

+ INFORMATION FOR APPLICANTS

POSITION OF:
**PROFESSOR OF AGRICULTURE
AND HEAD OF SCHOOL
(AGRICULTURAL AND WINE SCIENCES)**





CONTENTS

Message from the Vice-Chancellor and President.....	3
The university	4
Organisational structure	10
The role.....	11
Your application.....	15
Campuses	16





MESSAGE FROM THE VICE-CHANCELLOR AND PRESIDENT

Thank you for your interest in the role of Professor of Agriculture and Head of School (Agriculture and Wine Sciences) at Charles Sturt University. We are a highly distinctive institution in both Australian and global settings. At 29, Charles Sturt University is a relatively young institution with roots in regional Australia that has rapidly grown to service students and communities across Australia and the world.

Charles Sturt University is different because it is focused on its regional communities and it is genuinely distributed – there is no head office. Although it is a large institution in Australian terms, each campus retains a strong sense of community. We are a university with gumption and soul. In my view, this sense of personality and human connection is a critical strategic advantage in a world that is increasingly globalised and homogeneous.

The Australian higher education sector has become intensely competitive. The Professor of Agriculture and Head of School (Agriculture and Wine Sciences) has a clear focus on quality learning, teaching and research, alongside ensuring that our approach is innovative and delivers to the needs of the agricultural sector. This role will not only embrace new technology but advocate its use to ensure we are developing sector-leading online, on-campus, undergraduate and postgraduate courses that exceed the expectations of current and future students.

Our campuses are spread across New South Wales – there is a lot of travel and the organisational geography complicates the management challenge. However, this is a very special university with a great ethos, doing great work and loved by its staff, students and alumni. Charles Sturt University needs a seasoned, energetic yet grounded and passionate individual who can help us achieve our strategy.

I hope you will consider this important and exciting role.

Professor Andrew Vann

Vice-Chancellor and President

THE UNIVERSITY

OUR VALUES

Charles Sturt University is a university of the land and people of our regions. True to the character of regional Australia we have gumption, we have soul and we collaborate with others.

We develop holistic, far-sighted people who help their communities grow and flourish.

Acknowledging the culture and insight of Indigenous Australians, our ethos is described by this phrase from the Wiradjuri, the traditional custodians of the land of our original campuses:

Yindyamarra Winhanganha, which means 'the wisdom of respectfully knowing how to live well in a world worth living in'.

Derived from our ethos, our values are to be insightful, inclusive, impactful and inspiring. By living these values, we want to make this a world worth living in.

These values are the principles and aspirations that guide our decision-making and underpin our ways of working. As a university we strive to understand people and the world, to embrace our differences and recognise the strength and value of working together, to make a difference in society through the work we do and to lead for a bright and sustainable future.



Insightful

Understanding people
and the world



Inclusive

Stronger together



Impactful

Outcome driven

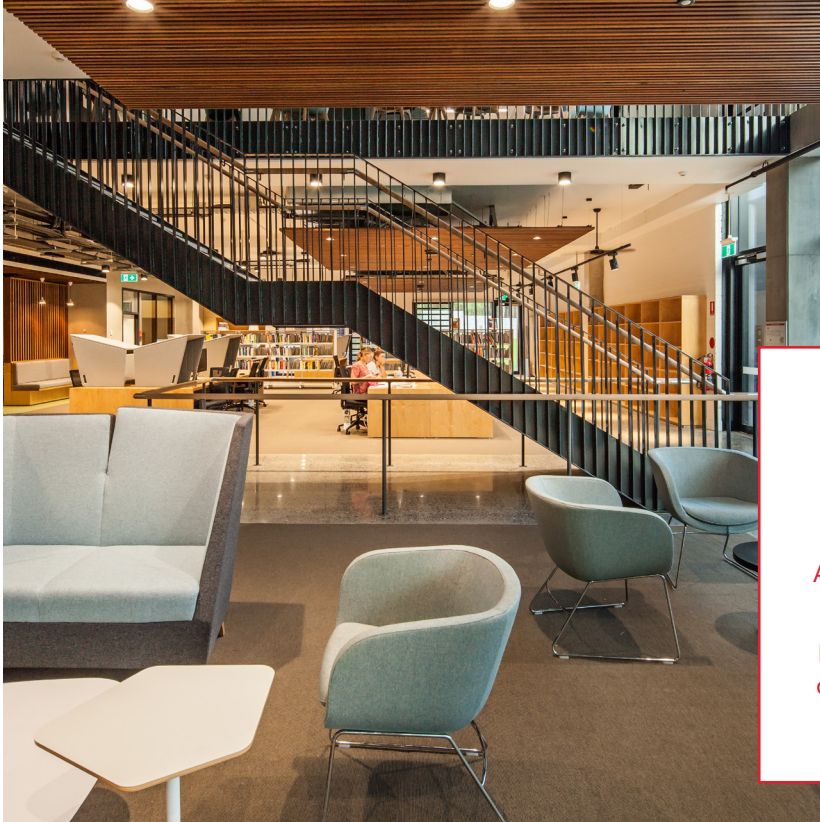


Inspiring

Leading for
the future



**DERIVED FROM OUR
ETHOS, OUR VALUES
ARE TO BE INSIGHTFUL,
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With more than 25 years of experience leading and innovating online and distance education in Australia, we offer the most comprehensive range of programs of any university or private higher education organisation.

ABOUT CHARLES STURT UNIVERSITY

Established as a multicampus institution in 1989, Charles Sturt University is today the largest university in Australia located outside a major capital city. Currently enrolling around 40,000 students from every state and territory and from more than 110 countries around the world, we have an annual turnover of A\$535 million and assets valued at A\$1.4 billion.

Our campuses are located in Albury-Wodonga, Bathurst, Canberra, Dubbo, Goulburn, Orange, Parramatta, Port Macquarie and Wagga Wagga. We also have Study Centres in Brisbane, Sydney and Melbourne catering to international students, a specialist centre in Manly, and a Regional University Study Centre in Wangaratta, Victoria. The broad geographic spread of our campuses allows us to serve the distinct needs of diverse communities from northern New South Wales to central Victoria and beyond. The university employs over 2000 permanent staff.

Critical to our success has been the balanced strategic development of all our campuses through multinodal delivery. Charles Sturt University has eschewed the traditional hub and spoke model of multicampus universities, promoting the role of multinodal delivery to enable us to offer common curriculums on multiple campuses, and aggregate student demand across multiple geographic regions. This model has allowed us to deliver a broader range of courses with a high level of quality at each of our campuses, and to grow our course profile and geographic reach over many years.

We have three faculties: Arts and Education;

Business, Justice and Behavioural Sciences; and Science. Faculties operate across campuses and are responsible for developing and delivering courses, and conducting research. Schools within these faculties are largely discipline based and carry responsibility for the delivery of subjects. Administrative and academic support services are provided by centralised faculty administration teams, and specialist service divisions and offices that operate across the university's campuses.

Internationally, we deliver programs in collaboration with higher education institutions in Europe and Asia. Our 7700 international students hail from 143 different countries, with students enrolled at our campuses in Australia originating from 92 countries. We have over 100 academic partnerships in more than 40 countries facilitating research, course delivery, cultural exchange, student and staff exchange, and a diverse range of other education activities.

With more than 25 years of experience leading and innovating online and distance education in Australia, Charles Sturt University offers the most comprehensive range of programs of any university or private higher education organisation. More than 320 of our courses (around 85 per cent) are offered through online learning, with over 60 per cent of our students enrolled online. Our reputation has been built not only on the breadth of our offerings, but our expertise in tackling the delivery of complex disciplines in online and distance modes.





We are also a national and international leader in the development of collaborative admission pathways between vocational and higher education. About one third of our students now enrol on the basis of a vocational qualification. This strategy has been essential to expanding opportunities for students, particularly those in locations distant from a university campus.

Charles Sturt University has nurtured a particular commitment to the development of the professions and workplace skills in Australia through work-integrated learning. We deliver one of the most comprehensive offerings of professional programs in the country, focusing particularly on areas of critical labour force need in Australia's regions.

Today, more than 70 per cent of our professional programs are delivered in areas of identified national and regional labour market skills shortages. We are routinely ranked significantly above national and international benchmarks by our graduates for performance in work-integrated learning, with almost 50 per cent of our students required to undertake fieldwork as part of their studies and a further 25 per cent offered the option.

Our university research centres maintain strong industry linkages that inform our research priorities and approach. Our research strengths have been designed to align with, and inform, our teaching programs and address national and regional priorities.

The Faculty of Science is a leader in strategic and applied research in a wide array of sciences. We enhance and extend knowledge, train and educate future researchers and provide scientific solutions to current challenges. We achieve this through ethical practice, professional collaborations, industry involvement and a commitment to continual improvement.

Through our network of campuses, and in close association with industry, the professions and government, Charles Sturt University continues its commitment to maintaining a course and research profile to meet the needs and aspirations of our rural and remote communities, and contribute to the enrichment of rural and remote Australia.

We are committed to expanding higher education opportunities for rural, remote and Indigenous students by providing enhanced local study options in a comprehensive range of professional fields supporting the growth and development of regional labour markets, and conducting research that addresses fundamental issues raised by industry and communities in our regions. The full-time employment rate for Charles Sturt University graduates eclipses the national university average, and we will continue to strive to provide opportunities for rural, regional and Indigenous students that would not otherwise have been available.

We believe that the university's success in attracting national and international students strengthens the programs it is able to offer its regional communities. Charles Sturt University's regional location enables it to make a distinctive national and international contribution to research in fields such as health, food and water security, and environmental sustainability, as well as support national priorities by sustaining and growing critical regional labour markets.


OUR STRATEGY

Charles Sturt University's 2017–2022 strategy is focused on three core components.

Our communities: strong, vibrant regional communities with intellectual capital, social capital and infrastructure.

Our students: accessible and flexible admission pathways to a wide range of degrees that can be studied on or off campus in full-time or part-time modes. A sense of belonging and engagement with support for progress in learning, professional placements and success. The knowledge, skills, attitudes, habits and professional networks for a meaningful life and successful career.

Our internal capability: build organisational capability to fulfil the university's strategic objectives while ensuring a deep understanding of the way the university operates from the bottom to the top. Embedding collaboration with others as a core capability across the university while being a consistently market-oriented organisation.



THE KNOWLEDGE, SKILLS,
ATTITUDES, HABITS AND
PROFESSIONAL NETWORKS
FOR A MEANINGFUL LIFE
AND SUCCESSFUL CAREER

HISTORICAL TIMELINE

Charles Sturt University has been built on a tradition of excellence in teaching and research spanning more than 100 years, with the first enrolment of students at the Bathurst Experiment Farm in 1897. Formed progressively through the merger of regional institutions in south-western and western New South Wales, Charles Sturt University was formally incorporated on 19 July 1989, under the *Charles Sturt University Act 1989*.

1989

Charles Sturt University established by Act of parliament, merging the former Mitchell College of Advanced Education and the Riverina-Murray Institute of Higher Education. Interim Board of Governors meets for the first time and announces appointment of the inaugural Chancellor, David Asimus AO.

1990

Former Riverina-Murray Institute of Higher Education principal, Professor Cliff Blake, appointed as inaugural Vice-Chancellor.

1991

Coat of Arms unveiled. The Cedars historic property purchased in Albury and refurbished as Albury-Wodonga campus administrative centre.



1992

The Charles Sturt University chancellery, the Grange, opens at Bathurst campus.

Agreement signed to partner in Australian Graduate School of Police Management, based at Manly, Sydney.

Charles Sturt University-TAFE centre opens in Dubbo.

1993

Land purchased at Thurgoona to expand Albury-Wodonga campus.

Transfer of the Robinson Education Centre site in Broken Hill to Charles Sturt University by the University of New South Wales.



1996

Charles Sturt University signs with Study Group Australia, initially offering Study Centres in Sydney and Brisbane then later in Melbourne.

1997

Charles Sturt University named University of the Year, for success in educating first-in-family university students.

HSC Online launched.

New offices and library opened at Manly.

1998

Establishment of former Goulburn College of Advanced Education precinct as a university campus with the signing of contract with NSW Police Service to provide policing education.

Establishment of a new campus in Canberra, Australian Capital Territory, to house the Charles Sturt University Australian Centre for Christianity and Culture in partnership with the Diocese of Canberra and Goulburn.

2001

Vice-Chancellor Cliff Blake retires and the university's second Vice-Chancellor, Professor Ian Goulter, is appointed.

Official opening of Dubbo campus.

2002

Chancellor David Asimus retires and the university's second Chancellor, Lawrie Willett AO, is appointed.



2005

Establishment of new campus in Ontario, Canada.

Transfer of Orange campus by the University of Sydney (formerly Orange Agricultural College) to Charles Sturt University.

First intake of veterinary science students.

2008

Indigenous Education Strategy launched.

CSU Green environmental office established.

CSU Interact introduced across all subjects.

2009

First intake of dental science students.

2011

University rebranding including replacement of crest with new logo, a motif of sturt desert pea.

Vice-Chancellor Ian Goulter retires and Professor Andrew Vann is appointed as the university's third Vice-Chancellor.

2012

Opening of Port Macquarie campus.

2014

Chancellor Lawrie Willett retires and Dr Michele Allan is appointed as the university's third Chancellor and first female in the role.



2015

Opening of a Regional University Study Centre in Wangaratta in northern Victoria.

2016

Move to three faculties: Faculty of Arts and Education; Faculty of Business, Justice and Behavioural Sciences; and Faculty of Science.

2017

Vice-Chancellor Professor Andrew Vann signs another five-year contract through to 2021.

ABOUT THE SCHOOL

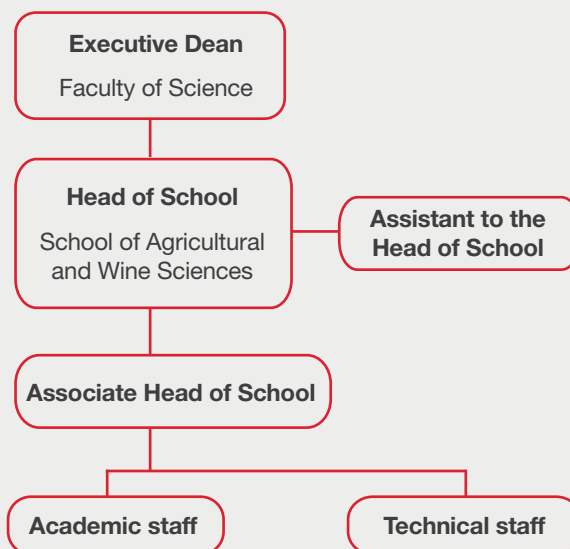
The School of Agricultural and Wine Sciences is the largest and most successful provider of agricultural, horticultural and wine science education in Australia.

Our courses and research focus on fields such as agribusiness, agriculture, agronomy, horticulture, irrigation, winemaking, wine science, viticulture and chemistry.

Courses of study lead to the award of undergraduate and postgraduate university degrees, diplomas and certificates which equip graduates for a wide range of employment opportunities.

The school operates from our Wagga Wagga campus in southern New South Wales and our Orange campus in central New South Wales.

ORGANISATIONAL STRUCTURE



THE ROLE

Key working relationships

The Professor of Agriculture and Head of School (Agricultural and Wine Sciences) will work closely with:

- members of the Faculty of Science Leadership Team, especially the Executive Dean, Deputy Dean, Associate Dean Academic and Associate Dean Research
- staff from the School of Agricultural and Wine Sciences.

Position overview

The Professor of Agriculture will concurrently hold the position of Head of School (Agricultural and Wine Sciences). As Professor of Agriculture and Head of School, you will be responsible for providing innovation, advancement and direction for the agricultural discipline at Charles Sturt University. You will ensure that teaching and research at the university has a strong future-focus for agriculture.

As Head of School, you are responsible for leading the programs within the school to ensure readiness for the yearly intake of students, on behalf of Charles Sturt University.

You will provide strategic leadership and policy advice on all matters relating to the school's programs, and be responsible for building and maintaining the relationships necessary to service the school's mission.

As Professor of Agriculture and Head of School, you will collaboratively develop and implement a distinctive curriculum, lead learning and teaching within the school, and ensure that high quality standards and outcomes are achieved and sustained. You will contribute to the development of key policies including selection and admission to the school's programs and ensure alignment with relevant postgraduate courses.

THE PROFESSOR OF AGRICULTURE WILL PROVIDE STRATEGIC LEADERSHIP AND POLICY ADVICE ON ALL MATTERS RELATING TO AGRICULTURE.

FACULTY OF SCIENCE

The Faculty of Science has more than 9000 students and 500 staff dedicated to advancing scientific knowledge. The faculty delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research, the faculty aims to enhance and extend scientific knowledge, and train and educate future researchers, as well as provide scientific solutions to current regional, national and global challenges. The staff and students of the faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement.

The faculty is comprised of a faculty office, eight schools, the Three Rivers University Department of Rural Health, teaching/research laboratories and a number of enterprise activities. The majority of our teaching and research activity is undertaken within the schools. The enterprises include a farm, veterinary clinics, dental clinics and a winery which generate revenue and provide significant learning opportunities for our students. The faculty has access to exceptional facilities to support agriculture and has established research and industry relationships.

For more information on the Faculty of Science, visit science.csu.edu.au

THE POSITION

- Lead the school into an innovative future
- Work alongside and collaborate with leaders in the AgriPark located on campus
- Great regional location in the hub of the Riverina (relocation allowance provided)

PRINCIPAL RESPONSIBILITIES

The Professor of Agriculture is the lead for Charles Sturt University in the agricultural and wine science programs.

The Professor of Agriculture and Head of School (Agricultural and Wine Sciences) will be responsible for the following.

- Lead a vision for the future of agricultural education that includes environmental sustainability, technology in agriculture and food security.
- Provide significant and inspiring leadership in agriculture for staff and students, including leading and managing change to achieve strategic initiatives.
- Bring strong industry connections and build productive industry relationships in the interests of the school and university.
- Bring a strong background in agriculture education and research with a commitment to developing future generations of agricultural scientists, producers and other agricultural professionals.
- Build multidisciplinary teams effective in curriculum design, teaching and research.
- Position Charles Sturt University as a significant global leader in agriculture.
- Build and maintain effective working relationships with key stakeholders, source and develop curriculum partnerships with industry and community, develop and maintain external networks, and build and sustain relationships.
- Develop and monitor the implementation of policies and processes that will ensure learning and teaching outcomes are of the highest quality, including development and implementation of benchmarks to continuously monitor and improve programs.
- Build, lead and foster a high-performing team; nurture a respectful, trusting and collaborative working environment; and contribute to the ongoing development and administration of the school.
- Ensure adherence to and promotion of compliance with relevant legislation and university regulations, policies, procedures, processes and guidelines.
- Other duties consistent with this level of classification as determined by your supervisor.

SPECIFIC RESPONSIBILITIES

Specifically, as Head of School (Agricultural and Wine Sciences) you will be responsible for the following

General

- Academic leadership and administrative management within the school.
- Maintaining and enhancing the school's academic, research and consulting services within the faculty, and the school's relationship with the broader professional community.

Academic leadership

- Providing strategic direction to the school, consistent with faculty and university plans and policies.
- Promoting excellence in the school's teaching, research, scholarly and professional activities, and supporting the development of staff to achieve such excellence.
- Leading effective collegial processes for the planning, development and monitoring of the school's academic activities, including chairing the School Board and School Assessment Committees.
- Leading and guiding consultative planning and quality assurance processes in order to set and implement the school's objectives and strategies in support of the faculty's and university's strategic plans, taking account of the environments in which the school operates.
- Undertaking continuing professional development in leadership and allied activities.
- Encouraging collaboration within the school, and with other schools of the faculty and other academic units of the university.
- Promoting the university's links with communities, industry and professions to enhance the school's programs.
- Participating in the Performance Management Scheme.

Resources

- Developing and managing the resources and infrastructure of the school.
- Managing the finances of the school within its approved budget.
- Examining and pursuing ways to increase university income and to contain expenses at the school level.
- Preparing and administering approved budgets.
- Allocating resources to meet school requirements, consistent with financial delegations and accountabilities of the university.



Students

- Administering courses, subjects and higher research degrees within the school, in accordance with the university's academic regulations and accountabilities.
- Promoting the general welfare of students to ensure both environmental health and safety and access to equity requirements are met.
- Ensuring a responsive student-centred focus in school activities is fostered.

Staff

- Fulfilling and managing human resource management requirements in respect to university policies and industrial instruments relating to academic and general staff of the school, including staff induction, probationary reviews, salary progression, management of leave, performance monitoring, performance management and outside professional activities.
- Conduct workforce planning and make recommendations for amendments to the staff establishment of the school.
- Participating in the recruitment and selection of academic and general staff for the school.
- Leading and supporting the professional development of academic and general staff of the school.
- Consistent with the faculty's workload policy, formulating the school's workload guidelines and managing workload allocations of academic staff of the school.
- Ensuring that all policies and procedures developed for, and implemented within, the school are consistent with equal opportunity and equity principles.
- Ensuring environmental health and safety requirements within the school are met.

Representing the school in the faculty

- Contributing to the direction, leadership and management of the faculty.
- Providing advice to the Executive Dean on the needs of the school and on the alignment of faculty and school plans.
- Participating in collegial academic forums and committees of the faculty, including the Faculty Board.
- Monitoring the implementation of faculty and university policies within the school and providing advice on changes to such policies.

Representing the faculty externally

In conjunction with the Executive Dean, representing the school to the external community by developing, promoting and maintaining links with appropriate industry, government, professional and community bodies; and seeking opportunities for the school to meet industry and community needs as well as obtain support for the resources of the school.

University management

Contributing to the growth and development of the university through serving as an ex officio member on committees nominated by the Executive Dean.

Physical capabilities

You may be required to:

- work in other environments beyond the school such as other campuses, as well as possible car and air travel. You will be working with a diverse range of staff, students and community members
- on occasion, drive a university vehicle distances up to 500kms per day within the terms of the university's Driver Safety Policy and Guidelines available at <https://policy.csu.edu.au/document/view-current.php?id=184>.

SELECTION CRITERIA

Charles Sturt University is seeking to appoint a Professor of Agriculture and concurrent Head of School (Agricultural and Wine Sciences) with the following attributes and experience.

Essential

- A PhD or equivalent qualification and standing in agricultural sciences and a strong research profile in a discipline relevant to agricultural sciences including a record of academic achievement of national and/or international standing through distinguished contributions including research, academic leadership and the scholarship of teaching within the field.
- Demonstrated high-level managerial proficiency, including experience in academic management with leadership, strategic planning, financial, human resources, and decision-making skills required for the effective management of a multi- disciplinary program in the field of agriculture.
- Proven strong links with partner organisations and industry and the communication skills and ability to represent the university in the wider community.
- Demonstrated senior leadership experience in curriculum development and implementation as well as a commitment to the facilitation of culturally respectful and innovative teaching in agricultural sciences.
- Demonstrated strategic vision and capacity to promote the development of a culture of excellence in agricultural sciences education and research.

CAPABILITIES

GET RESULTS	Service focused: Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity and conduct)
	Business savvy: Continually look to add commercial value in our roles, processes and ways of working
	Innovative: With creativity at our core, be open to new ideas and seek to find better ways
TAKE OWNERSHIP	Live our values: Uphold the university values daily in our own behaviours and interactions with others
	Take action: Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)
	Adapt to change: Explore the reasons for change and be willing to accept new ideas and initiatives
COLLABORATE WITH OTHERS	Network: Bring people together and build relationships that deliver desired benefits and outcomes
	Listen closely: Dig deep to understand others, using self-insight to build team spirit and recognise efforts
	Influence: Create compelling arguments to persuade others and promote ideas that add strategic value



**POSITION US
AS A
SIGNIFICANT
GLOBAL
LEADER IN
AGRICULTURE.**

ROLE SPECIFIC CAPABILITIES

Leading and supervising: Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and communicating information: Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
Analysing: Analysing Information, probing for clarity, producing solutions, making judgements, thinking systemically
Learning and researching: Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach
Formulating strategies and concepts: Working strategically, setting strategies, visioning, thinking broadly about the organisation
Planning and organising: Setting objectives, planning, establishing contingencies, managing time, resources and people, monitoring progress
Follow instructions and procedures: Following procedures and instructions, time keeping, showing commitment, keeping to safety and legal guidelines
Coping with pressures and setbacks: Coping with pressure, keeping emotions under control, balancing work and personal life, keeping optimistic, handling criticism

YOUR APPLICATION

For further information, please contact:

Professor Megan Smith
Executive Dean, Faculty of Science
+61 417 929 291
DeanofScience@csu.edu.au

Please apply via our jobs website: Jobs@CSU.

Your application must include:

- a cover letter briefly describing why the position is of interest and what you believe you can bring to the role
- a statement concisely and systematically addressing each of the selection criteria
- a full curriculum vitae detailing qualifications, full employment history and relevant achievements, including the names and contact details of at least three potential referees (these referees will only be contacted with your prior consent).

CAMPUS LOCATION

The Head of School (Agricultural and Wine Sciences) will be based at our regional campus in the enchanting city of Wagga Wagga, New South Wales.

WAGGA WAGGA

Situated on the banks of the Murrumbidgee River, Wagga Wagga – known simply as Wagga to locals – has a proud sporting history; a thriving cultural calendar including theatre, music, art and markets; and a growing restaurant and café scene.

Known as the 'City of Good Sports', many of Australia's sporting heroes hail from the regional city of Wagga Wagga, including former Australian cricket captain Mark Taylor, rugby league great Peter Sterling and AFL legend Paul Kelly.

RECREATION

Popular recreation activities include rugby league, cricket, tennis, swimming, bowling and numerous parks.

Considered an arts and culture centre, there's no shortage of theatrical and musical performances as well as shopping outlets for fashion, food and wine.

SEASONS

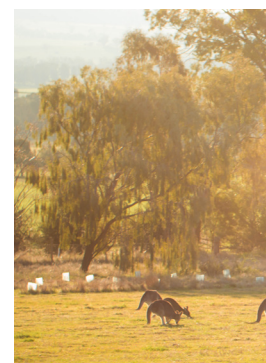
The average annual temperature in Wagga Wagga is 15.8°C. Precipitation here averages 561 mm and is spread fairly evenly throughout the year. Winters are cold by Australian standards with the average maximum in July falling to 12.7 and the average minimum of 2.7°C. Frosts and heavy fog are common in winter, but snow is very rare. Summers are warm to hot with averages ranging between 29 and 32°C.

HEALTHCARE

Wagga Wagga Health Service (WWHS) provides services including critical care, medical, surgical, paediatric, obstetric, and rehabilitation care. WWHS also provide mental health and community health services. They work with a team of specialists which include cardiovascular, gastroenterology, renal medicine, obstetrics, orthopaedics, psychiatry and paediatrics. There is also the provision of a full range of allied health and support services

POPULATION/EDUCATION

Wagga Wagga is the capital of the Riverina region providing an exciting yet relaxed lifestyle for residents and visitors. With over 64,000 people living in Wagga, we have the lifestyle and facilities to suit everyone. With over 20 primary schools, eight secondary schools and a wide choice of preschools and child care centres, your children are guaranteed access to first-class educational institutions.



STUDY CENTRES

Brisbane
Sydney
Melbourne

REGIONAL UNIVERSITY STUDY CENTRE

Wangaratta (Vic)

SPECIALIST CENTRE

Australian Graduate School
of Policing and Security
(AGSPS) – Manly (NSW)

