



ASSOCIATE PROFESSOR/PROFESSOR AND DIRECTOR, CAPITAL PUNISHMENT IMPACT INITIATIVE

DEPARTMENT/UNIT	Law Research Services
FACULTY/DIVISION	Faculty of Law
CLASSIFICATION	Level D or E
WORK LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

Monash University is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit www.monash.edu.

The **Monash Law Faculty** (Monash Law) is consistently recognised and ranked as one of the world's leading law schools. Monash Law is a leading international, clinical, and digital law school providing world-class education, research, and external engagement from seven locations across both global hemispheres. A number of these Australian and overseas locations relate to the Capital Punishment Impact Initiative.

Our excellence in research, teaching, and clinical legal education has been at the forefront of legal education and scholarship for decades in Australia. We pride ourselves on offering real, tangible legal experience and international study opportunities, and equipping our students with an extensive legal education. We also have world-class research centres and groups across the full spectrum of international, public, private, and criminal law.

We offer a broad-based experiential education for law students, with diverse course offerings at every level (ie LLB (Hons), JD, LLM and other graduate courses, and PhD programs). We believe that a blend of theoretical, practical, and multi-disciplinary experience is essential to a modern legal education, with most of our LLB (Hons) students undertaking double degrees, and all JD students having prior university qualifications. Through our clinical legal education program – the first of its kind in Australia – our students work with real clients, on real cases, under the supervision of legal experts. We pride ourselves on developing and graduating market-ready legal professionals.

Monash University is Australia's most international university, with dedicated overseas Monash campuses in China, India, Italy, Malaysia and, until recently, South Africa. Monash Law operates from seven locations on three continents, at the University's main campus in Clayton, as well as in the Melbourne CBD, Prato and Kuala Lumpur campuses, and through three Monash Law Clinics at various suburban, city, and overseas locations. Our dedicated Monash University Law Chambers situated in the heart of the Melbourne legal and judicial district

complements our Clayton base and legal clinics. We also have an international presence in Prato, Italy and Malaysia, where we offer dedicated law classes to our own students as well as students from other universities, and increasingly use as locations for transnational clinics and academic workshops and conferences as well.

The Faculty has a vibrant research culture, with a strong commitment to diverse and innovative forms of high-quality and cross-disciplinary legal research that has governmental, professional, and social impact. We collaborate with world leaders in legal research and education throughout Australia and internationally and have demonstrated top-tier research intensive performance. Our staff are involved in ARC Discovery and Linkage grants and CRC projects. The Faculty also has three world-class research centres, the Castan Centre of Human Rights, the Australian Centre for Justice Innovation, and the Centre for Commercial Law and Regulatory Studies, and a number of vibrant and emerging research groups, in the areas of sustainable legal practice, health and well-being, and feminist legal studies. For more information about the Faculty of Law, please visit our website: www.monash.edu/law.

The **Faculty of Law** and the Capital Punishment Justice Project (formerly known as Reprieve Australia) have joined to create and develop a new regional initiative for research, policy, and clinical case-work, with a particular focus upon the Asia-Pacific region. This Initiative will be the hub of a southern hemisphere network of value to those involved in work globally across the public, private, and community sectors concerning capital punishment justice and impact. Functions of the Capital Punishment Impact Initiative include:

- Casework and other clinical activities in the Asia-Pacific region;
- evidence-based, legal, and cross-disciplinary research;
- multi-stakeholder network-building;
- sharing knowledge and communication; and
- public awareness, review, and monitoring

POSITION PURPOSE

The inaugural Director of the Capital Punishment Impact Initiative is responsible for helping to establish the Capital Punishment Impact Initiative with its two foundation partners, working with them and in furtherance of the Australian Government's Strategy for the Abolition of the Death Penalty worldwide. The Director (who shall be entitled during and beyond their term of appointment to be called the 'Foundation Director') is to provide strategic leadership for the Initiative, working closely with the Faculty leadership team to deliver all aspects of strategy, management, and financial viability of the Initiative, with a view to its eventual growth into a cross-disciplinary Institute under Monash University's policy governing faculty centres and University-wide institutes.

The role of the Director sits in the Faculty of Law, and the Director will have an underlying substantive position in the Faculty. This role will be expected to:

- Provide strong leadership and manage the Initiative in the context of the Faculty of Law's vision and business plans
- integrate the Initiative into the broader research, educational, and engagement agenda of the Faculty of Law and Monash University as a whole
- assist in developing a strong financial base of research income through research contracts, grants, and philanthropy
- strategically position the Initiative as a leading site for research, policy, case-work, and awareness-raising aimed at capital punishment justice and impact in the Asia-Pacific region
- work with the Faculty of Law's clinical leadership team to achieve continued growth in the quality and impact of the Death Penalty Clinic, including its research and partnering relationships, as part of the Monash University Faculty of Law's Clinical Placement Program
- lead the Initiative in becoming a hub and building a network in the southern hemisphere, working with other networks globally and others in government, industry, and NGOs on capital punishment justice and impact
- guide the two foundation partners (i.e. Monash University and Capital Punishment Justice Project) and the Initiative's other academic and administrative staff in steering the Initiative towards achieving Faculty research centre or University research institute status under Monash University policy and procedures for centres and institutes

Reporting Line: The position reports to the Associate Dean (Research) in the Faculty of Law, under the general oversight of the Dean

Supervisory Responsibilities: The position will supervise academic and administrative staff, as well as research degree students and research assistants appointed to the Initiative

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

APPOINTMENT

The appointment will be made at a level appropriate to the successful candidate's qualifications and experience. The appointment will be continuing and will include the role of Director, Capital Punishment Impact Initiative for up to the first three years of the appointment. Subject to performance, funding, and other criteria, a further term as Director may be negotiated. The successful appointee will also be eligible for membership of the Faculty of Law's Castan Centre for Human Rights Law and other Faculty centres and groups, given the cognate areas of work with the Initiative.

KEY RESPONSIBILITIES

1. Oversee the development of a strategic direction for the Initiative, ensuring it is aligned to University and the Law Faculty's objectives, and that staff appointed within the initiative are working towards a shared vision. Regularly monitor progress towards defined milestones and key performance indicators, providing reports and recommendations to the board
2. Build an effective team that has a strong sense of common purpose in support of a mission to attract, develop and retain the best staff and support them to achieve both the mission of the initiative and their personal career
3. Take a lead role in international and national collaborations and networks, and maintain public leadership through writing, speaking and presenting to position Monash and the initiative for global leadership in capital punishment justice and impact
4. Provide leadership in engaging with government, business and community sectors to build mutual capacity, to identify high quality research projects of relevance and to capture external resources for research and education initiatives; sources may include national and international funding agencies, governments, business and philanthropy which demonstrate impact and engagement
5. Leadership of strategic and operational planning to successfully deliver the initiative's mission, financial sustainability and reporting on performance and outcomes to key stakeholders and the University more broadly

Strategic Leadership and Management

6. Oversee the development of a strategic direction for the initiative, ensuring it is aligned to University and the Faculty's objectives, and that staff within the initiative are working towards a shared vision
7. Develop the governance infrastructure for the initiative and provide recommendations to the Dean and Associate Dean (Research) on opportunities for the long-term viability (financial and output) of the initiative
8. Provide strong and committed leadership to staff, including supervising, fostering and promoting their professional development
9. Work with the Dean and Associate Dean (Experiential Education) on continued development of experiential learning opportunities and clinics concerning capital punishment

Research Management

10. Develop an environment that fosters a high-performing and innovative culture, where staff are creative and thought leading in their approach to research, leading to improved research outputs and the positive impact and engagement both in the community and discipline

11. Provide leadership and expertise in project management, ensuring projects are scoped, risks mitigated, legal implications considered, timeframes met, budgets adhered to, and outcomes delivered
12. Build the national and international research profile and networks for this initiative
13. Develop strategies to integrate relevant researchers from other parts of the University and Faculty into the initiative's research agenda

External Relationships

14. Pro-actively lead engagement opportunities for the initiative, through:
 - Building capability internally to engage in policy development initiatives
 - Developing and fostering important relationships within government and civil society
 - Identifying new, and leveraging existing, income streams (eg through research grants, contracted research, sponsorships, and philanthropy) to support research initiatives and projects that have high impact internationally
15. Maintain and foster key stakeholder relationships with partner institutions and bodies
16. Represent the initiative and its interests, views, and needs in an external, professional, business and government context. In particular, in relation to:
 - Raising research funds
 - The generation of research ideas, topics and programs
 - The reporting, dissemination and publicising of the Institutes' research

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - An exceptionally skilled and experienced individual with an international reputation and a distinguished record for influencing stakeholders and undertaking work in the field of capital punishment;
 - significant strategic leadership experience including fostering successful institutional culture within a complex knowledge and impact-focused organisation;
 - extensive management experience in senior roles, including governance, staff engagement, strategic planning, and management of complex and novel projects;
 - a doctoral qualification or equivalent accreditation and standing in a field relevant to capital punishment, together with research experience and recognition as a leading authority in a relevant area of research and/or practice

Knowledge and Skills

2. International reputation and track record for leading major impact and influence initiatives at scale, whether in interdisciplinary research, education or innovation
3. A robust understanding and experience of the field of scholarship and relevant stakeholder communities in capital punishment
4. An extensive record of building and managing relationships with industry, government and community partners, potential investors, and stakeholders in order to achieve the goals of the Institute and enhance its reputation as a leading Institute
5. Excellent communication skills including the ability to represent Monash, the Faculty, and the Institute externally with proven experience in influencing and persuading decision and policy makers
6. A record of obtaining significant external funding for large programs

Behavioural Competencies

7. An energetic and visionary leader with capacity to inspire passionate staff to keep aiming high, embrace new ways of working, and respect a diversity of people and perspectives

8. Highly collegial and collaborative approach with an empathetic, agile and open mind
9. A visible and active leader of the initiative with the personal presence and intellectual capacity, stamina, and agility to deal with a broad span of duties, to gain the respect of a wide range of stakeholders, and balance internal and external demands
10. Alignment with the University's and Faculty's values and guiding principles, as well as a high level of emotional intelligence and resilience
11. Able to operate in an agile environment within a 'matrix' University system of management and operations

OTHER JOB RELATED INFORMATION

- The appointee may be required to undertake national and international travel
- 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

LEGAL COMPLIANCE

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.