

Head of School, Humanities

College of Arts, Law and Education

MAY 2023



Message from the Vice-Chancellor

Welcome to the University of Tasmania. Two things shape our University in powerful ways – people and place.

I welcome your interest in the role of Head of School, Humanities, in the College of Arts, Law and Education (CALE) a key leadership position at the University of Tasmania.

We are not just a University of Tasmania, we are a University for Tasmania.

Tasmania is a very special place, and the University has a mission to work with people across the island to create a truly sustainable and equitable society. This includes a commitment to transforming the grave wrongs of the past. We know that the traditional owners of this land are amongst the most resourceful in human history. We must listen to them and learn from them. Their unique living knowledges can help shape the future.

As a University we are deeply committed to the intrinsic value of education. We recognise the role education plays in preparing people to contribute and make a difference in the world but we never see it as instrumental.

We affirm the centrality of valuing the humanities as an expression of the quest to understand and to be a good society. As the sole University committed to serving this state and its people we have a particular responsibility to ensure we provide a strong and vibrant humanities program. We want this program experience to be both excellent and inclusive in equal measure, knowing that these are interdependent. As we do that, together as a University community working with the communities we are part of, our common goal is to advance higher education outcomes on the island and beyond.

We want our students' experience of studying the humanities to be profound and to deepen their understanding of humanity itself.

By working collegially we can also increase access, equip and inspire graduates to make the kind of transformational contributions to society that are needed throughout their professional practice and contemporary careers. This is why the position that is the Head of School, Humanities, in CALE is so important.

CALE is crucial to the University's mission and future. Its five Schools — the School of Humanities, the School of Social Sciences, the School of Creative Arts and Media, the School of Education and the School of Law — are located across our campuses and online and teach more than 50 degrees at undergraduate and graduate level.



This includes the training and development for key professions as well as providing diverse student cohorts with the knowledges, skills and passion for thriving future careers that make a difference.

The School of Humanities makes an important contribution to CALE and the University more broadly through its teaching, primarily in the Bachelor of Arts, and through the importance of its research which advances both current and future key issues for Tasmania and the world. Across the School's disciplines of English and Writing, History and Classics, Philosophy and Global Languages there is a commitment to supporting students and developing graduates who are creative and critical thinkers and problem-solvers and will have an impact within their communities and in their careers.

The School has a distinguished research record both nationally and internationally, and is known for its support for RHD and honours students.

CALE is an institutional and national leader in innovative approaches to teaching, in developing a learning environment where all students are supported, and through such achievements as award winning curricula to Indigenise the Curriculum and partnered approaches with industry and the community to work-integrated learning.

The College has recently reinvigorated its research agenda, with a focus on research impact within Tasmania and from Tasmania to the world and within this the recognition of the importance of both discovery and applied research projects. The University has committed to supporting research initiatives and priorities in CALE with central investment of around \$6 million over five years for research that is distinctive and makes a difference.

If you join us you will come to a place where the value of community, of connections and care for others are qualities cherished across the island. Access and excellence are critical to us across the full breadth of our teaching and research, community and industry engagement and partnerhip.

Our island setting allows us to be distinctive across our entire academic enterprise, including research, learning and teaching, academic development and the student experience. We strive for a truly distinctive and compelling learning experience inside and outside of the classroom for all of our different student cohorts. We are regionally networked in the delivery of offerings and respond to the particular needs of our regions, and nationally and internationally.

I hope the information in this document helps you understand how you, as the potential new Head of School, Humanities, in CALE could make a deeply impactful contribution to our University and to Tasmania.

Professor Rufus Black, Vice-Chancellor



College of Arts, Law and Education

The College of Arts, Law and Education seeks to enhance the intellectual, economic, social, and cultural future of Tasmania and, from Tasmania, contribute to the world with distinctive teaching programs and research that is deeply engaged with our place.

We are focused on increasing opportunities for Tasmanians and shifting entrenched disadvantage and barriers to access to higher education through excellence and innovation in learning and teaching.

The College encompasses five schools: Creative Arts and Media, Education, Humanities, Law, and Social Sciences. It is a provider of world-class research and teaching, offering more than 50 undergraduate and postgraduate programs, with teaching both online and in person at the University's Tasmanian campuses in Hobart, Launceston and Burnie. In all three locations a major capital works investment is delivering world class teaching, research and engagement facilities.

Our recent focus has been on the review and revision of courses, developing academic leadership and upskilling academic staff to ensure they are well supported. The College's Heads of School and Associate Deans are leading exciting changes based on areas of strength and distinctive course offerings A driving question for us in learning and teaching is "Are we ready for the future?". Current initiatives include a transformative global mobility program, an expansion of Work Integrated Learning opportunities and an award-winning initiative in Indigensing the curriculum.

In 2022, the College taught more than 12,000 students (4,600 EFTSL), and although the majority are Tasmanian there are growing numbers of interstate and international students. Fostering connection through learning is the foundation of our pedagogical model, which includes flexible modes of delivery including face-to-face and online learning. We provide learning experiences that promote social and intellectual connection and equip students across diverse cohorts with the knowledge, skills and values that will enable them to live meaningful lives of their choice.

We welcome our students into a community where they feel connected, included, represented, intellectually engaged and supported to make transformational contributions to society through their endeavours. We offer distinctive and sustainable courses and lead research that has a strong connection to our place, its history, Aboriginal knowledge and culture, its social foundations, and its evolving identity but are also informed by global developments.

The College has a history of high performance in discovery and applied research, in excellence in publications and success in external grant income. It is investing in research priority areas with significant financial support (more than \$6 million) from the University that has been match by the College and Schools. Within this context, the School of Humanities conducts critical and creative research that reframes and advances key human problems from the ancient world until today. It also focuses on local industry and community engagement and forging interdisciplinary connections across the University and externally.

We are now recruiting an outstanding, energetic and innovative leader for the position of Head of School of Humanities in the College of Arts, Law and Education. The successful applicant will play a critical role in ensuring that research and teaching in the humanities continue to thrive, in supporting undergraduate and postgraduate students and staff to achieve success and in working with our communities and stakeholders. The Head of the School of Humanities will collaborate with a dedicated and high achieving team within the College and the University. We look forward to hearing how you can contribute to our mission.

Message from Professor Kate Darian-Smith, Executive Dean and Pro Vice-Chancellor



Head of School, Humanities

College/Division	College of Arts, Law and Education (CALE)
School/Section	College Office, CALE
Classification	Academic Level D or Academic Level E
Reports to	Executive Dean and Pro Vice-Chancellor, CALE
Direct reports	Administrative support team
Closing Date	Sunday 25 June, 11:55pm

How to apply

If this role is of interest to you, we look forward to hearing from you.

For further information about this position, please contact the Talent Acquisition team via **TalentTeam@utas.edu.au**

OR

Phone, **+61 3 6226 1874** or email **Ceri.Flowers@utas.edu.au** to make an appointment to discuss the position with Professor Kate Darian-Smith.



The University of Tasmania

The University of Tasmania is building a placebased University with a mission to enhance the intellectual, economic, social and culture future of Tasmania, and contribute to the world in areas of distinctive advantage.

The University has around 32,000 students, and is located across 4 locations, Hobart, Launceston and the Cradle Coast in Tasmania, and at Rozelle in Sydney. Students are taught from 4 Colleges, the Colleges of Arts, Law and Education, the College of Health and Medicine, the College of Sciences and Engineering, and the College of Business and Economics.

The University is committed to sustainability and is #1 in the world for climate action in the Times Higher Education Impact Rankings.

World-class facilities, including the Hedberg performing arts centre, and new campuses in Burnie and Launceston, provide a unique educational experience. The College of Arts, Law and Education has a mission to develop the next generation of thinkers and professionals in more than 50 degrees, including in education, social work, law, media, the humanities and social sciences, fine art and music.

We strive to contribute a highly skilled and integrated workforce to Tasmania and beyond. Our research seeks a deep engagement with our place and a global impact, with a focus on local communities and working in partnership with government and industry. CALE's 12,000 students are located across three Tasmanian campuses, and online across Australia, and our teaching is delivered both face to face and online to diverse student cohorts.

College of Arts, Law and Education

School of Creative Arts and Media (CAM)

The School has three academic disciplines, Fine Art. Music and Theatre and Performance. and Media and Communication — and is located across several sites, including waterfront heritage premises and the new Hedberg performing arts complex in central Hobart. CAM administers the Bachelor of Fine Art, the Bachelor of Music. and the Bachelor of Media and Communication (all with Honours); the Diploma of Creative Arts and Health; the Master of Strategic Communication; and makes substantial contributions to the Bachelor of Arts (BA), Bachelor of Design, Diploma of Sustainable Living, and Diploma of Family History among others. CAM also makes the largest contribution in the University to the University Connection Program (UCP) with units in music and object design which encourages Year 12 students to participate widely with the creative industries.

School of Law

Located at the Sandy Bay campus, the Law School recently celebrated its 125th anniversary, and has been producing high quality Law graduates since its inception. As one of the country's oldest Law schools, it has a strong reputation nationally and internationally. It is the primary provider of Tasmanian legal practitioners, and has strong links with the legal profession. The Law School's primary offerings encompass the Bachelor of Laws (with Honours), which can be combined with another offering so as to constitute a double degree. The Diploma of Legal Studies offers alternative pathway into the Bachelor of Laws. Law staff also teach into units across the University, including in the School of Business and the Institute of Marine and Antarctic Studies.





School of Education

The School of Education delivers quality content to Initial Teacher Education courses, pre-degree Education courses and postgraduate courses. Courses offered include the Associate Degree Education Support; the Bachelor of Education (Primary); the Bachelor of Health and Physical Education; the Bachelor of Adult and Applied Learning; the Master of Education; and the Master of Teaching (Primary and Secondary).

The School also offers vertical double degrees: Bachelor of Arts + Master of Teaching; Bachelor of Science + Master of Teaching; and Bachelor of Education (Primary) + Graduate Certificate in Early Childhood. The School works directly with the Tasmanian Department for Education, Children and Young People, Catholic Education Tasmania, Independent Schools Tasmania as well as early years providers and community organizations in its mission to build capacity across the education system in Tasmania.

School of Social Sciences

The School of Social Sciences is a multidisciplinary academic community with a deep commitment to social justice in Tasmania and around the world. The four disciplines of the School are Sociology and Criminology, Politics and International Relations, Policing and Emergency Management, and Social Work. Undergraduate teaching in the School of Social Sciences is focussed on the Bachelor of Arts, with majors in Sociology, Criminology, Politics, and International Relations; and the Bachelor of Social Sciences (Policing), in partnership with policing in Tasmania and other national iurisdictions. The School offers the Bachelor of Social Work and the Master of Social Work. Postgraduate qualifications are also offered in Tourism and in Organisational Resilience.

School of Humanities

The School of Humanities delivers world-class research and teaching spanning ancient and modern cultures, histories, literatures and philosophies. An integrated and vibrant community, the School is organised into four Disciplines: English, Global Cultures and Languages, History and Classics, and Philosophy and Gender Studies.

The School's critical and creative research reframes and advances key human problems from diverse perspectives, with a strategic focus on Indigenising research and research-driven teaching. The School increasingly undertakes public-facing teaching and research to engage more people and organisations and to achieve positive and lasting cultural and social change for and from Tasmania. The School's Research Vision identifies three priority areas – Writing Lives, Ethics and Inclusion, Environmental Humanities - with an emphasis on multidisciplinary programs of research and research training. The School's EthicsLab offers researchbased teaching and advocacy for our University partners, Tasmanian communities, industry and inter/national collaborators.

Curriculum design and delivery in the School is driven by the imperative to extend the reach and deepen the impact of our disciplines. Humanities delivers 11 majors in the Bachelor of Arts and associated courses, five language specialisations in the Diploma of Languages, and a program of pre-degree courses in Family History. All majors in the BA are also available as Honours and HDR specialisations: English and Writing, History, Classics, Philosophy, Gender and Diversity, Ancient Languages, German, Indonesian, Chinese and Japanese. Partnership teaching with the College of Health and Medicine and the College of Business and Economics focuses on professional and healthcare ethics.

The School offers high-quality learning experiences to our students whether they choose to join us on campus, to study fully online or to move between locations and modes. According to the Student Experience Survey, since 2019, 90-93% of our students across all courses reported satisfaction with Teaching Quality in the Humanities.

Very high levels of satisfaction in the Diploma of Family History (96% average for both Overall Experience and Teaching Quality over six years) are evidence of the School's deep expertise in fully online teaching.

The majority of the School's academics (just over 36FTE) and HDR candidates (36FTE in 2023) are based in Hobart, with 6 staff located in Launceston and a small proportion of the HDR cohort in Launceston and Burnie.





Disciplines

English and Writing covers key literary texts, genres and movements, with research expertise including Australian and Tasmanian literature, creative writing, digital humanities, environmental humanities and popular fiction studies.

Global Culture and Languages offers five modern languages – Japanese, Chinese, Indonesian, German and French. As an interdisciplinary program, its research strengths are both geographical and thematic.

Philosophy and Gender Studies teaches across a range of philosophical traditions, Western and European, and explores interdisciplinary connections with the sciences and humanities. epistemology, Ancient Greek philosophy, logic, and philosophy of religion. **History and Classics** encompasses ancient and modern histories and cultures. The History program covers periods from Medieval Europe to the present, Diploma of Family History assists students in exploring their family's past and enables them to become more proficient and comfortable in a digital environment.

Courses/Majors

Diploma of Languages^{*} Diploma of Family History^{*} Diploma of Arts^{*} Associate Degree in Arts^{*} Bachelor of Arts^{*} Bachelor of Arts with Honours.

*Combined degrees

The opportunity

Head of School, Humanities, in the College of Arts, Law and Education (CALE) will manage a diverse body of disciplines that contribute to an understanding of humanity across space and time and develop key skills in critical and creative thinking and program solving. The School's programs in English and Writing, Global Cultures and Languages, History and Classics, and Philosophy provide opportunities to interpret human culture and behaviour, from different perspectives and periods.

This key strategic role will see the Head of the School of Humanities provide leadership across all streams of School activity. The Incumbent will be responsible for research and research training; learning and teaching across a range of courses; and for the sustainable management of people and resources within the School.In this unique opportunity, the Incumbent will lead the continued growth and advancement of relationships within the University, the state of Tasmania, and nationally and internationally with relevant professional groups, government, and communities.

As a member of the CALE Leadership Team, the Head of the School of Humanities will contribute to determining and managing the College's strategic priorities and ensure the School's alignment and advancement toward strategic priorities. Providing exemplary academic leadership, the incumbent will foster outstanding research and nurture the career development of staff within the School.

We are seeking to employ a senior academic with a record of excellence in research, learning and teaching and service in one or more of the disciplines in the School of Humanities. The Head of School will have distinguished leadership attributes, knowledge and expertise, coupled with high level of energy and enthusiasm will enable the School and College to effectively continue our pursuit of excellence and achievement of the School's, College's and University's purpose.

A strong record in team building and creating effective working relationships, along with a capacity to foster high performance and strategic alignment in research and teaching will be critical to support a high-quality student experience and the career development of staff.





Success profile

Behavioural expectations

We aim for everyone to have a positive experience at the University. All staff in the University community contribute towards creating a university culture that is safe and supportive and enables this community to flourish by:

- Ensuring adherence to the principles and values embodied in the University's behavioural policy and procedure, and behaving, acting and communicating at all times to reflect fairness, ethics and professionalism.
- Ensuring that the workplace is an inspiring and safe place to be.
- Ensuring that the workplace is free from harassment, bullying, victimisation and discrimination.

Personal attributes

The Head of School, Humanities will possess a high level of energy, and the ability to be effective in a university environment. First and foremost, the incumbent will care about people. They will be determined, committed, results oriented and highly motivated. In addition, the incumbent will be flexible, adaptable to a dynamic environment and be able to successfully balance strategic thinking and planning with the skill to successfully lead our academics.

The incumbent will be collaborative and capable of operating as a leader and team member and will have both presence and credibility within the University. They will identify with the University's mission and be as committed to the island, its people and their collective futures as we are.

Innovative

Able to produce new ideas and implement radical solutions. Readily applies theories and concepts to form strategies and navigate future trends.

Leader

An engaging people leader with exceptional communication skills; a proven ability to build strong working relationships and a commitment to developing team members, helping them reach their full potential.

Inquisitive

Readily takes up opportunities to learn and acquire new skills and is able to identify issues and make intuitive judgements.

Collaborative

Enjoys interacting with other people and effectively establishes rapport by putting others at ease. Effectively promotes achievement and recognition.

Outcomes focused

Puts our students, staff, researchers, and partners at the heart of every decision, genuinely seeking to diligently improve their experience with care and empathy.





Core capabilities

Strategy into Action

Able to set, operationalise and activate strategy into specific actions, timelines and responsibilities to enable the University to deliver on key strategic goals.

Student Focus

Able to bring the student experience lens to all work activities, contributing to outcomes that evoke student curiosity, interest and passion for disciplinary knowledge and skills.

Staff Focus

Able to work in a people-centric way and shape an IT environment that provides staff with the systems and processes they need to enable them to thrive.

Innovation Management

Effectively facilitates idea generation within and across teams. Brings cohorts of people together to incubate ideas from concept to design to implementation. Fosters and enables safe spaces for creative thinking and contribution.

Continuous Improvement

Continuously finds ways to improve and simplify processes, systems and practices to deliver improved outcomes for our students, staff and community by utilising practices such as Lean, Agile and Design Thinking.

Position description

What you'll do

- Provide strategic and operational leadership across all aspects of the School's business including: research; learning and teaching; industry and community engagement by developing and implementing the school strategy, annual plan, people plan and budget.
- Lead and contribute to the School achieving high-quality research of international standing, securing external competitive and other funding, high quality publications and the successful supervision of research higher degree students to completion.
- Take shared and collective accountability and responsibility for the delivery of College performance targets as a member of the College Leadership Team, and across other University Committees.
- Undertake limited scholarly work in teaching and/or research, including RHD supervision.
- Provide exemplary academic leadership, particularly in fostering outstanding research, contemporary learning and teaching excellence, and in nurturing and facilitating the career development of staff within the School.

- Provide leadership in the development and maintenance of transformative relationships and partnerships across the University, with the College and its disciplines, relevant interdisciplinary domains, profession, industry and/or wider community.
- Provide leadership and foster a culture, in line with the University values and behaviours, for high performing disciplines to succeed individually and as a collective.
- Practice and demonstrate safety leadership to ensure the wellbeing of staff, students and other stakeholders.
- Undertake other duties and responsibilities as assigned by the Executive Dean and Pro Vice-Chancellor, College of Arts, Law, and Education.





Success criteria

- A PhD and the demonstrated academic leadership capability to strategically and operationally lead a School together with a track record of balancing and achieving outcomes and caring for people.
- A strong record in team building and creating effective working relationships, along with a capacity to foster high performance and strategic alignment in research and teaching to support a highquality student experience and the career development of staff.
- Demonstrated capacity to deliver on the strategically aligned research vision and targets for the School and the College.
- A record of innovation and success in contemporary learning and teaching, particularly with respect to implementing the strategic curriculum reform agenda.
- The demonstrated capacity to provide good governance, safety leadership and financial and risk management.

- A demonstrated capacity to communicate with all stakeholders including professional and regulatory bodies and organisations.
- A demonstrated capacity to build and maintain transformative relationships and partnerships to advance the School's disciplinary interests within the University and externally with representatives of governments, health providers, professional and regulatory bodies and community organisations as well as individuals.
- Demonstrated academic leadership which fosters a culture of innovation aligned to the University values and behaviours for staff and students to thrive and succeed.

Other requirements

- Regular travel between campuses is required.
- An attractive renumeration package with an appropriate loading and relocation expenses will be negotiated.



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.

COVID-19

The University of Tasmania recognises that it is critical for the workforce at the University to protect the safety of our workforce and vulnerable Tasmanians. Applicants for this role must be prepared to provide evidence of COVID-19 vaccination as a condition of employment.

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

This position is based in Hobart or Launceston, both cities offer excellent opportunities for employment, with quality schools and childcare, a range of housing options and lifestyle choices.

Tasmania offers a living experience unlike any other. Here, you can go from the world's wildest art festivals to world heritage wilderness – all within a day. Our campuses put you in the heart of our bustling cities and amongst a creative, diverse and welcoming community.

Tasmania is 42 degrees south of the equator. Its dramatic coastlines, rugged mountains, spectacular wilderness, sparkling highland lakes and beautiful beaches make Tasmania one of the best places in the world to live and work.

Tasmania is currently undergoing a renaissance, with burgeoning tourism, cultural and culinary pursuits making the island one of the most popular places to visit in the country.

As we move through the COVID-19 pandemic, Tasmania's lively cultural scene is springing back and its year-round festivals are once again drawing visitors from afar. Indeed, Tasmania has more poets, musicians, writers, and artists per head of population than any other state in Australia.

Tasmanians breathe the world's cleanest air, drink pure water and grow mouth-watering produce from rich, fertile soils. They are also outstandingly resourceful and generous, applying their creativity and design skills to artistic endeavours, scientific research, and the production of a unique array of goods and services which they are eager to share with others across the island, Australia and the world.





Learn more

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



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.