



PROFESSOR AND HEAD OF DEPARTMENT, CIVIL ENGINEERING

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

ORGANISATIONAL CONTEXT

Monash 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. Our staff and students have access to quality research facilities, infrastructure and teaching spaces to make a difference, along with opportunities to collaborate internationally. Discover more at www.monash.edu.

The **Faculty of Engineering** is one of the largest in Australia, renowned worldwide for the quality and calibre of our teaching, research and graduates. We offer a comprehensive range 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 Civil Engineering** provides high quality education, research and professional services for the benefit of the students, the staff, the University, industry, the profession, and the wider community. The Department actively pursues innovative and significant multi-disciplinary research to address the challenges we face. For more information about us and the work we do, please visit our [website](#).

The Department of Civil Engineering spans a broad range of disciplines, including structural engineering, water engineering, geomechanics engineering, transport engineering, environmental engineering, resources engineering and construction engineering, and management. These disciplines combine to serve emerging global challenges, progressing civil engineering knowledge and practice, and contributing to the prosperity and sustainability of our global community.

POSITION PURPOSE

The Head of the Civil Engineering Department will bring a strong personal commitment to and reputation in education and research.

They provide leadership and foster excellence in research (both disciplinary and interdisciplinary), teaching, professional activities and staff development in the academic discipline within the department. The Head of Department inspires and motivates academic staff across their department to achieve their full potential in research and teaching, and they play a key role in empowering staff to realise the Faculty of Engineering's vision and objectives across its national and international campuses.

The Head will further enhance the reputation of the department within academia and industry allowing the department to showcase its expertise and research capability on a global scale. Continuing the expansion of the Department's international profile and its interdisciplinary research is a critical aspect of the role.

Monash Engineering offers innovative education experiences, providing outcomes of the highest standard. The Head of the Civil Engineering Department will support and champion the rich student experience that is the hallmark of Monash Engineering.

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

Supervisory Responsibilities: This position provides broad supervision to circa 40 direct reports, and oversees a broader staff group of circa 100 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 Civil 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 may include:

1. Develop and implement a future-facing strategic vision for the department that aligns with faculty and university strategy, and supports the growth of its international reputation and success
2. Provide strategic hands-on 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 both locally and across its international campuses and affiliations
3. Exercise strong budget management for the department to a value of circa \$55M
4. Lead and manage staff in an equitable manner through team building, strategic recruitment and selection, performance management and staff development ensuring appropriate management of staff workloads, and the development and mentoring of staff throughout their career in order to support career progression
5. Develop, maintain, and broaden enduring collaborative partnerships with external agencies and industry both nationally and internationally, working closely with the Deputy Dean (External Engagement) to ensure a culture of industry partnership and collaboration is created and supported throughout the department
6. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active high quality publications record and supervising and mentoring early career researchers and research students
7. Foster research excellence through procuring competitive research grants, leading significant research projects, and working with other staff to develop research links

8. Provide visible, innovative and committed leadership across 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
9. Provide innovative and effective leadership to grow the Department's HDR program and to attract high quality HDR students
10. 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 which is acknowledged as world class
11. Maintain and broaden collaborative partnerships with relevant Faculties and Departments/Schools within the University and community
12. Provide strategic contributions to create a culture of staff equity, diversity and inclusion, and demonstrate a best-practice example
13. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification, and be recognised as a leader in a discipline related to Civil, Environmental or Resource engineering.

Knowledge and Skills

2. Evidence of outstanding scholarly activity at an international standard in a discipline related to civil engineering, including significant publications in the highest impact journals, a consistent record of high level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research
3. A vision for the future needs and development of civil engineering within Australia and internationally, from both research and educational perspectives
4. Proven capabilities in leading, or making a significant contribution to, change management programs and creating an environment that provides growth opportunities
5. Highly developed interpersonal and communication skills including the demonstrated ability to liaise effectively with other academics, to mentor and develop staff, and to represent and advocate for the Department/Faculty/University as a contributing member on various boards and committees
6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building strong, collaborative links with industry, government, funding and professional bodies
7. Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a department
8. Evidence of collaborative interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
9. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
10. Demonstrated commitment through strategic contributions and actions to staff equity, diversity and inclusive work practices

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University, both nationally and internationally, will 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

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.