



Position Description

Head of School

School of Allied Health, Exercise and Sports Science

Faculty of Science and Health

Classification Senior Executive Remuneration Level 4

Delegation band Delegations and Authorisations Policy (see Section 3)

Date last reviewed April 2026

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.

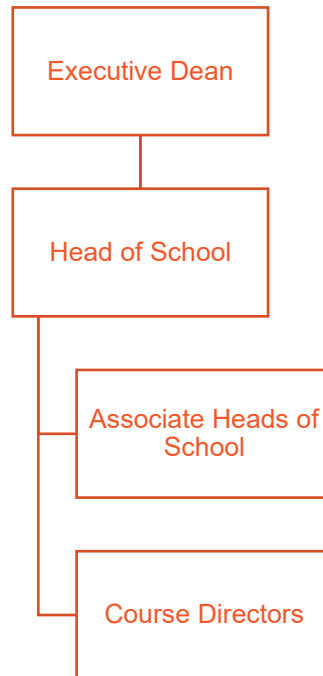
School of Allied Health, Exercise and Sports Sciences

The School of Allied Health, Exercise and Sports Sciences has a diverse range of staff who work together in the pursuit of excellence in teaching, research, and community engagement. The School is focused on six professional courses: clinical exercise physiology, exercise and sport science, occupational therapy, physiotherapy, podiatry, and speech pathology.

Staff in the School of Allied Health, Exercise and Sport Sciences are committed to working with regional and rural communities to train and graduate future health professionals; we use research to find answers to community questions; and we work together to support people to become agents for positive change within their community.



Organisational chart



Reporting relationship

This position reports to: Executive Dean, Faculty of Science and Health

This position supervises: Associate Heads of School
Course Directors
Academic Staff of the School
School Executive Support Officers

Key working relationships

- Faculty Leadership Team
- Faculty and School Staff
- Divisions of Charles Sturt
- Key industry and professional organisations
- Other professional support services



Position overview

The Head of School is accountable to the Executive Dean for the performance of the school in learning and teaching, research productivity and financial and resource management. The Head of School will lead and manage the school ensuring all areas are operating efficiently and cohesively to provide a positive contribution to the strategy and values of the Faculty and University. The Head of School is expected to provide the guidance and leadership required to allow the school to deliver high quality learning and teaching, impactful research and meaningful community engagement.

The Head of School will seek opportunities for the growth and development of the school by developing and fostering linkages and relationships with industry, government, the professions and community. As a senior member of staff, the Head of School will be required to contribute to the overall management of the Faculty and strategic development of the University.

Principal responsibilities

The Head of School Charles Sturt School of Allied Health Exercise and Sports Science will:

- **Values:** Consistently embody the University's values in behaviour and decision-making, while encouraging inclusivity and collaboration to foster a safe and respectful work environment.
- **Leadership:** Lead by example to inspire, empower, and foster a culture of collaboration, innovation, and continuous improvement. Ensure clear direction, effective communication, and accountability, driving organisational success and individual growth, and a safe working environment.
- Establish and progress strategic goals for Allied Health, Exercise, and Sports Science at Charles Sturt University and ensure alignment with the University Strategy Plan.
- Lead the school planning process ensuring the development, implementation and review of plans of both a strategic and operational nature that develop and deliver high-quality learning and teaching, a positive student experience, research impact and collaboration, community engagement and service.
- Build and maintain effective working relationships with key stakeholders; source and develop partnerships; and develop and maintain internal and external networks.
- Effectively manage resources to achieve strategic priorities and meet budget targets at the school level.
- Ensure governance, academic risk management and operational frameworks are in place to support compliance with relevant legislation, University policy, professional accreditation requirements and higher education standards.
- Assist in the provision of effective governance and management of the enterprise activities associated with the school.
- Oversee the School's research strategy, promoting interdisciplinary collaboration and translational impact. Support staff in securing competitive funding and publishing high-quality research. Strengthen research partnerships with the Rural Health Research Institute, Three Rivers Department of Rural Health, Local Health Districts, and government agencies;
- Build, lead, supervise and foster a high-performing team; nurture a respectful, trusting and collaborative working environment;
- Represent the School in professional fora such as ACDHS, university and regional events, media and work collaboratively with the University community;
- Other duties consistent with this level of classification as determined by their supervisor.



Required capabilities

Capability	Capability Definition	Level of influence
Innovates		
Acts Strategically	Analyses opportunities to determine effective solutions and solve problems in order to achieve short and long-term objectives.	Influence the future
Navigates Complexity	Adjusts and responds effectively to new or unexpected situations, challenges, or opportunities whilst developing strategies to manage wellbeing in a challenging environment.	Influence groups/systems
Connects		
Builds Relationships	Implements interdisciplinary collaboration, adopts diversity and inclusion principles, and facilitates relationship building to work effectively with others.	Influence groups/systems
Communicates with Influence	Listens to understand the position of others and leverages effective communication and negotiation skills in order to influence and navigate toward mutually beneficial outcomes.	Influence groups/systems
Achieves		
Manages Change	Assumes responsibility for change. Supports change initiatives, builds knowledge to understand purpose and impact. Supports others to engage with change to deliver outcomes.	Influence groups/systems
Plans and Prioritises	Effectively plans and aligns priorities with strategy. Effectively allocates and utilises resources to achieve goals.	Influence the future
Drives Impact	Collaboratively engages with peers and stakeholders in the community and industry. Places our people and students at the centre of design decisions.	Influence others

Capability	Capability description	Level of influence
Enablers		
Practices Effective Governance	Refers to policies, processes and guidance to support effective decision making and applies risk management processes to mitigate risk and proactively manage safety and compliance obligations.	Influence self
Manages Finances	Applies responsible financial and resource management practices to achieve value for money and support financial sustainability.	Influence groups/systems
Manages Projects Effectively	Applies effective planning and coordinates effort using project management practices to deliver specific project objectives.	Influence others
Manages Effectively		
Clarifies Purpose and	Clearly articulates the purpose and strategies of Charles Sturt and alignment to teamwork priorities. Provides a	Influence the future



Inspires Direction	sense of direction and motivates people and teams to strive for it.	
Builds Effective Teams	Builds teams with complementary abilities and skill sets, encourages effective communication and collaboration and cultivates a supportive environment to reach objectives.	Influence groups/systems

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 as required 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 doctoral degree in a cognate discipline relevant to the School, specialist qualification or equivalent academic standing.
- B. Comprehensive knowledge of the tertiary education sector, including the political and policy landscape, university governance, academic and administrative processes, equity principles and sustainability, demonstrated ability to integrate and implement these principles at both the strategic and operational levels
- C. Deep understanding of the Australian health system with a commitment for improving rural health outcomes, health workforce needs, and accreditation processes.
- D. Demonstrated ability to build strong relationships and solve complex problems with key internal and external stakeholders and to lead work across internal units and organisations to deliver program outcomes.
- E. Excellent strategic, academic governance, organisational, planning, financial and risk management skills.
- F. Proven track record and professionalism in leading and building effective teams and contributing positively to team dynamics, managing people in complex environments and maintaining professional relationships.
- G. Current valid NSW Driver's Licence.