



Charles Sturt  
University

# Information for applicants

Head of School  
School of Psychology

Faculty of Business, Justice  
and Behavioural Sciences





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## Message from our Vice-Chancellor and President

Thank you for your interest in the Head of School of Psychology, Faculty of Business, Justice and Behavioural Sciences at Charles Sturt University. We are a highly distinctive institution in both Australian and global settings. Established 34 years ago, we are a relatively young institution, with roots in regional Australia, that has rapidly grown to service students and communities across Australia and the world.

Charles Sturt is set to undergo a decade of great transformation that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations.
- A strategic re-positioning of teaching, learning, research and engagement.
- A cementing of our position as Australia's pre-eminent rural and regional university.

The overarching aim is to transform our university so that it is more resilient and dynamic, with a strong reputation for excellence.

Charles Sturt needs seasoned, energetic, grounded and passionate individuals who can help us achieve our strategy.

*Renée Leon*

**Professor Renée Leon PSM**  
Vice-Chancellor and President



# Work for Australia's largest regional university

Established as a multi-campus institution in 1989, today Charles Sturt University is the largest university in Australia located outside a major capital city.

Currently enrolling around 38,000 students from every state and territory and from more than 120 countries around the world, Charles Sturt has an annual turnover of A\$576 million and assets valued at A\$1.7 billion.

Our main campuses are located in Albury-Wodonga, Bathurst, Canberra, Dubbo, Orange, Port Macquarie and Wagga Wagga, with additional campuses at the NSW Police Academy in Goulburn, the United Theological College in North Paramatta, and a regional study centre in Wangaratta, as well as specialty campuses in Melbourne and Sydney. The geographic spread of our campuses allows us to not only serve the distinct needs of diverse communities, but employ over 2,000 permanent staff.

## Our values

We are a university of the land and people of our regions, which guides us to achieve our vision and purpose. We collaborate with others and respect one another's opinions. We focus on outcomes and behaving in a consistent and constructive manner. We collaborate with others, and demonstrate how we lead for the future.

Acknowledging the culture and insight of First Nations peoples, Charles Sturt's ethos is described by the below phrase from the Wiradjuri people, the traditional custodians of the land of our original campuses:

## Yindyamarra winhanganha

This means 'the wisdom of respectfully knowing how to live well in a world worth living in'.

This phrase embodies who we are at Charles Sturt. 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.

## Accredited Employer of Choice

Charles Sturt University is an equal opportunity employer committed to diversity and inclusion.

This is demonstrated through our Athena SWAN Bronze Institutional Award and our participation as a member in the Australian Workplace Equality Index.

Applications are encouraged from First Nations Australians, people with a disability, women (particularly for senior and non-traditional roles), people who identify as LGBTIQ+, and those from culturally and linguistically diverse backgrounds.



We're #1 in Australia for grads who get jobs. 85% of our undergrads get full-time employment within 4 months of graduating.\*

\*Good University Guide 2022/23



We're #1 in Australia for undergraduate starting salaries. Our grads earn a median salary of \$64,100.\*

\* Good University Guide 2022/23



We're proud to be Australia's first carbon neutral university. Plus, we're in the top 11 per cent of universities worldwide for climate action.

\*Times Higher Education Impact Rankings 2023





Charles Sturt  
University



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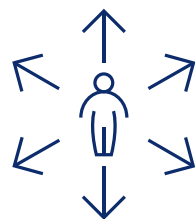
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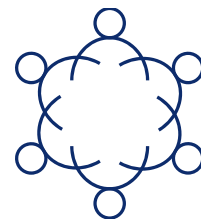
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Insightful



Impactful



Inclusive



Inspiring

Derived from our ethos, our values are to be insightful, inclusive, impactful and inspiring. By living these values, we want to create a world worth living in.



# Our strategy

The Charles Sturt Strategy 2030 will guide our 10-year journey towards a vision to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with global impact. Our four strategic focus areas are:

- students
- research
- people
- social responsibility.

We provide the knowledge, skills, attitudes, habits and professional networks for a meaningful life and successful career.



**Students:** connecting our students with the knowledge and wisdom to shape the world.



**Research:** collaborating with our partners on research with impact.



**People:** supporting, empowering and inspiring our people to deliver excellence.



**Social responsibility:** engaging regionally and globally to drive sustainable prosperity.

## Benefits of working at Charles Sturt

Being a staff member at Charles Sturt comes with a number of great benefits and perks. These include:

- A competitive salary package with numerous leave and support options.
- Permanent and fixed-term employees receive 17 per cent employer superannuation contributions. You can nominate to have your super contributions paid to a super fund of your choice, or our nominated fund, UniSuper.
- Using the Flexible Working Hours Scheme, available for professional/general staff level 1-8.
- Salary packaging options that include novated leasing, self-education expenses, membership to professional associations and child care.
- Professional development opportunities, including mentoring, undertaking secondment or higher duties roles, and participating in webinars and project teams.
- Access to free sporting facilities at the Bathurst, Orange and Wagga Wagga campuses, as well as discounts at a range of gyms for staff and their family through [Fitness Passport](#).
- Private dental clinics at Albury-Wodonga, Bathurst, Dubbo, Orange and Wagga Wagga campuses (standard fees apply).



# Where we started

Charles Sturt has been built on a tradition of excellence in teaching and research spanning more than 100 years, with the first enrolment of students at the Bathurst Experiment Farm in 1897.

1989

Charles Sturt established by an Act of Parliament, merging the former Mitchell College of Advanced Education and the Riverina-Murray Institute of Higher Education. Interim Board of Governors meets for the first time and announces appointment of the inaugural Chancellor, David Asimus AO.



1990

Former Riverina-Murray Institute of Higher Education principal, Professor Cliff Blake AO, appointed as inaugural Vice-Chancellor.

1991

Coat of Arms unveiled. The Cedars historic property purchased in Albury and refurbished as Albury-Wodonga campus administrative centre.



1997

Named University of the Year, for success in educating first-in-family university students.

HSC Online launched.

New offices and library opened at Manly.

1998

Signing of a contract with New South Wales Police Service to provide policing education in Goulburn.

Establishment of a new campus in Canberra, Australian Capital Territory, to house the Charles Sturt Australian Centre for Christianity and Culture in partnership with the Diocese of Canberra and Goulburn.

2001

Official opening of Dubbo campus.

2005

Transfer of Orange campus by the University of Sydney (formerly Orange Agricultural College) to Charles Sturt.

First intake of veterinary science students.



2008

Indigenous Education Strategy launched.

Green environmental office established.



2009

First intake of dental science students.

2012

Opening of Port Macquarie campus.



2014

Dr Michele Allan is appointed as the university's third Chancellor and first female in the role.



2019

The university celebrates its 30-year anniversary and officially launches the new Charles Sturt brand.

2021

Professor Renée Leon is appointed as the university's fourth Vice-Chancellor, replacing Professor Andrew Vann.

# Where we're headed

Charles Sturt is constantly evolving to become a leader in Australian tertiary education, and champion our current and future students for years to come.

2021

Launched University Strategy 2030, which is built on four interdependent focus areas that each include a First Nations perspective and that are supported by enabler strategies.

2024

Official opening of Sydney metro campus.

2025

Have worked to increase First Nations people's success at university, created a culturally safe environment, and promote understanding and engagement with First Nations ways of knowing, being and doing.

Diversity and inclusion is fully integrated into day-to-day activities, and leaders are committed to creating an environment that supports and encourages the right behaviours.

## Our 2030 vision

We will evolve the student experience and we will grow our connections with local communities and with prospective students outside of our regions.

We will do this by offering innovative and quality online and on-campus courses in our areas of specialisation and providing transformative student experiences.

We will support our staff to deliver excellence and create environments that are safe and inviting for everyone.

We will drive important research that inspires our students and has positive impacts for our regions and the world.

We will connect to multi-faceted, collaborative partnerships. By connecting students, academics, researchers, industry, government and alumni with world-class support and infrastructure, we will build powerful and resilient campuses and communities.

We will strengthen our role as an anchor institution within our regions, advocating for the needs of our communities for social and economic development.

We will respectfully work with and learn from the traditional wisdoms of Australia's First Nations peoples.

We will build our reputation for excellence, and our students, staff and communities will become our greatest advocates.



# Position Information



## Message from the Deputy Vice-Chancellor (Academic), Professor Graham Brown

The faculty of Business, Justice and Behavioural Sciences brings together a range of courses, research and schools that focus on real-world challenges.

Charles Sturt enjoys a global reputation as a leading provider of undergraduate, postgraduate and specialist professional programs. In the Faculty of Business, Justice and Behavioural Sciences our specialties are in policing, law, criminology, security, emergency management, psychology, accounting, engineering, human resources, marketing, business management, computing, and information technology. We possess excellent relationships with our industry, government, and community partners. Our research is high impact, practical and at world standard.

Over 300 academic staff deliver distinctive courses, supported by a skilled team of professional staff. On-campus courses are delivered at the university's Albury-Wodonga, Bathurst, Canberra, Port Macquarie and Wagga Wagga campuses.

Academic staff within the faculty undertake impactful research that engages with governments and professional organisations, nationally, internationally and in regional communities, ensuring excellent supervision for Higher Degree by Research students.

Further information on the faculty is available at [bjbs.csu.edu.au](http://bjbs.csu.edu.au)

### School of Psychology

The School of Psychology has academic staff located on three campuses at Charles Sturt University, including Bathurst, Port Macquarie and Wagga Wagga. The school offers undergraduate and postgraduate courses accredited by the Australian Psychology Accreditation Council. The school's academic staff are active in a number of research areas, including clinical psychology, forensic psychology, developmental psychology, ageing, cognition, social psychology, personality and individual differences, health psychology, psychophysiology in general through the professional, educational and research activities of its staff, but has a particular commitment to rural and regional communities, as well as to promoting access to psychology education for First Nations Australians.

### 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 mission 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.

### Role of Head of School, School of Psychology, Faculty of Business, Justice and Behavioural Sciences

The Head of School, School of Psychology, Faculty of Business, Justice and Behavioural Sciences reports to the Executive Dean and supervises the following positions:

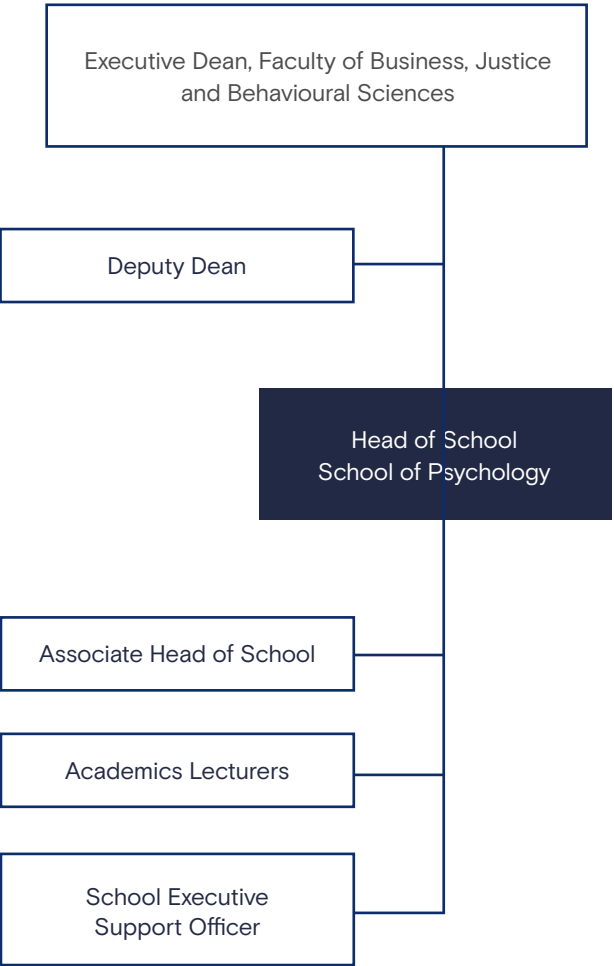
- Associate Heads of School
- Teaching and research academics
- School Executive Support Officers.

### Key working relationships

In addition to those positions noted above, the Head of School will work closely with:

- Executive Dean
- Associate Dean (Academic)
- Associate Dean (Research)
- Course directors
- Faculty leadership team
- Faculty and school staff
- Divisions of Charles Sturt
- Key industry and professional organisations
- Other professional support services.

### Organisational structure



### Principal responsibilities

- Lead and manage the school in a manner consistent with the mission of the University and that ensures the school contributes positively to the realisation of the university's strategic plan.
- Lead the school's 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.
- Effectively manage resources to achieve strategic priorities and meet budget targets at the school level.
- Supervise academic staff in the school and provide mentoring and guidance to Associate Heads of School in the management of their staff and portfolio, including developing strong financial management capabilities and accountability across the school.
- Actively foster and develop productive relationships with relevant government, industry, public sector organisations, professional bodies and community groups.
- Promote high performance in a collegial and constructive work environment.
- Promote the development of an innovative teaching and learning culture within the school. This will include: the development of industry-informed curriculum and the delivery, evaluation and continuous improvement of the delivery of all school-related subjects, courses, and enterprise activities.
- Provide leadership and management of teaching and learning and the student experience to ensure achievement of high standards of quality in teaching and learning as indicated by student evaluations, retention rates and graduate outcomes.
- 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. This includes assisting in the provision of effective governance of the enterprise activities associated with the school.
- Identify, investigate and assess enterprise risks, taking necessary actions as appropriate to mitigate risks.
- Develop and maintain a culturally safe environment for staff and students.
- Develop the profile and standing of the school at both a national and international level.



Key result areas

The Head of School, School of Psychology, Faculty of Business, Justice and Behavioural Sciences, will be responsible for:

Leadership

- Provide effective leadership and implement programs to drive staff engagement and support staff through innovation and change initiatives.

Academic quality

- Oversee teaching quality of the subjects delivered by the school so as to facilitate student performance and progression.

Staff development

- Identify development needs of staff within the school and foster a community of excellence.

Partners

- Oversee the delivery of award and non-award courses to partners.

Role-specific capabilities

Focus on service

Strive to meet the needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).

Live our values

Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.

Take action

Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).

Listen closely

Dig deep to understand others, using self-insight to build team spirit and recognise efforts.

Plan and organise

Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

Follow instructions and procedures

Follow procedures and instructions, time keep, show commitment, keep to safety and legal guidelines.

Physical capabilities

You may be required to:

- work in other environments beyond your base campus, such as other campuses
- on occasion, drive a vehicle distances up to 500 kilometres per day within the terms of the university's Driver Safety Guidelines available at [policy.csu.edu.au/document/view-current.php?id=184&version=3](http://policy.csu.edu.au/document/view-current.php?id=184&version=3)



Charles Sturt University

Selection criteria

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

- A. A PhD in a cognate discipline relevant to the School of Psychology.
- B. Demonstrated success in the leadership and management of teaching and learning development and delivery of an excellent student experience, which might include the development and implementation of strategies to grow student load and improve student retention, innovative curriculum design and delivery or the development of new undergraduate and postgraduate courses.
- C. Demonstrated success at improving research productivity and quality, including implementation of strategies for securing external research funding.
- D. Proven ability to effectively lead and develop academic and professional staff, operate within set budget parameters and deliver identified performance outcomes.
- E. Demonstrated experience in academic management and accreditation processes and standards with leadership, strategic planning, financial, human resources, and decision-making skills required for the effective management of a multi-disciplinary program.
- F. A track record of excellence in teaching and research including recognition as a leading authority in a substantive area of psychology, including demonstrated leadership and service to the profession.
- G. Comprehensive knowledge of the tertiary education sector, including the political and policy landscape, university governance, academic and administrative processes, equity principles and sustainability.
- H. Demonstrated ability to develop and manage effective liaison with a variety of external organisations (including professional bodies) to build cooperative working relationships and partnerships that deliver tangible benefit.
- I. Sound knowledge of equal employment opportunity and equity principles, as well as workplace health safety principles with demonstrated ability to integrate and implement these principles at both the strategic and operational levels.

How to apply

Charles Sturt University has engaged De Saily Search to ensure the global search reaches the widest pool of eligible candidates. For a confidential discussion and to apply, please contact Dr Rosalind De Saily, at [CSU\\_HoSPsych@desailly.com.au](mailto:CSU_HoSPsych@desailly.com.au).

More information about the position is available at [bit.ly/CSU\\_Psych](http://bit.ly/CSU_Psych)

Please address the skills and experience criteria listed in the position description in your application, and submit via email to [CSU-HoSPsych@desailly.com.au](mailto:CSU-HoSPsych@desailly.com.au)





# Locations

The Head of School, School of Psychology, Faculty of Business, Justice and Behavioural Sciences is a position where you have the option to be based at one of our three regional campuses in Bathurst, Port Macquarie or Wagga Wagga. Our campuses are in some of Australia's fastest growing regional cities and offer a unique work/ life experience with access to the best of city living and the benefits of a regional lifestyle.

## Bathurst

Bathurst is a vibrant regional city located just a few short hours west of Sydney. With a population of just over 40,000, Bathurst has a strong, prosperous economy, a friendly community and a vibrant culture. Bathurst boasts a thriving hospitality scene, with plenty of cafes, bars and restaurants to visit, as well as a busy shopping scene.

Our Bathurst campus is a mecca for technology, collaboration and creativity, and is where our long list of distinguished communication alumni made their start.

## Wagga Wagga

Covering 640 hectares, Wagga is our biggest campus. Situated in the heart of the New South Wales food bowl, our Wagga campus is packed with state-of-the-art facilities, including clinics, labs and studios. It's home to a 1,600-hectare mixed-use farm – the largest digital farm in the Southern Hemisphere – and a commercial winery. Wagga is the largest regional city in New South Wales. Vibrant, cosmopolitan and welcoming, Wagga offers great natural beauty, period architecture, shopping, career opportunities and affordable housing.

## Port Macquarie

Port Macquarie on the mid-north coast of New South Wales, is one of the State's largest towns and a popular holiday destination. 'Port', as the locals refer to it, is a town that has something special to offer students and academic staff considering their choice of campus location. Being a lifestyle-friendly town, Port Macquarie features surfing beaches, amenities, coastal rainforest and climate that continue to draw tourists to the region.





1800 275 278 (free call within Australia)  
+61 1800 275 278 (callers outside Australia)



[study.csu.edu.au](https://study.csu.edu.au)



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