

ACADEMIC DIRECTOR, INDIGENOUS

DEPARTMENT/UNIT	Deputy Vice-Chancellor (Indigenous) and Senior Vice-President
FACULTY/DIVISION	Deputy Vice-Chancellor (Indigenous) and Senior Vice-President
CLASSIFICATION	Level C
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something ground-breaking – 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 ground-breaking 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 **Office of the Deputy Vice-Chancellor (Indigenous)** serves as a vital hub for Indigenous education, research and community engagement, and provides a clear mechanism through which the University hears Indigenous voices. It strives to advance Indigenous knowledge and perspectives and enhance Monash's ability to foster a culturally relevant and inclusive environment for Indigenous students and staff.

The portfolio drives Indigenous advancement and promotes active participation among students and staff. With a focus on growth, the portfolio has ambitious targets of growth in Indigenous students exceeding government targets; growth in Indigenous leadership; and growth of the University's contribution to Indigenous Nations on whose lands we operate.

Through the Indigenous portfolio, Indigenous leaders will have increased capacity and empowerment to strengthen Monash's research and learning and teaching. They will address future challenges, through meaningful strategic decision-making grounded in Indigenous lived experience and expertise. Ensuring that Indigenous voices are amplified, fostering self-determination and playing an influential role in shaping the university's direction.

Monash and the Office of the Deputy Vice-Chancellor (Indigenous) and Senior Vice-President values staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of [achievement relative to opportunity](#) in our selection processes.

POSITION PURPOSE

A Level C academic is expected to make significant contributions to the teaching effort of the Office of the Deputy Vice-Chancellor (Indigenous). An academic at this level is also expected to play a major role in scholarship, research and/or professional activities.

The **Academic Director (Indigenous)** is responsible for providing strong academic leadership, research expertise and strategic planning which make a substantial contribution to the Office of the Deputy Vice-Chancellor (Indigenous). A key responsibility of this position is the development and delivery of curriculum and educational experiences that advance Indigenous knowledge and perspectives.

The Academic Director (Indigenous) will also lead and initiate research and engagement programs aligned with the Indigenous portfolio, as well as establish collaborative partnerships across the portfolio, with faculties, academics and others within and beyond the University.

The Academic Director (Indigenous) will play a key role in supporting the Deputy Vice-Chancellor (Indigenous) on academic and strategic matters. The Academic Director (Indigenous) is a senior academic leader with a strong track-record in educational leadership and scholarship, with a proven capacity for making high level contributions to education development and innovation across the University.

Reporting Line: The position reports to the Deputy Vice-Chancellor (Indigenous) and Senior Vice-President

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

1. The initiation, development and delivery of curriculum and courses aligned with the objectives of the Office of the Deputy Vice-Chancellor (Indigenous). This includes working with academic staff to advance and amplify Indigenous knowledge and perspectives across the University's curriculum, as well as identify and support opportunities for the development of broader academic knowledge pertaining to Indigenous cultures and histories
2. Lead initiatives to embed Indigenous knowledges and perspectives in meaningful and respectful ways
3. Contribute to the academic and administrative leadership of the Office of the Deputy Vice-Chancellor (Indigenous) by participating in the development of policy and strategy

4. Undertake research, consultation, in-depth analysis, reviews and benchmarking to keep abreast of emerging issues, maintain knowledge currency and provide advice to support strategy and decision making within the Office of the Deputy Vice-Chancellor (Indigenous)
5. Conduct research in-line with the Office of the Deputy Vice-Chancellor (Indigenous) research strategy, by maintaining a substantial active publications record (high-quality refereed journals)
6. Involvement in professional activity including collaborating with groups both internal and external to the University on teaching and learning practice and design, as well as facilitating cultural awareness training
7. The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and/or studio sessions where appropriate, including marking and assessment
8. Maintain and broaden collaborative partnerships with relevant faculties and departments/schools within the University and community
9. Supervision of major honours or postgraduate research projects
10. Supervision of the program of study of honours students and of postgraduate students engaged in course work
11. Significant role in research projects including, where appropriate, leadership of a research team
12. Consultation with students
13. Attendance at departmental meetings and a major role in planning or committee work where appropriate
14. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification in the relevant discipline area or equivalent accreditation and standing and/or recognised significant experience in the relevant discipline area.

Knowledge and Skills

2. Ability to conceptualise and confidently deliver cross-cultural curriculum that advances Indigenous knowledges and perspectives, and enhances Monash's ability to foster a culturally relevant and meaningful environment for Indigenous students, staff and communities
3. Demonstrated understanding and experience working with Indigenous communities within and across Australia, together with the ability to develop and strengthen relationships between the organisation and Indigenous communities
4. Demonstrated success in the development and promotion of networks and relationships that enhance opportunities for Indigenous peoples, cultures and knowledge
5. Outstanding interpersonal and communication skills with the ability to work independently and as part of a team across both the education and service sectors, as well as to develop constructive and meaningful relationships in a complex and diverse environment
6. Highly developed analytical and conceptual skills including the ability to execute a strategic plan and objectives that align with and deliver value to key stakeholders

7. Demonstrated publication record in high-quality refereed journals, conferences, equivalent textbooks or teaching resources
8. Demonstrated ability in undertaking outstanding research and leading a research team and project
9. Proven record of obtaining significant external grants for research
10. Demonstrated record of successfully supervising postgraduate research students
11. Ability to work positively and cooperatively with students, internal and external teams and external organisations
12. Demonstrated strong record of teaching experience in a tertiary environment including course coordination
13. Demonstrated ability to motivate, actively engage and educate a given audience
14. Proven ability, commitment and passion for engaging in scholarly and research activities
15. Proven experience in the support of change initiatives in a large and complex organisation

OTHER JOB RELATED INFORMATION

- Only Indigenous Australians are eligible to apply as this position is exempt under the Measure Provision, Section 12 (1) of the Equal Opportunity Act 2011 (Vic)
- 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

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.