



Position Description

Associate Director, Yindyamarra Trust

Yindyamarra Nguluway

Office of the Deputy Vice-Chancellor (Research)

Classification Senior Leader, Level 5

Delegation band [Delegations and Authorisations Policy \(see Section 3\)](#)

Annual operating budget \$1.1m

Number of direct reports 1

Number of indirect reports -

Date last reviewed September 2024



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, senior leaders will be required to contribute to the success of the university strategy including meeting the university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none"> • Commencing Progress Rate • Student Experience
Our Research	<ul style="list-style-type: none"> • Research Income • Research Quality and Impact
Our People	<ul style="list-style-type: none"> • Engagement • All Injury Frequency Rate
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying Operating Result • Community and Partner Sentiment



Office of the Deputy Vice-Chancellor (Research)

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact.

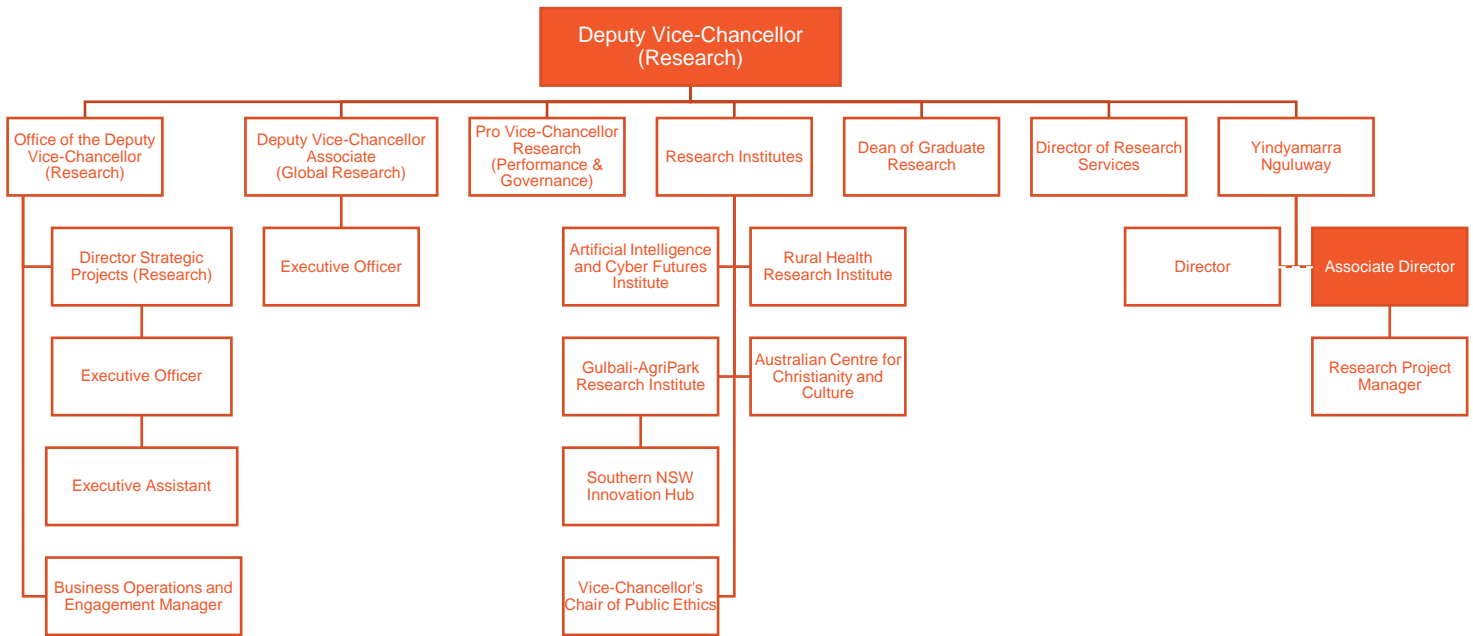
Yindyamarra Trust

The purpose of the Yindyamarra Trust is to bring the Wiradjuri philosophy of Yindyamarra to bear on the great questions of global spiritual regeneration, Australian national identity, and democratic reform through world-leading research, debate forums, and leadership development activities.

Yindyamarra is a Wiradjuri word preserved by Stan's father, Uncle Stan Grant Jnr. – the man who saved a language. Yindyamarra means respect. But it means a certain kind of respect. Yindyamarra. To do things slowly, with restraint and humility.



Organisational chart



Reporting relationship

- This position reports to:** Deputy Vice-Chancellor (Research)
- This position is managed by:** Director, Yindyamarra Trust
- This position supervises:** Research Project Manager

Key working relationships

- Director, Yindyamarra Nguluway
- Research Institute Executive Directors and research leaders
- Faculty research leaders
- Research Portfolio leaders
- Director, Advancement Office



Position overview

Closely collaborating with the Yindiyamarra Trust Director, the Associate Director oversees operations and drives the Director's agenda through program implementation at the Yindiyamarra Trust. This role involves leadership in developing and delivering programs, managing the organisation to support strategic goals, and fostering an inclusive work environment. The Associate Director represents and promotes the Yindiyamarra Trust internally and externally, supporting interdisciplinary collaboration and innovation. Required skills include exceptional leadership, strong program coordination, operational oversight, effective team management, and strategic stakeholder consultation.

Principal responsibilities

In collaboration with the Yindiyamarra Trust Director, the Associate Director will:

- Lead the development, implementation, and promotion of the Yindiyamarra Trust's program agenda in collaboration with the Yindiyamarra Trust Director and Deputy Vice-Chancellor (Research).
- Ensure all operational and business activities achieve desired outcomes and align with the Yindiyamarra Trust's strategic direction and longevity.
- Take carriage of Research Portfolio initiatives and actions relating to the Charles Sturt First Nations Research Strategy.
- Manage collaborative projects with internal and external stakeholders, ensuring alignment with Trust objectives and securing necessary approvals.
- Cultivate a culture of organisational excellence, inclusivity, and accountability within the Yindiyamarra Trust.
- Develop annual operating plans, business strategies, organisational structures, staffing plans, and budgets to support the Yindiyamarra Trust's mission.
- Foster strong relationships within the University and external communities aligned with the Yindiyamarra Trust objectives.
- Build and maintain relationships with donors and stakeholders to advance Yindiyamarra Trust initiatives under the Director's guidance.
- Establish strategic relationships and networks with community, government, and industry stakeholders to support Yindiyamarra Trust goals.
- Undertake additional duties as necessary to fulfil Yindiyamarra Trust's mission and objectives.
- Co-ordinate and work closely with the Yindiyamarra Advisory Group to support Yindiyamarra Trust initiatives and goals.



Role-specific capabilities

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

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 groups/systems
Creates Innovative Solutions	Uses methodologies that open up creative thinking and transform ideas into actionable plans and strategies. Reflects on outcomes and drives ongoing improvement.	Influence the future
Connects		
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 the future
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
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 groups/systems
Manages Effectively		
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 and undertake extensive travel to interview and collaborate with partners, informants and other stakeholders in the centre's research.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Undertake extensive travel to interview and collaborate with partners, informants and other stakeholders in the centre's research.
- If not based in Canberra, travel to George Browning House as required to work with other team members.



Selection criteria

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

Essential

- A. **Openness to Others:** Demonstrate an understanding and respectful openness to First Nations ideas and the diversity of circumstances of Aboriginal and Torres Strait Islander people. Exhibit the ability to communicate sensitively and effectively with First Nations people, including the requirement for genuine consultation.
- B. **Commitment to Yindyamarra Philosophy:** Show a genuine commitment to living the philosophy of Yindyamarra and engaging in challenging conversations about Australia's spiritual and democratic future.
- C. **Political and conceptual knowledge:** Be conversant in contemporary and emerging political trends with an ongoing commitment to draw on ideas from philosophy, political theory, and theology to better the future of Australian democracy and nation-building.
- D. **Qualifications and Experience:** Possess a skill level that assumes knowledge or training equivalent to a master's qualification, extensive relevant experience, or an equivalent combination of relevant experience and/or education/training.
- E. **Leadership:** Demonstrate the ability to be highly productive and to motivate others similarly through effective leadership, building research capability, and delivering high-quality outputs.
- F. **Collaborative Communication Skills:** Exhibit superior communication and interpersonal skills that enable collaboration across the Centre, the University, and a range of parties, with a view to developing and extending the Centre's activities.
- G. **Analytical and Problem-Solving Skills:** Possess exceptional analytical, critical thinking, and problem-solving skills.
- H. **Media Communication Skills:** Demonstrate superior writing and oral communication skills, including experience in writing for and speaking with both mainstream and social media.