



THE UNIVERSITY OF
**WESTERN
AUSTRALIA**

Appointment of

Director, UWA Oceans Institute

Information for Candidates





Thank you for
your interest in the
position of Director,
UWA Oceans Institute
at The University of
Western Australia
(UWA).

Welcome

Thank you for your interest in the position of Director, UWA Oceans Institute at The University of Western Australia (UWA).

We offer you an exciting opportunity to work with an institution that has developed a strong reputation for excellence in teaching, learning and research. The University's Vision 2030 will position UWA to build on its strong foundations to be a hub of energy, innovation and aspiration for our future students, staff and stakeholders to amplify our global standing and impact.

At UWA we want you to pursue excellence, challenge convention and be inspired by unlimited 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.

Your future UWA colleagues are academic leaders in the broadest sense and have an established international reputation for outstanding teaching and research. We look forward to hearing from like-minded candidates.



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 make new things happen.

Accepting a role at UWA allows you to use your research and academic curiosity to help set you, and this University, apart from others. 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 91st in ARWU, 91st in QS and 111th in THE.

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





Vision

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



Mission

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

University governance and management

The University is governed by the Senate, comprising 16 members from a range of backgrounds: community, staff, students and graduates.

Chaired by a new Chancellor, the Hon. Robert French, the key roles of the Senate are:

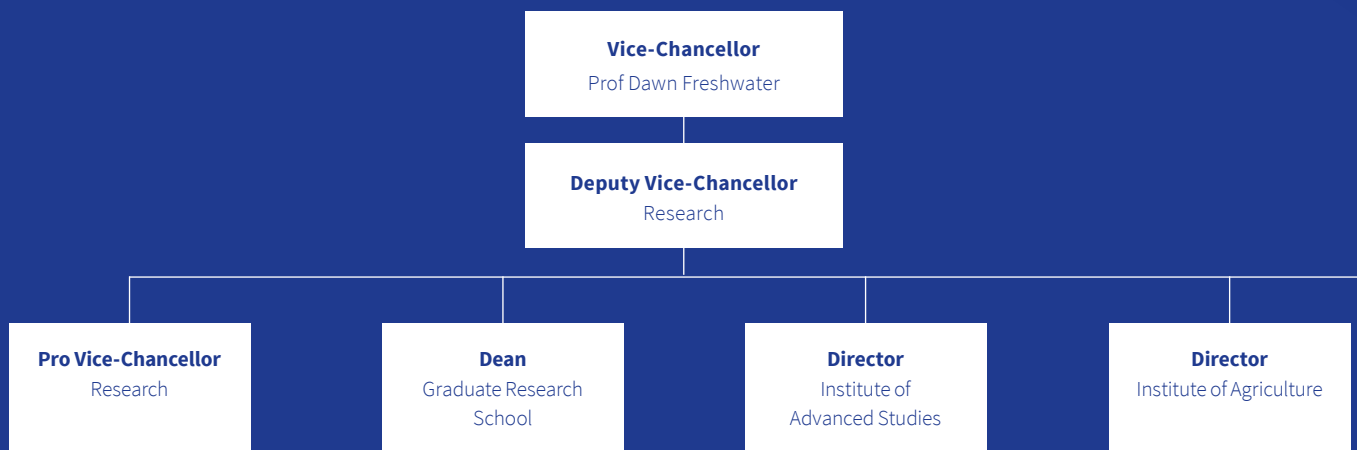
- providing a broad overview of strategic directions in the University
- overseeing corporate governance
- overseeing management of financial, human and physical resources
- performance monitoring
- to take legislative responsibility
- to support, guide and monitor the performance of the Vice-Chancellor

2017 key stats

Student enrolments	24,327
Total staff (FTE)	3,264
2016 Research publications	5,065



2018 Deputy Vice-Chancellor (Research) 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 our current 'Global Challenges'.

wun.ac.uk



Director

UWA Oceans Institute

Director

Office of Research
Enterprise

Director

Research
Infrastructure Centres

University Librarian

University Library

UWA Oceans Institute

The UWA Oceans Institute was established in 2010 to further enhance the capabilities of marine research in Western Australia by drawing together the University's researchers from across Faculties and Schools and collaborators in the fields of marine science, engineering, social sciences and governance.

In addition to catalysing multidisciplinary capacities and excellence in marine science and technology, the Oceans Institute seeks to use its strength to take the extra step required to deliver ocean-based solutions for humanity's grand challenges; the safe and sustainable provision of food, water, energy and bioresources. The concept of ocean-based solutions is a recent development, and this vision provides an immense scope for innovation and growth of new industries and associated businesses. These opportunities are timesensitive with a huge scope of advantages for early-adaptators involved in pursuing this vision.

The UWA Oceans Institute brings together the strength of UWA's researchers into a multidisciplinary, integrated research focus capitalising on UWA's existing research strengths in areas such as oceanography, ecology, engineering, resource management and governance.

The Director will have the opportunity to work with a highly committed group of colleagues and oversee the development of integrated programs of research in marine science and engineering. The appointee is expected to be a leader in the broadest sense with a commitment to high-quality research and the ability to foster and facilitate collaboration in marine and ocean research and teaching at the University and with external partners.

We are focusing on the sustainable and innovative management of ocean resources to create wealth.

The UWA Oceans Institute aims to develop untapped opportunities to generate ocean-based solutions to safely and sustainably provide critical resources for human development, including water, food, energy and bioresources. At the same time, we are focused on protecting the underlying biodiversity and ecosystems that support these resources.

Underpinned by excellence in research, the deliberate exploration of Ocean Solutions can generate great opportunities for innovation, providing a competitive advantage to the industry partners collaborating with us to deliver this vision.

Strategic intent

Australia is a maritime nation with more territory in the ocean than on land and an economy that heavily relies on its oceans, through fisheries, oil and gas and tourism. Australia has the potential to lead the world in the development of safe and sustainable uses of our ocean resources, opening a pathway of wealth and well-being through what is, in effect, our last frontier.

The objectives of The UWA Oceans Institute are to:

- Further the frontiers of knowledge in ocean science and technology;
- Foster and promote interdisciplinary marine-related research across traditional science, engineering, social and policy boundaries;
- Provide excellence and leadership in ocean science and technology at the regional, national and international levels;
- Provide a focal point for quality training of post-graduate students in ocean research;
- Become a resource to address the needs of Australian society, government and industry for safely operating in the marine environment;
- Promote innovative collaborative opportunities in marine science and technology in Western Australia;
- Articulate a science-based, intelligent and innovative use of marine resources to create opportunities for human and economic development;
- Generate the knowledge needed to reconcile the sustainable use of ocean resources with the conservation of its biodiversity.

Indian Ocean Marine Research Centre

The Oceans Institute is the UWA representative in the Indian Ocean Marine Research Centre (IOMRC), which is a collaboration that brings together four of Australia's leading research organisations working in and around the Indian Ocean:

- Australian Institute of Marine Science (AIMS)
– www.aims.gov.au
- CSIRO Oceans & Atmosphere (CSIRO)
– www.csiro.au/en/Research/OandA
- WA Fisheries (Dept of Primary Industry and Regional Development) – www.fish.wa.gov.au
- UWA Oceans Institute – www.oceans.uwa.edu.au

The collaboration includes the development of new multi-disciplinary research teams and a graduate training environment that will significantly advance Australia's marine science capacity, capability, and profile.

With the vision to drive global knowledge of the Indian Ocean marine environment and its sustainable management, the Indian Ocean Marine Research Centre has become a leading marine science partnership in the Southern Hemisphere and the largest marine research capability in the Indian Ocean rim.

The development of these new research facilities was made possible with a \$34 million grant from the Australian Government through the Education Investment Fund, and contributions from the four collaborative partners.

Located at the UWA campus in Crawley, the Indian Ocean Marine Research Centre is the home for a new, purpose-built marine research facility and bringing together more than 240 researchers working across a broad range of subjects, extending from oceanography to marine ecology, to fisheries, geochemistry, governance, marine technologies and engineering. The six-storey purpose-built marine research facility has been designed to target a 5 Star Green Star rating, a benchmark in sustainable development. This facility became operational in 2016.

oceans.uwa.edu.au/iomrc

Western Australia and Perth

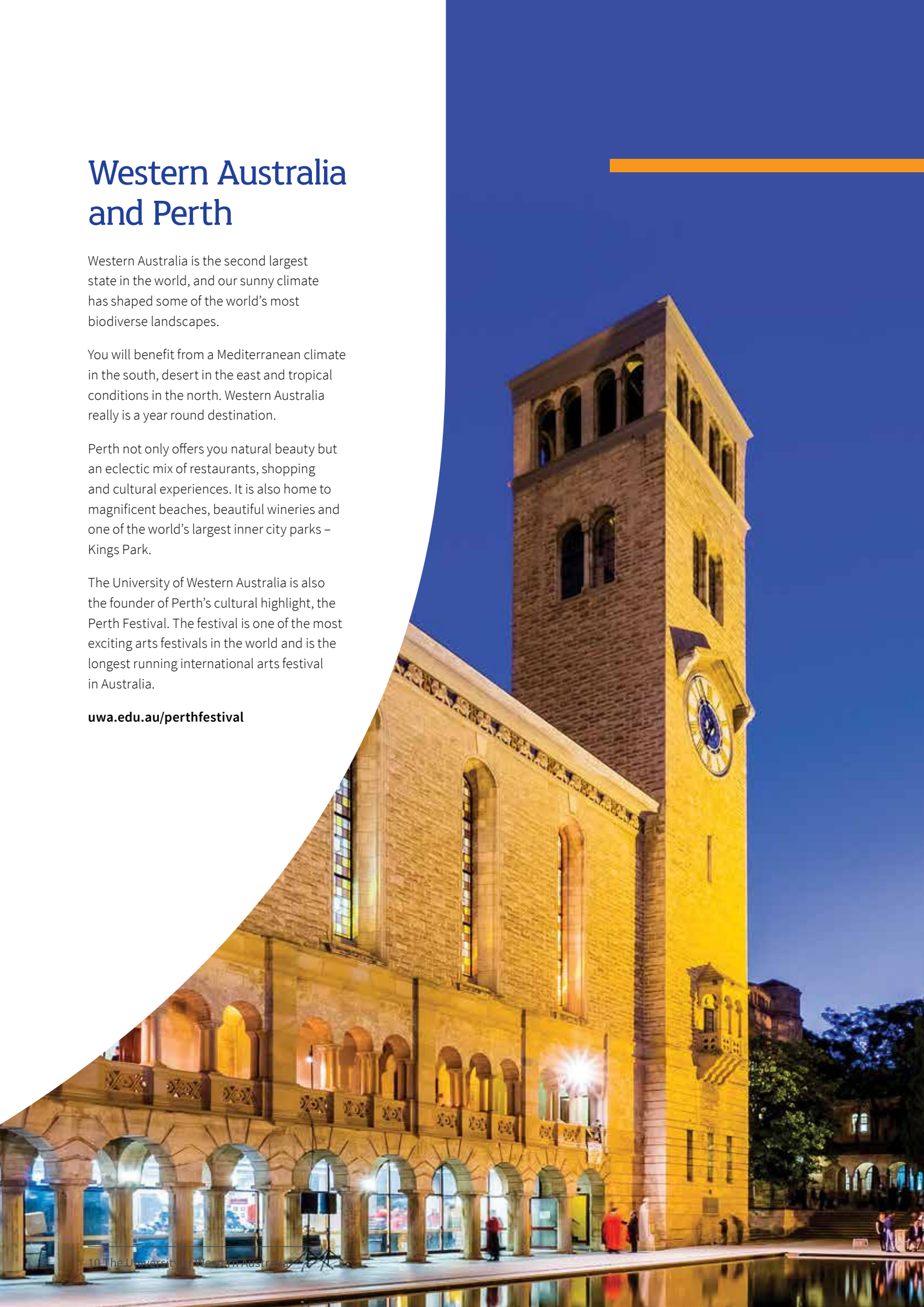
Western Australia is the second largest state in the world, and our sunny climate has shaped some of the world's most biodiverse landscapes.

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 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 Director of the UWA Oceans Institute will report directly to the Deputy Vice-Chancellor (Research) and will be responsible for providing direction and co-ordination of the UWA Oceans Institute's research strategy, working with key partners internally and externally to grow capability and build support for world-class research in questions relating to the world's oceans.

Building on the research programs already developed within the Oceans Institute since its inception, the Director will foster the production of high-impact multi-disciplinary research of strategic importance to the community, government, industry, and academia, drawing upon the research infrastructure of the Indian Ocean Marine Research Centre and input from staff associated with the UWA Oceans Institute from all University faculties.

In collaboration with the Head of the Oceans Graduate School, the Director will identify areas where our strengths in oceans related research can be used to develop innovative and sustainable teaching programs. This will include helping to identify potential international and domestic markets for such programs.

The Director will be expected to work in accordance with the University's policies, procedures and values, to promote academic excellence through integrity, inclusiveness, professionalism and to develop a sense of an Oceans Institute community.



Key responsibilities

External engagement

- Facilitate and promote the development of internationally recognised interdisciplinary and multidisciplinary academic activity (research and educational outreach) associated with oceans matters;
- Understand and influence the external environment in which the UWA Oceans Institute operates; promote the UWA Oceans Institute and its activities across the University and externally (regionally, nationally and internationally);
- Develop and promote appropriate external partnerships and alliances;
- Manage, at a strategic level, UWA's involvement in the UWA-AIMS-CSIRO-Department of Fisheries relationship in the IOMRC, including work with Campus Management on engagement with UWA's infrastructure in the Crawley and Watermans Bay facilities;
- Provide strategic coordination of the promotion and recognition of the role of the University in decision making in the marine sector;
- Forge and maintain external relations essential to the Institute's business, promoting the University to external bodies and organisations, including delivery of existing collaborative agreements.
- In collaboration with the Head of the Oceans Graduate School, identify sustainable and strategic opportunities for research led education programs.

UWA Oceans Institute internal

- Act on opportunities for research and engagement to achieve our KPIs around outputs and outcomes;
- Work with the UWA Oceans Institute Executive Board and Leadership Team, to provide clear vision and leadership to guide the UWA Oceans Institute's activities;
- Ensure the UWA Oceans Institute's strategic plan is determined in a collegial and consultative way that involves all staff and students associated with the UWA Oceans Institute;
- Develop, implement and monitor annual and medium-term goals for the sustainable academic development of the Oceans Institute, together with programmes and initiatives to meet University objectives;
- Lead actively in developing and maintaining a diverse and inclusive workforce and respectful workplace culture.

University

- Develop, with the UWA Oceans Institute leadership team, the University's strategy, plans and programs to achieve the University's goal of world class research in matters relating to the oceans;
- Work effectively with the Deputy Vice-Chancellor Research and other members of the University Executive to ensure:
 - » active involvement in ocean activities to implement the mission and goals of the UWA Oceans Institute;
 - » meaningful cross-University engagement with the UWA Oceans Institute;
 - » cross-faculty staff membership.

Selection criteria

- Ability to engage with multidisciplinary teams to achieve world class research outcomes;
- Leadership and clear vision: ability to articulate clear vision and secure commitment to that vision; to initiate and manage change; to earn credibility; to inspire colleagues; to accept responsibility; demonstrated integrity and fairness;
- Expertise and academic competence: credibility and influence (externally and internally) through breadth and depth of expertise;
- The ability to give professional support and direction to others; and to seek, review and apply best practice from elsewhere;
- Intellect, creativity and judgement: demonstrated original ideas; creative approach; sound judgement, including personal insight; capacity to encourage ideas, initiative and innovation in others;
- Personal effectiveness/self-management: time, pressure, flexibility, adaptability, and commitment to own development;
- Strategic thinking and planning: capacity to define and articulate strategy, priorities and imperatives; to understand strengths, weaknesses, opportunities, threats; long-term thinking; capacity to develop achievable research plans; to take decisions on time, even in uncertain circumstances;
- Political/environmental awareness: the ability to take account of all 'stakeholder' requirements; and to influence, network, understand and operate effectively within different 'political' environments;
- Commitment to diversity: demonstrated understanding of the diverse nature of the University's community and a willingness to work with staff, students and visitors from a wide range of backgrounds and with a wide range of personal responsibilities;
- Communication and interpersonal: the ability to negotiate and listen; effective oral and written communication, presentation and media skills; ability to network and act as an advocate; and demonstrated capacity to promote and maintain positive and productive relationships.
- Demonstrate an active commitment to continuing self-development in leadership as well as academic pursuits; understand own strengths and weaknesses, styles and needs; undertake training and development appropriate to the role and own aptitude.

Conditions of employment

An attractive and flexibly constructed remuneration package will be negotiated and will include:

- Employer contribution to superannuation of 17% (standard employee contribution is 7%).
- Eligibility for sabbatical leave
- Generous leave provisions and salary packaging
- Relocation assistance including airfares for the appointee and dependents(if applicable).

Applications

Thank you for your interest. If you wish to proceed, the following information will assist you with your application.

Your application must include the following:

- A statement that clearly demonstrates the extent to which you satisfy each of the selection criteria;
- Evidence of the impact of your work beyond academia, such as through contributions made to the economy, society, culture, public policy or services, health, the environment or quality of life;
- A curriculum vitae that provides your personal details, qualifications and work history;
- A list of publications;
- The names, email, mailing addresses and telephone contact details of three referees who can 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.

Lodging your application

Applications must be submitted online at: jobs.uwa.edu.au/executive

Closing date for application is Monday, 3 September 2018

If you would like to discuss the position in confidence please contact:

Professor Robyn Owens
Deputy Vice-Chancellor (Research)
Tel: +61 8 6488 2460
Email: dvcr@uwa.edu.au



The University of Western Australia
M053, 35 Stirling Highway
Perth WA 6009
Tel: +61 8 6488 2460
Email: dvcr@uwa.edu.au
www.oceans.uwa.edu.au