary.

H. Sound knowledge of governance principles, including risk management, quality improvement and workplace culture and health and safety with demonstrated ability to integrate and implement these principles.

I. Capacity to develop and maintain academic scholarship, expertise and research in a discipline area cognate to the Faculty.

Desired

A. Leadership and management experience in the health sector with knowledge of operating in regional contexts.