

Details

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| Area | Infrastructure & Digital |
| Team | Resilience & Cyber Security |
| Location | Flexible, all campuses |
| Classification | SL1 |
| Reports to | Senior Director, Resilience & Cyber Security |

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the University acknowledges, values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

Deakin aspires to be Australia's most progressive university, with the principles of diversity, equity and inclusion underpinning our approach to education, research, employability, digital delivery, innovation, and partnerships for impact. Our vision is for an inclusive environment where we value and celebrate diversity, embrace difference and nurture a connected, safe and respectful community. We want Deakin to be a place where all staff and students feel included and respected for their unique perspectives and talents.

[Strategic Plans – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

Overview

The Associate Director, Awareness & Resilience brings extensive and specialist knowledge of their area of expertise (cyber security awareness) and an understanding of the complexities of the higher education environment. The role is recognised as a principal specialist in cyber security awareness program development and resilience and leads and motivates a team of professionals to collaborate and deliver outstanding advice and services to our customers, the effective delivery of cyber security projects and initiatives and outstanding education and training programs.

The role leads the enhancement of cybersecurity awareness, practices and methodology and recommends solutions to building a security-conscious culture across deakin, ensuring our people are well-informed and equipped to protect Deakin from cyber threats. The role is likely to have interactions with more senior positions, particularly to resolve differences of view on professional or leadership issues.

This role is focused on enhancing the customer experience through a customer-centric approach by integrating physical and digital infrastructure, projects, and services to deliver seamless, impactful solutions tailored to customer needs. The role ensures that improvements align with the division's and university's strategic goals, balancing innovation with long-term objectives.

The role reports to Senior Director, Resilience & Cyber Security and provides sound advice and recommendations to senior leaders on the professional practice and discipline of cyber security awareness and resilience.

The Associate Director will:

- Manage a team of skilled professionals, fostering a collaborative and high-performance work environment. Provide guidance and support to team members in delivering initiatives, ensuring their growth and development.
- Develop and implement initiatives that align with Deakin's goals and future needs. Collaborate with cross-functional teams to identify cybersecurity awareness programs, training and education and employee engagement to mitigate cyber threats
- Collaborate with key stakeholder to undertake phishing simulations and testing and communicate the effectiveness of these and other initiatives
- Oversee the planning, delivery and analysis of risks and mitigations to identify patterns in behaviour. Manage the team in developing solutions and approaches that drive positive outcomes in cybersecurity behaviour & resilience
- Develop and implement projects and campaigns to foster adoption and compliance with Deakin's cybersecurity policies and procedures
- Collaborate closely with various stakeholders and across the University to ensure alignment and successful delivery of initiatives.
- Develop and deliver effective metrics and KPIs to measure the effectiveness of cybersecurity awareness initiatives and report regularly on progress and impact of initiatives

Accountabilities

- Establish benchmarks for team performance while flexibility managing resource limitations and time constraints. Display flexibility in responding to evolving demands. Foster an environment of continuous learning, encouraging team members by assigning responsibilities and tasks that empower them.
- Lead and motivate team members in resolving conflicts. Collaborate with peers from to identify and implement best practice approaches in strategic workforce management.
- Provide clear, constructive, and timely feedback in a manner that encourages learning and facilitates resolution. Grasp the strategic objectives and align activities accordingly, with a focus on long-term consequences.
- Define unambiguous performance standards and offer timely praise and recognition. Address under-performance promptly. Assume personal accountability for meeting objectives and driving progress. Exhibit proactive initiative by stepping in and fulfilling required tasks. Demonstrate unwavering commitment and drive towards goal achievement.
- Operate within the parameters of university objectives and professional standards. Contribute to the strategic direction and foster a collective sense of purpose by illustrating the integration of strategy components and their contribution to higher-level goals.
- Provide advice to senior leaders, influencing the overall direction, focus, and advancement of substantial programs. Monitor the external higher education landscape to inform the continual evolution and relevance of programs, systems, and processes.
- Maintain an unwavering focus on quality control. Foster a proactive approach in addressing stakeholder concerns to successfully deliver agreed-upon key projects.

Selection

- Proven expertise in the management of significant human and material resources
- Postgraduate qualifications and extensive relevant experience conceptualising, developing and implementing contemporary solutions, strategies and services to achieve a security-conscious culture in a large organisation
- Knowledge and understanding of contemporary relevant cybersecurity awareness and delivery practices.
- Demonstrated capacity to build and maintain strong and productive relationships with internal and external partners and customers.
- Proven ability to exercise judgement, influence others, be flexible and adaptive to environmental changes and priorities, and gain support for new plans, programs or initiatives.
- Highly developed consulting, interpersonal, communication (written and oral) and presentation skills
- Demonstrated capacity for analytical and conceptual thought in the diagnosis of problems and in providing innovative, timely, relevant and practical solutions.
- High level project management, research and report writing skills.

Capabilities

- **Leads Culture** creates transparent, engaged and inspiring cultures, leads culture change.
- **Develops Talent** develops inclusive, capable and engaged teams to meet organisational needs.
- **Delivers Outcomes** creates clarity through governance, makes decisions that result in quality outcomes.
- **Innovates** creates an environment where creativity and innovation are valued.
- **Plans work** plans the delivery of work while balancing priorities and resources.
- **Inspires Results** translates strategic priorities into reality, inspires outcomes through others.

Special Requirements

- This position may require the incumbent to occasionally work outside business hours.
- This position may require the incumbent to travel from time-to-time within Victoria, domestic and/or international to attend conferences, events and to represent the university.
- This position requires the incumbent to hold a current Working with Children Check
- This position requires the incumbent to hold a current National Police Record Check

Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.