



THE UNIVERSITY OF
MELBOURNE

Appointment of
**Deputy Vice-Chancellor
(Enterprise and Innovation)**



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Old Geology Building



The University of Melbourne

Consistently ranked as Australia's best, the University of Melbourne enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities.

Ranked number 32 in the latest Times Higher Education World University Rankings*, Melbourne competes on an international stage with the best institutions globally, and has an international outlook and reach to match.

With a rich history stretching over 165 years, the University of Melbourne also occupies a special place in the heart of the city. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 72,000 students from over 130 countries. The University comprises ten faculties providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

The alumni network is significant and truly international, with representation from 160 countries. This international community includes former Prime Ministers, Governors General, and Nobel Laureates, and is testament to the world-class education the University of Melbourne delivers.

The University employs approximately 9,000 staff including many renowned researchers and industry leaders who are internationally recognised. Some of our scholars and high achieving staff include Nobel Prize Laureate Professor Peter Doherty AC, who co-discovered how the immune system recognises virus infected cells; Professor Andrew Holmes AC, immediate past President of the Australian Academy of Science, who received the 2012 Royal Medal for his groundbreaking research in polymer chemistry; and Ian Potter Chair of Zoology, Professor Marilyn Renfree AO, who received the 2015 Eureka Prize for Outstanding Mentor of Young Researchers, and the 2019 Carl G. Hartmann Award from the Society for the Study of Reproduction for her pioneering research into mammalian reproduction.

The University of Melbourne operates an annual budget exceeding \$2 billion, with income from research grants, student fees, government grants, commercial operations, executive education, investment and philanthropy. The increased demand for teaching programs, and the University's focus on sustainability and resilience, have allowed savings to be reinvested into strategic teaching and research-related initiatives.

* Times Higher Education World University Rankings 2019

The University at a Glance

Global rankings



#1
in Australia



#32
in the world



#6
in graduate employability
worldwide

Times Higher Education World University Rankings 2019/QS Graduate Employability 2019

9000+ staff (FTE)



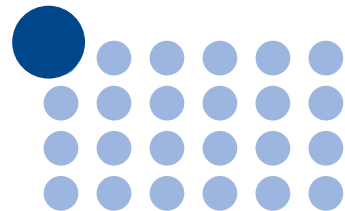
140+ Indigenous staff
and an internationally
recognised professoriate

34 highly cited researchers



**Most of any
Australian
university**

Elevate status

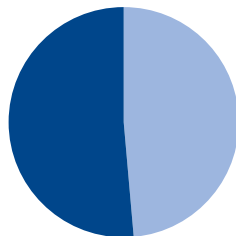


One of only 25 organisations
of more than 1100+ nation-
wide with an 'Elevate' RAP

72 000+ students

**In 2018, approximately
2,400 students enrolled
in 51 subjects with a
dedicated Indigenous focus**

51% u/grad



49% grad

**29 000+
international
students**

**400+
Indigenous
students,
including 50+
in Research
Higher Degrees**

Research income



\$474 M

Grants

\$179 M

**in NHMRC, ARC
and MRFF grants**



Research at Melbourne

A pioneering research university, the University of Melbourne is a leading Australian research university with research expenditure second only to that of the CSIRO, and the largest cohort of research students in Australia.

Our achievements range from the Bionic Ear in the 1970s, bringing hearing to profoundly deaf children and adults to today's advances in the Bionic Eye, which will provide unprecedented high-resolution images to thousands with severely impaired vision. They include an HIV vaccine research that attracted \$4 million in funding from the US National Institutes of Health and a vaccine set to eradicate a fatal brain parasite, attracting \$15.7 million in funding from the British Government and the Gates Foundation as well as the NeCTAR Research Cloud at the University of Melbourne, bringing the power of cloud computing to researchers at Melbourne.

The University itself has been host to many of Australia's, and some of the world's most distinguished medical researchers, including recipients of the Nobel Prize for Medicine.

Further, it has acted as the point of nucleation for a remarkable array of associated medical research institutes and hospitals. Together these form one of the world's premier sites for biomedical research - the Parkville Precinct.

The sheer quantity of life-sciences research facilities, institutes, researchers. Fellows and postgraduate students in the Parkville Precinct and surrounds, and the comprehensive breadth of

bioscience disciplines, is without parallel in the southern hemisphere and one of the very few such concentrations of research excellence worldwide.

Our researchers are at the forefront of international scholarship in fields as diverse as human rights law, climate change, telecommunications and medical research. Melbourne is home to the internationally distinguished scholar and Nobel Laureate, Professor Peter Doherty and Laureate Professor, Professor Peter Singer. There are many more renowned scholars at Melbourne, including:

Professor and ARC Federation Fellow, Frank Caruso in the Faculty of Engineering

Professor David Karoly in the Faculty of Science

Professor Rachel Webster in the Faculty of Science

Fellows of the Royal Society, Professors David Solomon and David Boger in the Faculty of Engineering.

Professor James McCluskey
Deputy Vice-Chancellor of Research

Position Description & Selection Criteria

POSITION NO	0041098
CLASSIFICATION	Senior Executive
WORK FOCUS CATEGORY	Enterprise
REMUNERATION	An attractive remuneration package will be negotiated, including superannuation
EMPLOYMENT TYPE	Fixed-term position for 5 years
WORKING HOURS	Full-time
OTHER BENEFITS	https://staff.unimelb.edu.au/human-resources/salary-benefits-leave
HOW TO APPLY	To apply please send your application to applications@insightgroup.com.au
CONTACT FOR ENQUIRIES ONLY	For further information please contact Dr Rohan Carr or Ms Emily Witts at The Insight Group, by phone: +61 3 9654 3288. Please do not send your application to this contact .

Position Summary

The Deputy Vice-Chancellor (Enterprise and Innovation) (DVC (EI)) supports the Deputy Vice-Chancellor (Research) (DVC (R)) in the achievement of the University's research strategic objectives. The DVC (EI) is accountable for providing academic leadership for the development and maturation of the University's enterprise, industry engagement and innovation ambitions, working closely and collaboratively with Academic Divisions, other Chancellery Portfolios and the Research Innovation and Commercialisation (RIC) group within the Chief Operating Officer's Portfolio.

The DVC (EI) provides leadership and academic oversight to the development and maturation of University-wide strategies, targets, policies and initiatives in relation to research enterprise, industry engagement and innovation in order to enhance the quality and impact of the University's research endeavours. As such, the incumbent has a deep understanding of research translation processes and practice across a breadth of disciplines, including research commercialisation and research-industry collaborations and partnerships. Fostering entrepreneurship and innovation across all disciplines at the University, the DVC (EI) supports the development of research performance culture in which entrepreneurial activity and end-user focussed research are recognised and rewarded in equal measure with other research outputs.

The DVC (EI) will be an advocate for the University nationally and internationally with regard to research enterprise opportunities, and must be recognised as a leader, bringing expertise from across research, business, government or entrepreneurial communities. The incumbent will have demonstrable expertise in stakeholder engagement, partnership building, commercialisation delivering tangible outcomes, multi-party research collaborations and working in complex organisations with a range of disciplinary traditions.

The DVC (EI) has an exemplary research track record with strong ambassadorial and networking skills and a record of successful leadership and management. Reporting to the DVC (Research), they work as a member of the Chancellery (Research and Enterprise) (CRE) leadership team and contributes to the development and implementation of the University strategy. The DVC (EI) has demonstrated capacity to work effectively in complex organisational contexts to enable the organisational settings and cultures to support research excellence. The DVC

(EI) will have the appropriate standing to be able to represent the University at a high level in a wide array of contexts.

1. Key Responsibilities

- Accountable for providing vision and leadership for the University's research enterprise and innovation activities, in support of the University's research aspirations, and working closely with senior academic leadership and key research support staff.
- Develops an effective collaborative working relationship across Chancellery (Research and Enterprise) (CRE) and the Research Innovation and Commercialisation (RIC) team in support of the University's research and enterprise ambitions.
- Fosters institutional settings to drive research translation, entrepreneurship and impact across all disciplines, including mechanisms for academic reward and recognition for these activities.
- Represents the University's interests and raise the profile of the University locally, nationally and internationally with respect to research translation, industry engagement, research innovation and enterprise.
- Collaboratively diversifies and grows the University's research income and research revenues, further developing and diversifying the University's portfolio of intellectual property assets and commercial applications across all disciplines.
- Works closely with other senior leaders to facilitate industry and other strategic partnerships that will enhance the University's research profile and impact globally.
- Membership of relevant University committees, and chair of key enterprise committees such as the Intellectual Property and Commercialisation Advisory Group (IPCAG). Represents the University on selected external Committees and Boards.
- Other duties as directed.

2. Key Relationships

INTERNAL

- Chancellery (Research and Enterprise) (CRE) Executive and CRE Team, especially DVC (Research), Pro Vice-Chancellors (PVCs), and the Director Research Strategy.
- A close partnership with Research Innovation and Commercialisation (RIC) team within the Chief Operating Officer Portfolio (COO-P), including the Executive Director (RIC).
- Academic Divisions – Deans, Associate Deans (Research) (and/or industry engagement/innovation), Faculty Executive Directors.
- Legal and Risk Services within the COO-P.
- Vice-Chancellor's Advisory Group (VCAG) members and their Chancellery Portfolios.
- Researcher capability development providers, for example Melbourne Centre for the Study of Higher Education (CSHE), Melbourne Entrepreneurial Centre (MEC), Translating Research at Melbourne (TRAM), Melbourne Accelerator Program (MAP).

EXTERNAL

- Key business, industry and research partners/collaborators/stakeholders.
- Government – innovation and industry related departments and groups.
- Venture Capital sector.

3. Selection Criteria

ESSENTIAL

- PhD and exemplary track record in research and leadership in an academic context; and additional post-graduate qualifications in business or innovation highly regarded (or mix of skills and experience).
- Extensive track record in establishing and running businesses or as an entrepreneur, including Board membership.
- Demonstrated experience in implementing or overseeing significant organisational change in support of a strategic imperative, including evidence of successfully building credibility with key stakeholders. This may include cultural, behavioural and/or structural changes.
- Demonstrated experience in leading and influencing others in a complex operating environment.
- Understand academic research career pathways, investigator-driven research and what motivates researchers across disciplines.
- Demonstrated versatility, flexibility, and a high level of self-motivation and initiative to recommend, develop and implement innovative solutions, and a capacity to work effectively as a team member and individually as required.
- A deep understanding of research translation processes and practice across a breadth of disciplines, including research commercialisation, research-industry collaborations and partnership building and non-commercial pathways including policy and social impact.

- Highly strategic, articulate and collaborative – capacity to build constructive and collaborative relationships with colleagues, a wide range of internal stakeholders and external partners.

DESIRABLE

- Graduate of the Australian Institute of Company Directors Course or equivalent.
- An appreciation of the University's research priorities and disciplinary breadth and depth.
- An understanding of publicly funded research and the Higher Education section in Australia.

SPECIAL REQUIREMENTS

- Out of hours work as required.
- Interstate and overseas travel on University business as required.
- Ability to undertake senior roles in an acting capacity as required.

4. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

5. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

6. Other Information

CHANCELLERY RESEARCH & ENTERPRISE

Chancellery Research & Enterprise develops and oversees the research agenda and enables the Research at Melbourne strategy, cultivating investigator-driven research in the fundamental enabling disciplines, while pursuing applied and interdisciplinary solutions to three Grand Challenges: Understanding our Place and Purpose; Fostering Health and Wellbeing; Supporting Sustainability and Resilience.

The Chancellery Research and Enterprise portfolio is led by the Deputy Vice-Chancellor (Research) and works across a number of areas including:

- Research and research training strategy.
- Research partnerships and collaborations, including industry, government, and research organisations/institutes and cross-faculty, whole-of-University and interdisciplinary research initiatives.
- Research infrastructure, including cross-faculty, whole of University and precinct infrastructure initiatives (in line with R@M initiatives).
- Research performance and impact, including research metrics, research rankings and government-sponsored assessments, e.g. Excellence in Research for Australia (ERA).
- Research systems strategy (how our enterprise systems support the business of research).
- Research ethics and integrity, including consideration of research misconduct.
- Enterprise, industry engagement and innovation.
- Research capability – including graduate research.

THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher

degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy Research at Melbourne: Ensuring Excellence and Impact to 2025 aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.

Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>



Living and Working in Melbourne

Your City

Melbourne has become one of the world's most multicultural cities and a dynamic international business hub, but it's still easy to navigate.

The inner city is a cluster of exciting communities connected by public transport and bike paths – and the University of Melbourne is at the heart of it all. You can spend time in the famous cobblestone lanes, or at world-class theatre productions – and if you don't yet have an Australian Football League (AFL) team, you might want to choose one!

Regional Victoria is world famous for its iconic beaches, wineries, bushwalking and farm-to-table food and is just a short train or bus ride away.

Your Campus

The University of Melbourne has been a central part of the city of Melbourne from its earliest days. It's hard to say where the central business district stops, and the University begins. When you join Melbourne, you'll also be joining a vibrant medical precinct, a worldfamous artistic community, a thriving start-up network, and urban and rural researchers who'll be feeding the world into the future.

Which Melbourne will be yours?

Parkville

Our **Parkville** campus is a city within a city – it even has its own postcode. With cafes, 12 libraries, gyms, specialty stores, a small supermarket – even a seasonal farmers' market – spread across a mix of historic sandstone buildings and state-of-the-art facilities, you'll never have to leave. The Parkville campus is situated within a renowned knowledge precinct, which includes eight hospitals, many leading research institutes and a wide range of knowledgebased industries.

Southbank

At our **Southbank** campus, among the city's lively creative arts precinct, you'll find the University's acclaimed Faculty of Fine Arts and Music. Southbank campus is purpose-built for the creative arts, and features sound and dance stages, animation studios, cinemas and visual arts studios. It sits alongside the National Gallery of Victoria, Melbourne Theatre Company, Melbourne Recital Centre, the Australian Ballet, Chunky Move dance company, the Arts Centre and the Australian Centre for Contemporary Art.

Specialist campuses In Melbourne and Regional Victoria

The University is a key partner in Australia's industries. At our specialist campuses across Victoria, we collaborate with others to solve rural health issues and the big ecological challenges facing us today.



In the city's west, the **Werribee** campus boasts some of the world's most advanced veterinary facilities at the University's Animal Hospital.

Our **Burnley** campus is dedicated to environmental and ornamental horticulture, with nine hectares of heritage-listed gardens.

In **Creswick** you'll find Australia's only dedicated forest ecosystem science campus, focusing on conservation, forest industry and molecular biology research.

The **Dookie** campus has played a pivotal role in the development of agriculture and agricultural teaching and learning in Australia since 1886. It remains a focal point for key research, teaching and technology development, helping to shape the future of agriculture in Australia.

The **Shepparton** Medical Centre campus specialises in rural health and clinical education.

New Developments

Melbourne Connect

Melbourne Connect is a major new purpose-built innovation precinct. Melbourne Connect brings together the creativity, cross-disciplinary expertise and talent of the University of

Melbourne research community and its diverse partners to help drive innovation.

Through the connection of multiple players in the innovation system, Melbourne Connect will generate economic, environmental and social benefits.

Melbourne Connect will be located on the former Royal Women's Hospital site in Carlton. Plans for the project were initially revealed in November last year, and construction is now underway, with completion expected in late 2020.

Fishermans Bend

The University of Melbourne has purchased 7.2 hectares at Fishermans Bend to build a new campus for engineering and design.

Set to open in 2024, the campus will be a vibrant place of large-scale research and project-based learning, creating new opportunities for cross-disciplinary collaboration and partnerships with industry.

Just 5 kilometres from the CBD, located in the heart of the Employment Precinct, industrial-scale facilities will expand the practical capabilities of the Melbourne School of Engineering and the Faculty of Architecture Building and Planning.



People and Benefits

The University is committed to providing an intellectually stimulating and personally rewarding workplace which attracts people who are the best in their professional, academic and teaching fields.

Outstanding academic staff are at the heart of the University's teaching, research and engagement endeavours. The University is proud of its many staff that have been recognised through prestigious national and international awards and through membership of Australia's learned academics. Among the many scholars of international renown at the University is the winner of the Nobel Prize – Professor Peter Doherty (Physiology and Medicine) and many other public intellectuals and scientific leaders.

The Benefits

The University offers staff more than just a job – it offers them an opportunity to be part of a dynamic world class organisation which provides its staff with exceptional benefits and support at every stage of their life and career.

- Working in a culturally inclusive environment
- Engaging in an active and vibrant campus life
- A focus on health and wellbeing
- Outstanding staff benefits in addition to competitive salary packages

Staff benefits on offer at the University include the opportunity to salary package everything from childcare and additional superannuation to subscriptions to the Melbourne Theatre Company. Benefits can be tailored to best suit individual needs and circumstances, including generous relocation support. Course fees can also be salary packaged and come at a 25% discount for staff and their immediate families. Unsurprisingly, the University has high numbers of women returning to work. It was one of the first winners of the Fair and Flexible Employer Recognition award.



Further information and website addresses

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

2018 Annual Report
about.unimelb.edu.au/__data/assets/pdf_file/0030/89544/2018-Annual-Report.pdf

Research
University of Melbourne research strategy and implementation
research.unimelb.edu.au

research.unimelb.edu.au/research-at-melbourne

research.unimelb.edu.au/contact-us/chancellery-research

Teaching
Teaching and Learning at the University of Melbourne
provost.unimelb.edu.au

Engagement
University of Melbourne Engagement strategy
about.unimelb.edu.au/strategy-and-leadership/engagement

Engagement strategy - About Us
about.unimelb.edu.au



THE UNIVERSITY OF
MELBOURNE

Enquiries

Enquiries can be made to The Insight Group:

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The Council reserves the right to fill the position by invitation at any time.