



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

September 2024

UNIVERSITY of   
TASMANIA



# Message from the Vice-Chancellor

I welcome your interest in the role of Dean and Head of School, Tasmanian School of Business and Economics (TSBE), a key leadership position at the University of Tasmania.

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

The world needs to make that transformation by 2050. Our ambition is to not only support it but to lead the way. I would invite you to read my essay **Point of Choice**, which sets out the challenge as we see it and which was an important input to the recent **refresh of our strategy**.

If there is anywhere for this transformation to happen, it is here on this island with 100% renewable energy and a net zero jurisdiction. And here in this University where our whole strategy is built around that commitment. We have held the number one ranking for climate action three years in a row and our sustainability commitments have seen us rise to number two in the Times Higher Education Impact Rankings with their focus on sustainable development.

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.

Playing that role means we need to be closely connected to the business community, so we understand their opportunities and challenges and provide them the skills and knowledge they need to succeed while they adapt their businesses.

Our School 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.

This School already makes some distinctive global contributions. Our ambition is to lead in a wider range of fields. We need a Dean and Head of School who can nurture that ambition while leading the Disciplines of marketing, management, economics, finance and accounting along with learning and teaching, research and community engagement.

As we work on that transition our experts have a critical role to play in advising government and industry on what will be needed to see the Tasmanian economy not just transition to a zero-carbon, circular, and more inclusive economy but also one that is significantly more productive with sound public finances.

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.

We expect all of our disciplines to draw on the latest thinking in their fields and to be challenging the norms of those disciplines as we do for example in our leading work on behavioural economics.

Our work to see those global transitions occur by 2050 spans the University. We see our School of Business and Economics making vital contributions to the work in other parts of the University.

We have many colleagues working on the technical and scientific transitions that need to be made but we know that for these to occur at the scale and speed required they will need to be supported by transformations in business practices and business models along with economic policy changes. We look to this School to provide that expertise.

We are looking for a Dean and Head of School to lead an innovative research program, with local, national and global partners focusing on these core Mission imperatives.

Our new leader will bring the 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 these core mission imperatives.

If that is you I look forward to talking with you.

**Professor Rufus Black, Vice-Chancellor**



# About the University of Tasmania

## A quiet pursuit of the extraordinary

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.







▲ Economic students at the Hobart City Centre, South Tasmania.

## 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 ACCSB 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.

TSBE 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 Dean and 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.

## Key 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

It is our task to determine the kind of university community we want to be and then, through our actions, both individual and shared to bring this to life.

We are intentional about this.

The foundation of everything we do needs to be safety. It is everyone's collective responsibility to ensure that we have a safe workplace and have in place safe systems of work for all that we do.

We set out to be an inclusive and diverse university in all ways that is 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 organisation.



# Success profile

## Personal attributes

### Strategic leader

A person who 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 and inclusive 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.

▼ Professor Robert Hoffman and Professor Swee-Hoon Chuah with students at the Tasmanian Behavioural Lab, Hobart.



# 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.

▼ Launceston Business students visiting local entrepreneur Kim Seagram AM at one of her many businesses Stillwater in Launceston.





## Role specific skills, knowledge and experience

The successful candidate will bring to the role:

- Proven knowledge of how to create the effective environment for businesses to transform and thrive and their role in creating sustainable, inclusive and prosperous economies and societies including a well-grounded understanding of 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.

▼ Students at Macquarie House, Launceston.





▲ Students on a field trip to Binalong Bay, North East Tasmania.

### Other position 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.

### Workplace health and safety

All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions and using the equipment provided in accordance with safe operating procedures. Where appropriate, staff will initiate and participate in worksite inspections, accident reporting and investigations and develop safe work procedures.

- All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and provide the appropriate information, instruction, training and supervision
- Staff will inform their supervisor of any unsafe working practices or hazardous working conditions.

### Statement of values

We subscribe to the fundamental values of honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect and fairness and justice.

We bring these values to life by our individual and collective commitment to:



Creating and serving shared purpose



Nurturing a vital and sustainable community



Focusing on opportunity



Working from the strength diversity brings



Collaborating in ways that help us be the best we can be



# The Tasmanian lifestyle

Tasmania is a very special island. It is in many ways a place of places. Each has its own story and character.

To live here offers the opportunity to engage with these places, their people and their stories.

We are situated 42 degrees south of the equator - an island off an island. Swells travelling from Antarctica across the great Southern Ocean arrive at our shores.

Almost one-quarter of the island is protected as world heritage wilderness. You will not find more pristine and untouched forests and wild places anywhere. We think it is one of the best places in the world to live and work.

Many people agree. Here will you find more poets, musicians, writers and artists per head of population than in any other state in Australia.

People and place are intrinsically linked here and have been for tens of thousands of years.

Our campuses put you in the heart of the life of the island and amongst a creative, diverse and welcoming community.

A community made up of incredibly resourceful, inventive and generous people. People who apply their creativity and design skills in unique ways to artistic endeavours, scientific research and making.

Perhaps most importantly, in a world that is increasingly seeing people divided and separated from place, this island offers a different way to live. Here, life is profoundly connected to each other and to place. We think this is special and rare.

▼ Student trekking through the Tarkine Rainforest, North West Tasmania.







▲ Executive MBA students in the Podium Room at Melville Street, Hobart.

## How to apply

If this role is of interest, we look forward to hearing from you. Please provide your up-to-date resume and a cover letter outlining your motivation for the role and how your skills and experience align.

You are also required to address each selection criteria outlined in the role specific skills, knowledge and experience.

For further information about this position, please contact the University's Talent Team by email to: **TalentTeam@utas.edu.au**

To discuss the role further please contact: Jessica Grant, Executive Director Division of the Vice-Chancellor via **jessica.grant@utas.edu.au**

Applications close:  
**11.55pm, Monday 21 October 2024**

Applications should be made through the University's website jobs portal: **careers.utas.edu.au/en/listing**

Visit our website to read more and discover your exciting future: **utas.edu.au**

The intention of this document 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.





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

## Learn more

Visit our website to read more,  
and discover your exciting future.

[utas.edu.au](https://utas.edu.au)

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