



Charles Sturt
University

Information for applicants

Executive Dean

Faculty of Arts and Education



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Message from our Vice-Chancellor and President

Thank you for your interest in the role of Executive Dean at Charles Sturt University. With a history in regional Australia that can be traced back more than 100 years, we are a highly distinctive institution in both Australian and international settings. The unique connection we have to our communities underpins our collaboration to support the success of regional Australia and to solve real-world challenges with local and global impact.

As we approach 2030 Charles Sturt will continue to be a unifying force in our communities. We are committed to achieving this through:

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

Charles Sturt needs seasoned, energetic, grounded, and passionate individuals with the vision to lead an organisation that is as resilient and dynamic as the people in our regions. As one of those individuals, your experience and insight in academic teaching and research will be a key contribution towards achieving our goals for 2030 and beyond.

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 Australia's leading regional university. 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.

Currently enrolling around 36,000 domestic and international students, Charles Sturt has an annual turnover of A\$576 million and assets valued at A\$1.7 billion. Our main campuses are 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 Parramatta, and a regional study centre in Wangaratta.

In 2024, we launched our Sydney Metro Campus, partnering with Navitas to deliver Charles Sturt degrees to international students, and 2025 will see our Melbourne Metro Campus launched with its first intake of students. This builds on our long history of teaching internationally, with our partner relationship through Hong Kong University SPACE exceeding 30 years for the delivery of information studies.

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 First Nations Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Equal opportunity employer

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. 87 per cent of our undergrads get full-time employment within 4 months of graduating.*

*Good University Guide 2023/24



We're #1 in NSW for first-in-family students.

*Good Universities Guide 2023/24

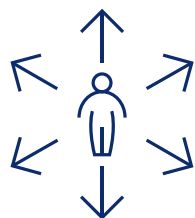


We're proud to be Australia's first carbon neutral university. Plus, we're in the top 5 per cent of universities worldwide for climate action.

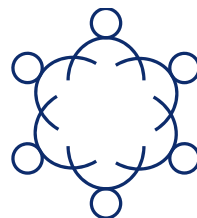
Times Higher Education Impact Rankings 2024



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. This strategy is framed around our four focus areas;

- 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 great benefits and perks.

- Enjoy [salary packaging and sacrifice options](#) that include novated leasing, self-education expenses, membership to professional associations and child care.
- [Professional development](#) opportunities including leadership development programs for our executive and academic leaders.
- Using the Flexible Working Hours Scheme, available for professional/general staff level 1-8.
- Reduced cost goods and services through our [corporate partners](#).
- [Sporting facilities](#) and onsite [childcare](#) facilities, and private dental clinics at Albury-Wodonga, Bathurst, Dubbo, Orange and Wagga Wagga campuses (standard fees apply).
- Support [workplace giving](#) to a range of charities or our [Staffgive](#) program which funds student scholarships.

Visit our website to learn more about our great range of [employee benefits](#).

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.

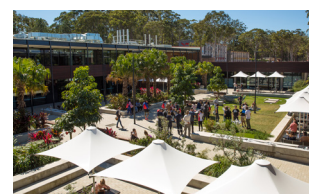


2009

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 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.

Executive Dean



Message from Professor Graham Brown, Deputy Vice-Chancellor and Vice-President (Academic)

Thank you for your interest as we embark on the search for our next Executive Dean, Faculty of Arts and Education. We are seeking an insightful leader who is ready to make an impact through leading the delivery of teaching and research that reflects the richness of the diverse regional communities that we serve at Charles Sturt University.

The Faculty of Arts and Education is one of three faculties within the university. We have four schools that offer a diversity of courses in education, social work, information studies, arts, communication, and Indigenous Australian Studies. The faculty also has embedded partnerships with the Centre of Islamic Studies and Civilisation and the School of Theology. Academics within the Schools carry out critical, trans-disciplinary research.

We have five schools and one centre in the Faculty that offer a diversity of courses in education, social work, information studies, arts, communication, Islamic Studies and Theology.

In addition to our schools and centres, the Faculty operates infrastructure that connects our teaching and research with community and collaboration. The University Radio Station, 2MCE has broadcast to the Bathurst and Orange regions for more than 45 years and hosts National Radio News, a community news service broadcast to 1.5million listeners across Australia every week.

In 2024, a \$5million communication precinct was established on the Bathurst campus as a hub for innovation, creativity, and collaboration to produce teaching resources, amplify research, livestream events, and bring industry and community to campus in the commercialisation of these spaces.

With over 10,000 on-campus and online students, the faculty is an innovator in the online and blended learning modes. More than 160FTE academic staff deliver distinctive courses and are supported by a skilled team of professional staff.

As a large regional university, our mission is to build skills and knowledge and strengthen our community connections in our regions. We offer choice and flexibility to students and work together with our industries and communities in teaching, research and engagement to create a welcoming community experience and learning environment that supports innovative research, advances society and gives back to our regions.

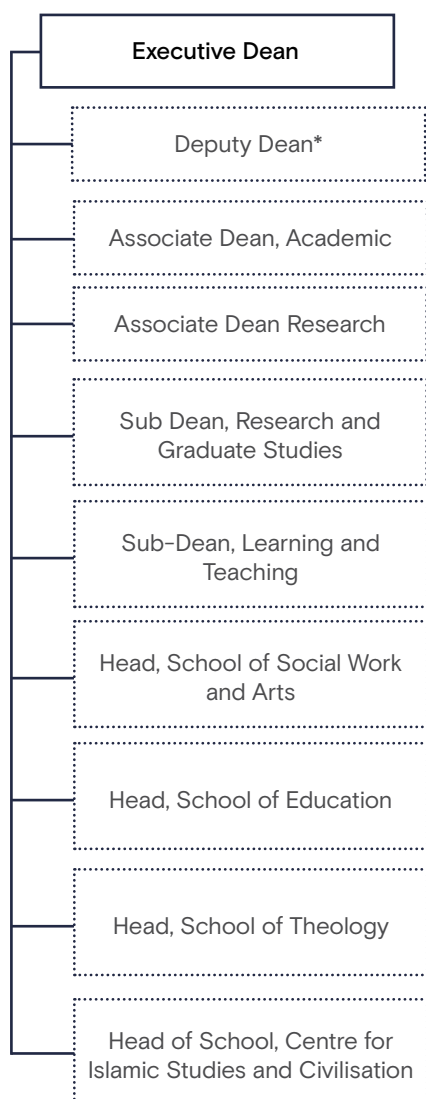
Further information on the faculty is available at arts-ed.csu.edu.au

Role of Executive Dean, Faculty of Arts and Education

The Executive Dean, Faculty of Arts and Education is accountable to the Deputy Vice-Chancellor and Vice-President (Academic) for the performance of the faculty in learning and teaching, research productivity, and resource management. The Executive Dean will lead and manage the faculty ensuring all areas are operating efficiently and cohesively to provide a positive contribution to the mission and values of the university.

The Executive Dean, Faculty of Arts and Education reports to the Deputy Vice-Chancellor and Vice-President (Academic) and supervises the following positions:

Organisational structure



**The Deputy Dean provides significant assistance in the oversight of the Heads of School.*

Key working relationships

The Executive Dean will work closely with:

- Sub-Deans
- Course Directors
- Executive Directors
- Faculty Executive Deans
- University Senior Executive
- University and industry stakeholders

Position overview

The Executive Dean, Faculty of Arts and Education guides the faculty in delivery of high-quality learning and teaching, impactful research and meaningful community engagement. The Executive Dean will seek opportunities for the growth and development of the faculty by developing and fostering linkages and relationships with industry, government, the professions and community.

As a member of the Academic Portfolio Leadership Team, chaired by the Deputy Vice Chancellor (Academic) you will cultivate cross-faculty leadership relationships that are founded in collaboration and celebrate the collective successes achieved in the work undertaken in the Academic Portfolio.

The leadership of the Executive Dean will extend beyond the faculty. As a key member of the Executive Leadership Team, chaired by the Vice Chancellor, your input will inform the decisions of the Vice Chancellor and will contribute to the overall strategic development of the university.

Principal responsibilities

The Executive Dean, Faculty of Arts and Education will be responsible for:

- Lead and manage, ensuring that faculty effort is contributing positively to realisation of the university's mission and strategy.
- Lead the faculty planning process, ensuring that strategic and operational plans are developed and implemented to deliver high quality teaching and learning, a positive student experience, research impact and collaboration, industry engagement and community service.
- Actively engage with government, industry, public sector organisations, professional bodies and community groups fostering relationships to the benefit of the faculty and university.
- Manage the resources of the faculty with a view to efficiency of operation and ensuring outcomes are delivered within budget. This includes the provision of effective governance of the faculty's enterprise activities and pursuit of revenue generation.
- Grow domestic and international student load and optimise the delivery of the faculty's courses and subjects.
- Engage in a collegial manner with leaders and staff in the faculty, research institutes and service divisions to promote the overall development of the university.
- Maintain the confidence of staff by building a culture that balances high performance with a harmonious and constructive work environment across the faculty and within the schools and related enterprises.
- Ensure governance and operational frameworks are in place to support compliance with relevant legislation, university policy, professional accreditation requirements and the Higher Education Standards Framework.
- Serve as a member of the Executive Leadership Team, providing advice to the Vice-Chancellor on decision-related matters and the operations and strategic direction of the university.
- Contribute to the overall leadership and management of the university, effectively collaborating with colleagues in other faculties and divisions.

Specific responsibilities

The Executive Dean, Faculty of Arts and Education will be responsible for:

Academic leadership

- Provide direction to the faculty consistent with university strategy, plans and policies.
- Promote excellence in the faculty's teaching, research, scholarly and professional activities.
- Lead effective collegial processes for the planning, development and monitoring of the faculty's academic activities, including chairing the Faculty Board.
- Contribute to innovation in course design and delivery to meet the future workforce needs of our regions and key market segments including flexible delivery initiatives, intensive/block mode delivery and microcredentials.
- Lead and guide consultative planning and quality assurance processes to set and implement the faculty's objectives and strategies. Support implementation of the faculty and university's strategic plans, taking account of the environments in which the faculty operates.
- Improve the faculty's research performance in terms of ERA, and identified global rankings schemes.
- Mobilise your team to collaborate both within the faculty and with other units of the university.
- Participate in the Performance Management Scheme for Executive Deans.
- Promote an international perspective in the faculty's programs and strengthen productive international activities and links.
- In recognition of the role of academic leaders, and consistent with the title of Professor, maintain a level of scholarship consistent with the position.

Resources

- Transparently manage and develop the resources and infrastructure of the faculty.
- Manage the finances of the faculty within the approved budget. Actively pursue ways to increase university income and contain expenses at the faculty level. Grow student load in key markets, particularly in postgraduate coursework, online, and international enrolments.

Students

- Oversee the academic administration of the faculty in accordance with the university's academic regulations and accountabilities.
- Ensure effective academic integrity and quality assurance processes, and compliance with the Higher Education Standards Framework as overseen by TEQSA.
- Promote the general welfare of students and ensure their environmental health and safety, and access to equity.
- Ensure a responsive student-centred focus in faculty activities.

Staff

- Manage staff of the faculty effectively within the HR policies of the university, including the implementation of induction, probationary reviews, and incremental progression, performance monitoring and performance management.
- Provide leadership and supervision to heads of schools, associate deans and sub-deans, and more broadly across the faculty.
- Develop and implement a Workforce Plan for the faculty. Participate in staff recruitment and selection to ensure alignment of the faculty's staffing profile with university strategy and initiatives.
- Lead the professional development of faculty staff in partnership with Charles Sturt's Teaching Academy and Division of People and Culture.
- Make appropriate appointments to faculty leadership positions.
- Formulate, manage and transparently implement the Academic Workload Policy consistent with the university's Enterprise Agreement and Performance Planning Development and Review Process.
- Ensure that policies and practices within the faculty promote equal opportunity and equity.
- Seek to increase the employment and professional development of First Nations staff.
- Ensure environmental health and safety within the faculty.
- Representing the faculty in the university.
- Contribute to the direction, leadership and management of the university from a faculty perspective.

- Advise the Deputy Vice-Chancellor (Academic) on the needs of the faculty and on the alignment of university and faculty plans.
- Participate in the collegial academic forums and committees of the university.
- Work collegially with other Executive Deans, and other members of the Academic Portfolio Leadership Team, as a peer group.
- Monitor the implementation of faculty and university policies and provide advice on necessary changes to policy.

Representing the faculty externally

- Represent the faculty to the external community by developing, promoting and maintaining links with appropriate industry, government, professional and community bodies.
- Seek opportunities for the faculty and university to meet industry and community needs, and generate support for faculty and university resources.

Committees

The Executive Dean, Faculty of Arts and Education is a member of the following:

- Academic Senate
- Senior Leaders Forum
- Executive Leadership Team (ELT)
- Academic Portfolio Leadership Team (APLT)
- Chair, Faculty Leadership Team
- Chair, Faculty Board
- Academic Staff Promotions Committee
- Chair, Faculty Special Studies Program Committee
- Chair, 2MCE Board.

The Executive Dean will attend the following committees when required:

- Third Party Partnership Steering Committees
- Third Party Partnership Academic Management Committees.



Capabilities

Act Strategically

Focus beyond the present moment on future options that help Charles Sturt become future fit. Critically analyse information to identify longer term opportunities and make recommendations that improve Charles Sturt's Standing.

Communicate with Influence

Anticipate and navigate complex challenges, leveraging networks and expertise to build alliances and influence key decision-makers. Proactively influence the future direction of Charles Sturt.

Clarify Purpose and Inspire Direction

Sets and articulates Charles Sturt's vision and strategies, leads their execution, monitors their progress, and adapts as required.

Plan and Prioritise

Foster a culture of strategic planning and performance measurement. Establishes frameworks and processes for effective alignment and execution of work, and continuously improves planning practices to drive innovation and achieve long term success.

Think Globally, Act Regionally.

Pioneer the development of innovation and growth strategies that leverages global trends to make a local impact that supports Charles Sturt's growth.

Create Innovative Solutions

Hold a clear vision for fostering creativity. Recognise the strategic importance of creativity and innovation for Charles Sturt's success and future growth. Foster partnerships with external entities to promote creativity and innovation.

Physical capabilities

You may be required to:

- work in other environments beyond the faculty such as other campuses, as well as possible car and air travel
- on occasions, drive a university vehicle distances up to 500kms per day with the terms of the university's Driver Safety Policy and Guidelines.

Selection criteria

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

- A. A PhD and an established scholar of with national/international standing in a field relevant to the faculty.
- B. Comprehensive knowledge of the tertiary education sector, including the political and policy landscape, university governance, academic and administrative processes, equity principles and sustainability.
- C. Demonstrated capacity to strategically lead the faculty's teaching and research endeavours, aligned to the university's mission and strategy.
- D. Demonstrated capacity to manage large and complex teams including both academic and professional staff.
- E. Demonstrated transformative leadership capability, including the ability to engage staff in consultative planning to develop and implement creative and innovative solutions to challenges facing a large and diverse faculty.
- F. Ability to develop and implement effective governance frameworks for compliance with legislation, regulation, policy, professional accreditation, quality assurance, academic integrity, and the effective management of finances, resources and infrastructure.
- G. Demonstrated ability to develop and manage effective liaison with a variety of external organisations to build partnerships and alliances that deliver tangible benefits.
- H. Sound knowledge of equal employment opportunity and equity principles, as well as workplace health and safety principles, with demonstrated ability to integrate and implement these principles at both the strategic and operational levels.





How to apply

Call us to schedule a confidential conversation to discuss this opportunity.

Clare Jonker

Director, Portfolio Strategy and Operations, Office of the Deputy Vice Chancellor (Academic)

dvcacademic@csu.edu.au

Ph: 02 6338 4111

To submit your application, please send the following documents and information to dvcacademic@csu.edu.au:

- a two-page statement of suitability outlining your interest in the role, skills, knowledge and experience relevant to the position, referencing the selection criteria
- a full curriculum vitae detailing qualifications, full employment history and relevant achievements
- names and contact details of at least three potential referees (these referees will not be contacted without your prior consent).



Locations

Our campuses are in some of Australia's fastest growing regional cities and they offer a unique work/life balance with access to the best of city living and the benefits of a regional lifestyle. Each city offers great local healthcare services, wonderful recreational facilities and quality education networks.

Albury-Wodonga

Albury-Wodonga is a vibrant regional centre situated on the border of New South Wales and Victoria. This campus was designed with sustainability in mind, using environmentally sensitive features to reduce the use of heating and cooling.

Albury-Wodonga is home to a great range of shops, theatre, cafés and restaurants. There are high-quality educational institutions, state-of-the-art medical and health centres, major retail outlets and an array of first-class sporting and recreation facilities.

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 hub of technology, collaboration and creativity, and is where our long list of distinguished communication alumni made their start.

Dubbo

The real heart of New South Wales, Dubbo is a dynamic regional centre that offers the dual benefits of relaxation and space, with the amenities of a major city. With a population of nearly 39,000, you can enjoy a quality lifestyle with affordable housing, career opportunities, high-quality health, educational and professional services.

Orange

A major centre with a true provincial feel, Orange offers a remarkable array of sights, scenes and tastes to delight. Only 3.5 hours from Sydney, it boasts beautiful parks, historic streetscapes, award-winning wineries, hatted restaurants and a population of just over 43,000 people.

We've been delivering industry-aligned health courses in Orange for more than 40 years. Orange offers degrees in dentistry, health and medical science, medicine, pharmacy and physiotherapy.

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 2,000-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.

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