



THE UNIVERSITY OF
**WESTERN
AUSTRALIA**

Appointment of

Director, Strategy, Planning and Performance

Information for Candidates





Welcome

Thank you for your interest in the position of Director, Strategy, Planning and Performance at The University of Western Australia (UWA).

We offer you an exciting opportunity to work with an institution which has developed a strong reputation for excellence in teaching, learning and research and aspires to be ranked in the top 50 world universities by 2050.

At UWA we want you to pursue what others deem to be impossible, challenge convention and be inspired by all of the possibilities. We offer you an environment in which you can really make a difference to the world and encourage others to do so too. You are not only joining a World Top 100 university, you will be part of a community of people committed to the world's advancement.

As the only Western Australian university in the Group of Eight, a coalition of leading Australian universities, you will have access to an exceptional support network committed to creating change.

The Office of Strategy, Planning and Performance is key to meeting the challenges facing the University, in an ever competitive higher education environment. The Office, under the leadership of the Director drives our future strategy development and works collaboratively across the Faculties and Divisions to develop enabling strategies and integrated plans that support the University-wide Vision 2020 Strategy.

We are seeking an appointee with strategic leadership skills, experience in the development of services to enhance the core business of an organisation and a demonstrated ability to liaise effectively with a wide range of stakeholders and partners. The Director will demonstrate high-level strategic and creative thinking skills and have experience operating within a complex service delivery environment.



Professor Dawn Freshwater
Vice-Chancellor



The University of Western Australia

When you join the UWA community, you will find dynamic and forward-thinking colleagues who, like you, are determined to challenge convention and drive innovation.

The University is regarded as one of Australia's top research institutions. Its strong research culture sees it attract high levels of competitive research funding. We operate more than 130 research and training centres and receive roughly 80 per cent of all research funding to Western Australian universities annually.

We celebrate strong industry partnerships and are placed equal first in Australia on key measures, including research intensity and research grants, according to the Good Universities Guide 2016. QS World Rankings has given us its highest rating of 5 Stars+ and we rank in the top one per cent of universities worldwide.

At UWA, we help people make the most of the possibilities presented. The University is a community of people with a desire to make the most of their potential and contribute to the world's advancement. Join us and pursue your ambitions.

uwa.edu.au





Mission

To provide world class education, research and community engagement for the advancement of prosperity and welfare of our communities.



Vision

To become recognised as one of the world's top 50 global universities by 2050.

University governance and management

The University is governed by the Senate, comprising 21 members from a range of backgrounds: community, staff, students and graduates.

Chaired by the Chancellor, Dr Michael Chaney AO CitWA, the key roles of the Senate are:

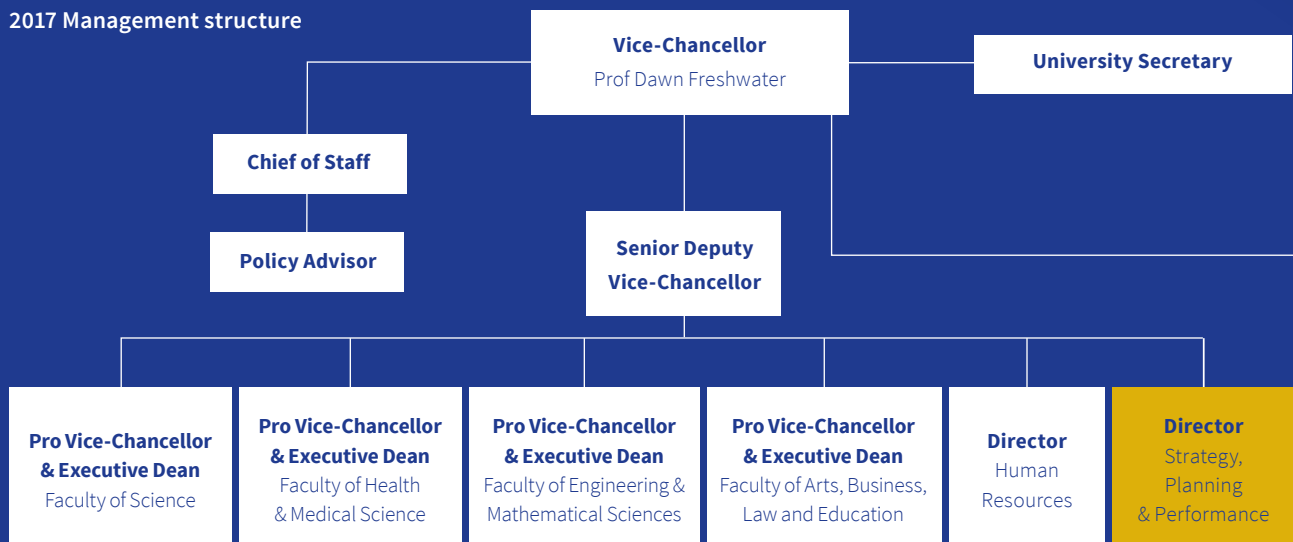
- broad overview of strategic directions in the University;
- overseeing corporate governance;
- overseeing management of financial, human and physical resources;
- performance monitoring;
- legislative responsibility; and
- support, guidance and performance monitoring of the Vice-Chancellor.

Key stats

Student enrolments 2016	24,470
Total staff (FTE) 2016	3,559
Research publications 2016	5,180



2017 Management structure



Key institutional networks

Group of Eight

The Group of Eight is a coalition of leading Australian universities, intensive in research and comprehensive in general and professional education.

go8.edu.au

Matariki Network of Universities

This international group of seven universities across seven nations focuses on strong links between research and undergraduate teaching, promoting international best practice in research and education.

matarikinetwork.com

Worldwide Universities Network

The major issues facing our planet are of a magnitude that no single institution or organisation can address on its own. WUN collaborations aim to involve a number of world-leading academic partners in addressing global challenges, including climate change, public health, global higher education and cultural identity.

wun.ac.uk



Deputy Vice-Chancellor Research	Deputy Vice-Chancellor Community and Engagement	Deputy Vice-Chancellor Education	Executive Director Corporate Services	Pro Vice-Chancellor Indigenous Education	

Western Australia and Perth

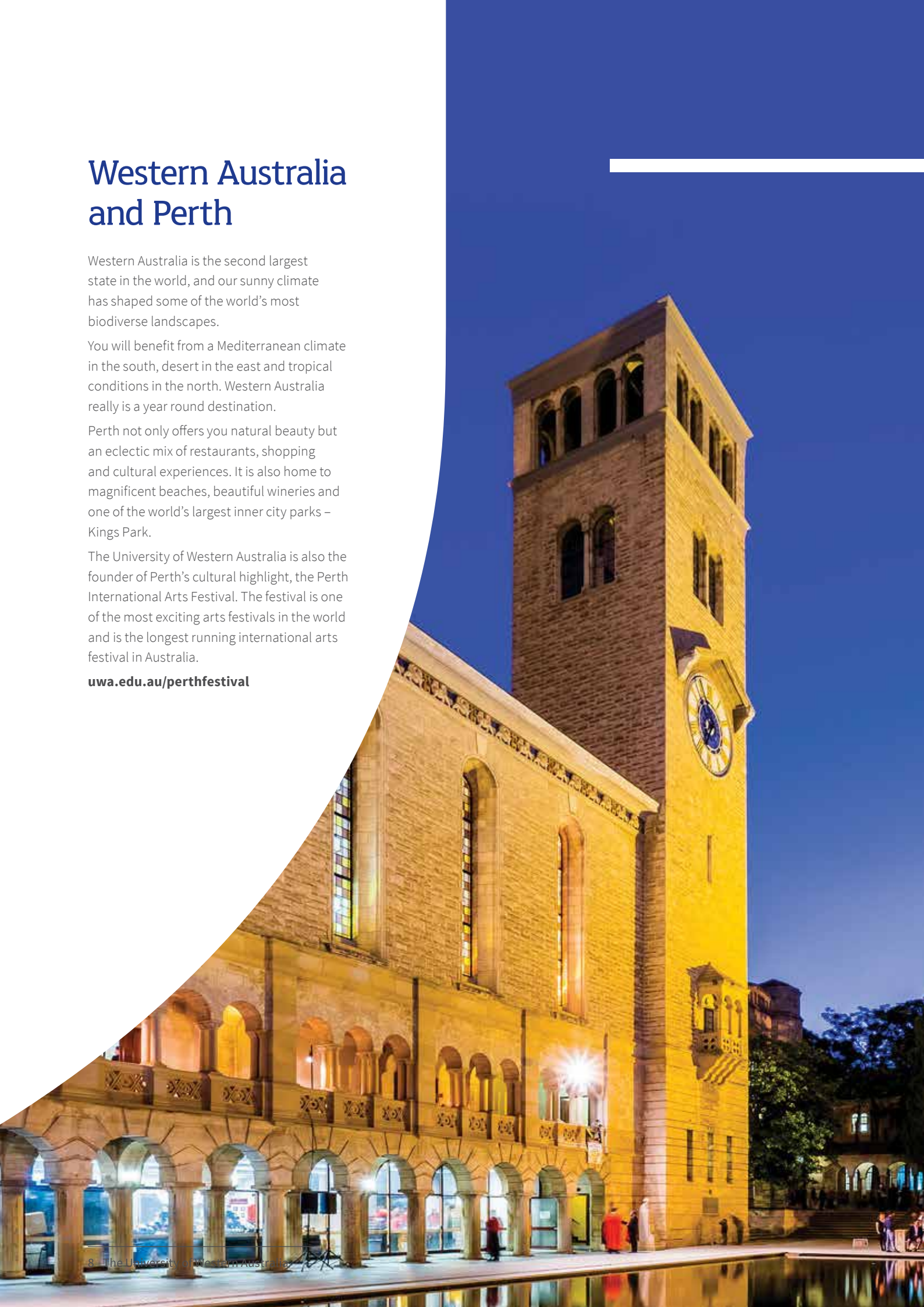
Western Australia is the second largest state in the world, and our sunny climate has shaped some of the world's most biodiverse landscapes.

You will benefit from a Mediterranean climate in the south, desert in the east and tropical conditions in the north. Western Australia really is a year round destination.

Perth not only offers you natural beauty but an eclectic mix of restaurants, shopping and cultural experiences. It is also home to magnificent beaches, beautiful wineries and one of the world's largest inner city parks – Kings Park.

The University of Western Australia is also the founder of Perth's cultural highlight, the Perth International Arts Festival. The festival is one of the most exciting arts festivals in the world and is the longest running international arts festival in Australia.

uwa.edu.au/perthfestival



Role, key responsibilities and selection criteria

Role

The office of Strategy, Planning and Performance plays a pivotal role to meet the challenges and opportunities the University faces and to deliver on the University-wide Vision 2020 Strategy.

The Director Strategy, Planning and Performance will work closely with the Executive to set, monitor and review the University's Strategic Direction and integrated planning process. In addition, the Director is responsible for overseeing the functions that operate within the Strategy, Planning and Performance Office, including: Strategy & Planning, Risk and Legal, Business Intelligence and Analytics and Information Governance Reporting.



Key Responsibilities

In consultation with the Executive develop the strategic direction of the University to ensure its organisational development, sustainability and growth.

- Provide high level leadership for the Vice-Chancellor and Executive in developing, managing and championing the significant business case and strategic initiatives of the University.
- Identify opportunities for the University to increase impact, revenue and funding opportunities to support strategies.
- Engage with the Vice-Chancellor and Executive to establish the strategic planning themes for the forthcoming year, develop longterm strategy and set performance metrics for approval by the Senate.
- Take a leadership role in the engagement of senior leadership across the University, both central Divisions and Faculties, to align the University to the strategy and integrated plan.
- Develop and maintain strategic and productive working relationships through consultation and networking with a wide range of internal and external stakeholders to achieve organisational objectives.
- Monitor and evaluate the progress of key initiatives against the University's objectives.
- Represent the University in external forums with government partners and industry as required.
- Undertake analysis on strategic options, business cases and initiatives as requested by the Vice-Chancellor and Executive including structural changes and reviews of different operational units of the University.

Lead the overall Strategy, Planning and Performance Office in the delivery of best practice outcomes in the following areas:

- Strategy development, including (but not limited to) the monitoring of external competitors, market pressures and influences, and the use of performance metrics to understand sources of internal advantage.
- The development and execution of University-wide integrated planning processes, ensuring that the University prioritises its resources to achieve strategic goals.
- Provision of support and governance to the strategic University projects.
- The development and use of sophisticated internal and external reports to drive data-driven analysis in the pursuit of University strategic goals.
- Provision of support to the University in the critical areas of strategic and operational risk, legal services and insurance;
- Provide a platform for Associate Directors to engage with the Executive when required for strategic matters.
- Provide effective leadership and direction for the Strategy, Planning and Performance Office, to effectively manage its people, finances, administration and other resources.
- Create a high performing team culture, characterised by discipline and process excellence, a culture of continuous improvement.
- Undertake other tasks as directed by the Vice-Chancellor and Executive.

Conditions of employment

The appointment will be for a fixed term of five years with the possibility for further periods as mutually agreed, and will be subject to annual performance reviews.

An attractive and flexibly constructed remuneration package will be negotiated on the basis of the total cost to the University and will include:

- Employer contribution to superannuation of 17%;
- Recreation leave of 20 working days per annum;
- Long Service Leave;
- Other benefits.

In addition, reasonable assistance will be provided for relocation expenses for the appointee and dependents.

Special requirements

- Some interstate and overseas travel may be required.
- Significant out of hours work may be required.

Selection criteria

- A relevant tertiary qualification, preferably postgraduate level, extensive relevant experience, or an equivalent combination of relevant experience and education. Experience in the higher education and/or public sector with a thorough understanding of government policies and procedures will be highly regarded.
- Extensive experience in the development of strategies and/or strategic initiatives including developing measurable plans.
- Exceptional leadership and management capabilities and demonstrated high achievement at an executive level in a large organisation, including proven ability to lead and manage teams in a collegial fashion.
- Extensive experience in strategic and business planning with the ability to manage large and complex projects.
- Demonstrated experience in successfully implementing and managing an efficient business intelligence function and implementing effective systems and processes which support strategic goals.
- Superior demonstrated analytical and problem solving skills and the ability to provide qualitative and quantitative analysis and insights.
- Exceptional written and verbal communication skills including development of business cases and presentation materials in a clear and concise manner.
- Proven ability to develop and maintain positive working relationships with both internal and external stakeholders that are mutually beneficial and support the achievement of business and strategic goals.
- A demonstrated ability to incorporate strategic risk management and equity principles into planning.
- An understanding of contemporary issues facing the higher education sector is desirable.

The Office functions to develop and deliver the following outcomes:

- A single point of accountability for the University Executive on issues relating to strategy, strategic planning and performance analytics.
- Provision of high-level risk and legal advice.
- Development and coordination of an annual strategy and integrated planning process ensuring strategic alignment across all areas of the University.
- Development of reliable performance data and insightful analysis to drive strategy and planning processes and monitor performance; analysis of sector trends, regulatory impact and competitors.
- Definition of the University's strategic reporting data requirements, and collaboration with the University's Chief Information Officer to promote data governance.
- Collection and submission of the University's statutory and external reporting requirements.
- An integrated and strategically focused risk and legal service to support the University's strategic direction and provide support for decision making.
- Coordination and implementation of equality policy and reporting.



Applications

Thank you for your interest. If you wish to proceed, your application must include the following:

- A covering letter or statement that clearly demonstrates the extent to which you satisfy each of the selection criteria and the requirements of the position;
- A curriculum vitae providing personal details, qualifications and work history; and
- The names and contact details, including email addresses, of three referees who may be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

The University of Western Australia provides visa sponsorship for international appointees.

The closing date for applications is Monday 25 September.

Lodging your application

Enquiries and requests for further information may be addressed in confidence to:

Mr Alun Parry
Managing Partner
Tel: +61 2 9225 7400
Email: Alun.Parry@boyden.com

Please email applications to
Alun.Parry@boyden.com

