



▲ Environmental Economics students – Bushfire Economic Assessment, South West National Park, Tasmania.

Dean and Head of School, Tasmanian School of Business and Economics (TSBE)

Position Description | September 2024

Position Summary

Academic Unit / Section	Tasmanian School of Business and Economics
Location	Any University campus location in Tasmania
Classification	<u>Senior Manager</u>
Reports to	Vice-Chancellor
Direct reports	10
Delegation level	<u>B (General Delegations Ordinance)</u>

The Opportunity

This position is an invitation to work with colleagues to create a globally distinctive leading business school that supports the critical transformation to a sustainable and inclusive economy and society both locally and globally.

Business Schools have a critical role to play in this global transformation as businesses adapt all they do from their products, services and business models through to how they measure their success.

Our Business School plays a vital role to help Tasmanian businesses and organisations thrive as they navigate these changes and the highly competitive global environment in which we operate. We also help governments and industry as they manage and navigate the macroeconomic environment of our state.

The Dean and Head of School is responsible for leading the Disciplines of marketing, management, economics, finance and accounting along with learning and teaching, research and, community engagement.

Our Tasmanian School of Business and Economics (TSBE) is AACSB accredited and endorses the AACSB focus on systems change leadership, societal impact and being a place-based orientation in our case with and for Tasmania and from Tasmania to the world.

The Tasmanian School of Business and Economics already makes some distinctive global contributions. Our ambition is to lead in a wider range of fields. Our Vice-Chancellor's [Point of Choice](#) essay and our [draft refreshed Strategic Plan](#) outlines our strategic agenda and missions to 2050.

We need a Dean and Head of School who can nurture that ambition.

The expertise across our Business School needs to inform the global discussions about the transitions that need to be made. There are many areas for significant contributions from TSBE towards our Missions but especially in helping to transition to a circular, zero-carbon, high productivity and inclusive economy.

There is a key opportunity for the new Head of School to lead an innovative research program, with local, national and global partners, focusing on these core Mission imperatives.

We look to TSBE to provide this expertise and for a Dean and Head of School to lead this effort.

About the University of Tasmania

Lutruwita was sustainably stewarded by Aboriginal peoples stretching back into deep time all the way to when the island of today was part of the great southern peninsula of the continent.

Aboriginal people in the long history of these lands brought knowledges of the wider Aboriginal and Torres Strait Islander world here long before the waters rose.

We acknowledge the enduring Aboriginal ownership of this place and the vitality of Aboriginal culture. As we work together to create a sustainable future, we need to draw on their deep wisdom to live with this country today, to see the truth about history spoken, to ensure justice for the wrongs of the past, and to see their enduring sovereignty is recognised into the future.

We are a university *for* Tasmania and where we do work *from* Tasmania. Place is people as much as it is physical, which means it shapes not just what we do but how we do it. We have learnt that means all we do needs to be with our community and each other.

Place shapes our identity, interests, and values. The history and character of the islands of Tasmania are a constant reference point from the ancient wisdom and culture of the palawa/pakana people through to the unique geography and ecology of lands and seas, the evolution of our society, its institutions, and our communities. That rich understanding of our place and its people is how we answer what it means to be for or from Tasmania and what it means to work with the community and each other.

If being *for* Tasmania is to be meaningful it needs to begin by ensuring the flourishing and contribution of Aboriginal people and knowledge to all we do.

We welcome enquiring minds, from near and far, to join us in our pursuit of the extraordinary.

Accountabilities and outcomes

Purpose

- The Dean and Head of School, TSBE will bring the vision and energy to pursue our ambitious global goals while being deeply grounded in our communities and committed to a collegial culture of collaboration within the University and across government, business and community, so we can bring the best of the University to every aspect of our mission.

Key Outcomes

- Work with colleagues to create a globally distinctive leading business school that supports the critical transformation both locally and globally to a sustainable and inclusive economy and society, while thriving and meeting the needs of society today.
- Deliver student-centred teaching quality which is consistently above the national average and develops exemplary business professionals and leaders of the future.
- Ensure that the teaching and research of the School is of global quality and connected and informed by the business community enabling the development of a skilled workforce.
- Collaborate across the University to ensure that the School delivers a distinctive and integrated and sustainable curriculum across disciplines.
- Understand the research and analysis required by businesses and policy makers and ensure that the School is drawing upon the latest global thinking in their fields of research and interest.
- Provide strategic leadership of the School, fostering a supportive team culture with high levels of engagement.
- Ensure the effective planning and delivery of the School's operations including sound financial management so that the functions of the School can be maximised.
- Maintain and develop strong transformative partner relationships with businesses and other stakeholders within Tasmania, nationally and internationally.

Behavioural Expectations

We aim for everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish by. We are intentional about this. The foundation of everything we do needs to be safety. It is everyone's collective role to ensure that we have a safe workplace and have in place safe systems of work for all we do.

We set out to be an inclusive and diverse university that is in all ways relentlessly focused on ensuring there is equity.

With these guiding principles in-mind, we need to deliberately choose what sort of culture we want. As a university community, we have tested two models and from this we have identified the mindsets, beliefs and values that we want to see in all we do at the University.

- Our approach should start with an experiential understanding of the realities with which students and staff need to work, as well as thinking of sustainability as a given and that global leadership is the standard we aspire to.
- When we respond to challenges, we will seek to involve, collaborate and empower whenever possible, owning the whole problem and working the whole problem and being joined up as a team.
- Our solutions will assume goodwill, competence, and accountability, we will standardise where effective, take a proportionate approach to risk and monitor process outcomes rather than controlling process inputs.
- Where we face a tricky issue, we will think relationship first and interact in person rather than via email. We will think of our third parties as partners rather than contractors, and if a service directly affects students and staff we prefer to do it ourselves.

This collection of mindsets and assumptions is aimed at building trust within the organization.

Success profile

Personal Attributes

- A strategic leader that spans the global and local and brings vision and energy to pursue our ambitious global goals while being deeply grounded in our community and committed to a collegial culture of collaboration so we can bring the best of the University to every aspect of our mission.
- People Leader: People-focused and leads with the utmost integrity, care and compassion while fostering a healthy organisational culture where people are respected and feel empowered.
- Student Focused: Leads the creation of student-focused outcomes, fostering curiosity, interest, and passion for learning through collaboration, aligning work with student benefits and gaining insights into student and stakeholder needs.
- Systems Thinker: Critical thinker who addresses problems with a systems-based perspective incorporating considerations of the inter-relationships between businesses, societies, environments, and economics.
- Partnership Builder and Collaborator: Highly skilled at building relationships and collaborating with a wide range of stakeholders across academic, industry, government and community contexts.
- Team Builder: Develops a culture where people want to work together, where teamwork is valued and where people support each other to grow and develop.
- Courageous and Resilient: Setting out to support the critical transformation both locally and globally to a sustainable economy and society calls for courage and resilience – not only in character but in action. We are looking for someone who combines those qualities with deep care for others and humility.

Core Capabilities

- Strategy into Action: Leads on the development and implementation of the School's strategy including designing and leading strategic change initiatives, clearly communicating a compelling vision and establishing processes to embed change.
- Fostering Belonging: Fosters a sense of belonging and wellbeing by promoting inclusiveness, trust, mutual respect, and professional behaviours, role modelling these values, and actively promoting diversity and inclusion within the University and beyond.
- Leading Change: Leads organisational change by involving stakeholders, combining change management practices and people-centric design, and fostering a culture of honest feedback and accountability to ensure successful and lasting adoption of changes.

- Holistic Decision Making: Makes informed decisions on complex matters considering all available information and potential impacts from diverse perspectives, using critical thinking and involving stakeholders where appropriate.

Role Specific Skills, Knowledge and Experience

- Proven knowledge of how to create the effective environment for businesses to transform and thrive and their role in creating sustainable, inclusive prosperous economies and societies including a well-grounded understanding what is needed to create a circular and zero carbon economy.
- High level experience and standing in academia and/or equivalent professional experience in government or industry.
- Excellent experience of developing impactful collaborations across business, government and academic settings.
- Demonstrated understanding about how to translate knowledge and expertise into policy impact and in transforming business practice and models.
- Excellent knowledge in the skills required by businesses and organisations in creating high-performing and productive workforces.
- Demonstrated experience of building and leading high performing teams aligned to mission and strategy and built on a healthy and inclusive organisational culture.
- Demonstrated high level organisational and managerial skills and a record of success in developing and implementing strategic and operational plans, setting budgets and managing finances.
- A repertoire of effective communication skills fit for diverse purposes to build and maintain effective and productive partnerships and relationships within the University, as well as externally (locally, nationally and internationally) with representatives from the professions, governments and wider community.
- A strong and sophisticated understanding of the strategic direction and unique challenges of and opportunities for the University of Tasmania, and the alignment for success across the full spectrum of business and economics disciplines.

Other Requirements

As part of our commitment to a safe and inclusive workplace, employment history and criminal background checks may be conducted as part of the selection process.

The role will require regular interstate and intrastate travel and some international travel.



▲ Business students visiting the Bridestowe Lavender Estate, Northern Tasmania.

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utas.edu.au

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The intention of this Position Description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties may be altered in accordance with the changing requirements of the position