



PROFESSOR AND HEAD OF DEPARTMENT

DEPARTMENT/UNIT	Department of Mechanical and Aerospace Engineering
FACULTY/DIVISION	Faculty of Engineering
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

The Faculty of Engineering is the #1 Engineering School in Australia, renowned worldwide for the quality and calibre of our teaching, research and graduates. We offer a comprehensive selection of undergraduate, graduate, postgraduate and higher degree by research programs in a wide range of engineering disciplines. Our research activities provide a platform for establishing a thriving educational enterprise and our staff are committed to creating a dynamic learning environment. The research activities range from fundamental studies to research with a strong applications orientation. To learn more about the Faculty of Engineering, please visit our [website](#).

The Department of Mechanical and Aerospace Engineering forms part of the #1 Engineering Faculty in Australia. We educate the next generation of leaders in the profession of mechanical engineering, generate new knowledge and insight into the processes that govern our discipline, and provide service to the community, our profession and industry. We are the largest department within the Faculty in terms of student numbers, offering a range of undergraduate, Masters and PhD programs. Research is a vital part of the Department's activities and we are renowned for our expertise and world-class facilities. We strive to provide a welcoming and open culture that is inclusive of students and staff of diverse genders, sexes, sexualities, religions and cultures, and people with disabilities. We welcome applications from individuals representing these diverse groups. In accordance with Monash University's commitment to Athena Swan principles, we particularly encourage applications from females. Monash University supports staff with young children and caregiving responsibilities through a range of [programs, policies and procedures](#).

To learn more about our Department and the work we do, please visit our [website](#).

POSITION PURPOSE

The Head of Department, Mechanical and Aerospace Engineering will be expected to bring a strong personal commitment and reputation in both education and research. Eminently credible, they will drive the ongoing, international profile of our research whilst simultaneously leading innovative pedagogical activities in order to ensure that our students' University experience is of the highest standard and recognisable.

Reporting Line: The position reports to the Dean, Faculty of Engineering

Supervisory Responsibilities: This position provides broad supervision to circa 30 direct reports, and oversees a broader staff group of circa 125 individuals, consisting of teaching, research and professional staff

Financial Delegation: Yes, in accordance with the University Delegation Schedule

Budgetary Responsibilities: Yes, in line with Key Responsibilities

APPOINTMENT PERIOD

The professorial appointment will be a continuing appointment in the Department of Mechanical and Aerospace Engineering, and will include the role of Head of Department for an initial period of up to 5 years with opportunity for renewal.

KEY RESPONSIBILITIES

Specific duties required of a Professor and Head of Department may include:

1. Provide high-level strategic leadership to the department that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and professional activities
2. Take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research and administration
3. Work collaboratively with key staff across the Faculty and broader University community and support the Dean as a trusted advisor in the development of a Faculty of Engineering which is acknowledged as world class
4. Provide strong and committed leadership in teaching, curriculum development and research training by participating in the Faculty's curriculum planning and development processes,

academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline

5. Using best practice methodologies drive educational innovation through the initiation, development and review of course material
6. Course coordination and course content and delivery enhancement, including the preparation and delivery of lectures and seminars, and the design, implementation and review of educational innovations including offering guidance to assistant lecturers and supervision of sessional staff in teaching unit/s as required
7. Consultation with students including marking and assessment of coursework and guidance on areas of development
8. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students
9. Contribution to scholarly debate within the profession, production of high-quality research that has industry relevance and presentation of research results at national and international forums leading to the attraction of external and government funding
10. Provide innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality HDR students
11. Involvement in professional activities such as networking and industry events to enhance relationships and drive collaboration and funding opportunities both nationally and internationally
12. Exercise strong budget management over a budget upwards of 40 million dollars
13. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification, and recognised as a leading authority in the relevant discipline.

Knowledge and Skills

2. Demonstrated experience in academic management, and the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to lead a school/department
3. Demonstrated experience and evidence of outstanding scholarly and translational research activity at scale and of an international standard in one or more domains of Mechanical and Aerospace Engineering and a demonstrated ongoing commitment to one or more programs of research
4. Demonstrated excellence in leading the development and delivery of contemporary high-quality teaching and curriculum at the undergraduate and postgraduate level
5. Exceptional written and verbal communication skills and evidence of sustained relationships with industry, business, government agencies and professional bodies, coupled with vision for the future needs and development of their discipline area(s) within Australia and internationally
6. Proven ability to plan, organise and achieve work targets, sometimes in demanding circumstances, and work harmoniously and constructively with colleagues at all levels

7. The emotional intelligence and self-awareness to lead a diverse department and a willingness to make a substantial contribution to all activities of the department and faculty, including mentoring, strategy development, committee work, administration, and planning
8. Proven ability to promote the discipline internally within the University as well as externally both nationally and internationally
9. A vision for the future and plans to develop the department's disciplines within Australia and internationally, from research and educational perspectives

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required
- This position will require a successful National Police Record check
- A current satisfactory Finance Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.