



THE UNIVERSITY OF
**WESTERN
AUSTRALIA**

Appointment of

Executive Dean, Faculty of Health and Medical Sciences

Information for candidates





Thank you for
your interest in the
position of Executive
Dean, Faculty of Health
and Medical Sciences
at The University of
Western Australia.

Welcome

Thank you for your interest in the position of Executive Dean, Faculty of Health and Medical Sciences at The University of Western Australia (UWA).

It's an exciting opportunity to work with an institution at the most exciting and dynamic time in its history. With the University's vision for the next decade recently launched, UWA 2030 identifies the best ways to build on our strong reputation for excellence in teaching, learning and research. UWA is set to become an energetic centre for innovation, inspiring future students, staff and stakeholders alike to make a global impact.

Joining UWA will put you at the forefront of excellence, where you can challenge convention and make the most of unlimited possibilities. It's not just one of the Top 100 universities in the world, it's an environment in which you can make a real difference – and encourage others to do the same.

We offer access to an exceptional support network committed to creating change, from membership in the Group of Eight – a coalition of leading research-intensive Australian universities – to colleagues who are academic leaders in the broadest sense, having established international reputations as outstanding teachers and researchers.

We look forward to hearing from likeminded candidates.



Professor Dawn Freshwater
Vice-Chancellor



The University of Western Australia

At UWA, you can work alongside dynamic and forward-thinking colleagues who, like you, are determined to drive innovation.

The University is in the Top 100 universities in the world and is one of Australia's most respected research institutions. We operate more than 130 research and training centres, and enjoy a broad range of successful industry partnerships. The strength of our research culture means we attract high levels of competitive funding and receive roughly 80 per cent of all research funding to Western Australian universities each year.

UWA is 86th in the 2020 QS World University Rankings, climbing sixteen places in the last three years, and has maintained a perfect score of 100 in the International Faculty ratio (measuring the number of international staff per 100 faculty members). The Academic Ranking of World Universities 2018 places us 93rd, while the Times Higher Education World University Rankings rates us 134th globally. In the Good Universities Guide 2019 we gained a five-star rating in Student Retention, and maintained our five-star rating for Student-Teacher Ratio and Student Demand.

At UWA, we help people make the most of the possibilities presented to them. We are a community driven by a desire to make the most of our collective potential and to contribute to the world's advancement. Join us and pursue your ambitions.

uwa.edu.au





Vision

Creating the next generation of global leaders through experience-rich education and world-leading, trustworthy research.



Mission

To provide world-class education, research and community engagement for the advancement of prosperity and welfare of our communities.

University governance and management

The University is governed by the Senate, comprising up to 17 members from a range of backgrounds including community, staff, students and graduates.

Chaired by the Chancellor, the Hon. Robert French, the key roles of the Senate are:

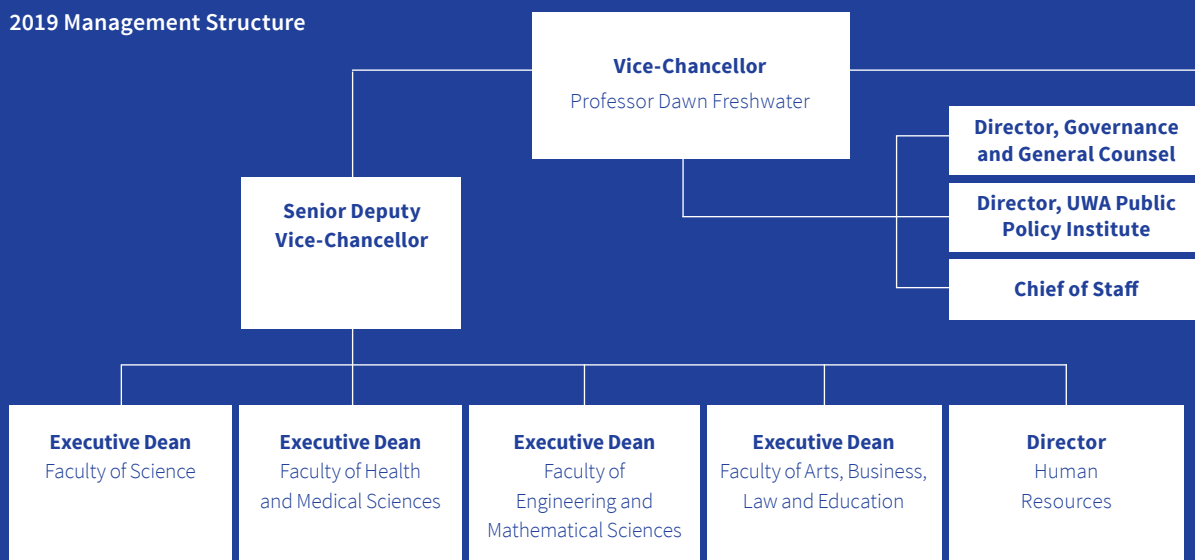
- providing a broad overview of strategic directions in the University
- overseeing corporate governance
- performance monitoring
- taking legislative responsibility
- supporting, guiding and monitoring the performance of the Vice-Chancellor

Key stats

Student enrolments 2018	23,765
Total staff (FTE) 2018	3,306
Research publications 2018	4,563



2019 Management Structure



Key institutional networks

Group of Eight

The Group of Eight is a coalition of leading Australian universities that advocate intensive research and comprehensive general and professional education.

go8.edu.au

Matariki Network of Universities

This international group of seven universities across seven nations focuses on strong links between research and undergraduate teaching, promoting international best practice in research and education.

matarikinetwork.org

Worldwide Universities Network

The major issues facing our planet are so great that no single institution or organisation can address them alone. The WUN brings together world-leading academic partners to address these global challenges.

wun.ac.uk

Australia Africa Universities Network

The Australia Africa Universities Network (AAUN) is a group of leading universities in Australia and Africa, connecting researchers and academics through institutional partnerships in order to address challenges facing both continents.

aaun.edu.au



**Deputy
Vice-Chancellor**
Research

**Deputy
Vice-Chancellor**
Global Partnerships

**Deputy
Vice-Chancellor**
Education

Executive Director
Corporate Services

Pro Vice-Chancellor
Indigenous Education

Faculty of Health and Medical Sciences

The Faculty of Health and Medical Sciences is a large, interdisciplinary health faculty, which includes the Schools of Medicine, Dentistry, Allied Health, Biomedical Sciences, and Population and Global Health. The Faculty boasts some of The University of Western Australia's most outstanding researchers; our most notable being Professor Barry Marshall and Emeritus Professor Robin Warren who were awarded the 2005 Nobel Prize in Physiology or Medicine for their discovery of the bacterium *Helicobacter pylori* and its role in gastritis and peptic ulcer disease. This achievement, together with consistently being ranked within the top 100 universities in the world, highlights our international reputation and high global standing for research excellence.

As a research-oriented faculty, we encourage the lifelong adaptation and assessment of new theories, treatments and diagnostic techniques that incorporate a holistic approach to the health sciences and more sensitive interactions with patients. Our cutting-edge research is undertaken within each of the schools as well as the centres within each school.

Our areas of research priority are:

- Ageing and aged care
- Antimicrobial resistance
- Arthritis and musculoskeletal conditions
- Asthma
- Cancer control
- Cardiovascular health
- Dementia
- Diabetes
- Health security
- Indigenous health
- Injury prevention
- Maternal health in the first 200 days
- Mental health
- Obesity

The Faculty has a strong record of quality education and teaches a comprehensive program of undergraduate courses in the biomedical sciences in addition to postgraduate coursework programs and research degrees. Our professional entry to practice degrees include medicine, dentistry, pharmacy, podiatric medicine and social work. We also offer an extensive range of postgraduate coursework and research courses in public health, clinical research, dental science, health professional education, clinical pathology, infectious diseases, rural and remote medicine, and neonatal and child health. We strive to deliver research-led teaching in high-quality facilities and are supported in this venture by leading academics, valued alumni and expert health professionals.

Our academics and students have access to modern teaching facilities. The UWA Health Campus is located on the same site as the Queen Elizabeth II Medical Centre in Nedlands and is the largest medical centre in the southern hemisphere. The site includes two major hospitals – Sir Charles Gairdner Hospital and Perth Children's Hospital – and is home to internationally renowned organisations including the Lions Eye Institute, Harry Perkins Institute of Medical Research, PathWest, The Perron Institute for Neurological and Translational Science, the Telethon Kids Institute, and the Oral Health Centre of Western Australia.



Our Medical and Dental Library has recently undergone significant refurbishment to generate a world-class, technology-rich educational hub that is highly valued by students and staff and which meets the changing working styles of today.

Students also have access to a vibrant and dynamic facility with collaborative and individual learning spaces, a learning suite, comfortable work spaces and quiet rooms, together with a contemporary book collection. The Faculty comprises more than 400 full-time equivalent academic staff, including 80 Level E professorial appointments, and approximately 1,000 adjunct and clinical staff assisting with teaching and research. There is an equivalent full-time student load of 2,675 enrolled in a range of undergraduate majors and graduate degree programs.

The Faculty of Health and Medical Sciences has an important role in delivering knowledge and discoveries to guarantee we have healthy futures. Our continued ability to translate health and clinical knowledge into practice means we remain at the forefront of delivering outstanding learning opportunities for our students and researchers to benefit the future health of Australian and international communities.

uwa.edu.au/health/home



Western Australia and Perth

Western Australia is the second-largest state in the world, with a sunny climate that has resulted in some of the globe's most biodiverse landscapes, from a Mediterranean climate in the south and desert in the east, to tropical conditions in the north.

As well as natural beauty in the shape of magnificent beaches, beautiful wineries and one of the world's largest inner-city parks – Kings Park – Perth offers an eclectic mix of restaurants, shopping and cultural experiences. These include the Perth Festival, which was founded by The University of Western Australia and is the longest-running international arts festival in the country, as well as being one of the most exciting celebrations on the world's cultural calendar.

uwa.edu.au/perthfestival





Role, key responsibilities and selection criteria

Role

The Executive Dean is the executive head of the Faculty and is responsible for articulating and delivering its academic and management strategy in the context of the University's overall Strategic Plan.

The Executive Dean will work closely with the University's Academic Board and Senate, and play a full part in the management of the University as a whole, through membership of the Executive Group. The post-holder will be responsible to the Senior Deputy Vice Chancellor.



Key responsibilities

Leadership and management

- Playing a full and integral role as a member of the University's senior Executive Group in leading and managing the implementation of the University's academic and resource strategies and building its corporate plans, objectives and business development
- Defining, communicating, delivering and reviewing the Faculty's research and education policies, objectives and plans in the context of the University's strategic goals and building the profile and reputation of the Faculty, and the University, locally, nationally and internationally
- Promoting a positive culture within the Faculty to ensure an environment that is consistent with the University's vision and values

The post-holder will carry out these responsibilities by working in consultation with Heads of School and other senior managers and academics within the faculty, inter alia promoting teamwork and developing expertise. S/he will liaise closely with other Executive Group members to deliver University plans and priorities. S/he will also communicate and liaise with the leadership across the University to develop and implement policy, initiatives and changes in an agreed and cohesive way.

Education, teaching and learning, and student welfare

- The post-holder, working closely with the Senior Deputy Vice Chancellor, is responsible for the effective and focused implementation in the Faculty of the teaching and learning strategy, and policies of the University, and for establishing the necessary structures that will ensure the educational offering of the Faculty is relevant, responsive and of high quality
- This will include effective oversight of Faculty programs and relevant accreditation processes, and the overall planning, development and renewal of academic programs and pedagogy

Research, innovation and enterprise

- The post-holder, working closely with the Deputy Vice Chancellor Research, is responsible for the effective and appropriate implementation in the Faculty of the research and strategy and policies of the University, and for developing the necessary structures, systems and support to ensure the research output of the faculty is of consistent high quality and internationally competitive, fully exploiting opportunities for collaboration and interdisciplinary innovation

Engagement with the community

The post-holder, working closely with the Deputy Vice-Chancellor Global Partnerships, is responsible for:

- Proactively managing relationships with, and a strong service ethos to, the community as an integrated component of the educational and research activities of the Faculty
- Developing and maintaining positive working relationships with government and the health sector at state and national levels and with key funding bodies to maximise opportunities (across research and education) for the Faculty
- Leading Faculty alumni and fundraising opportunities

Staff

- The post-holder, working closely with the Senior Deputy Vice Chancellor and the Director, Human Resources, is responsible for the effective implementation in the Faculty of the People Strategy of the University and its component plans
- This will have a particular focus on promoting the principles and practices of equity and diversity as well as opportunities for growth and advancement for staff to fulfil their potential, and championing staff welfare practices which provide support and generate resilience

Finance and infrastructure

- The post-holder, working closely with the Chief Financial Officer, is responsible for the financial health and sustainability of the Faculty, the application of the University's financial management principles and policies, and for the effective and transparent management of the finances of the Faculty

Personal development

- The post-holder will demonstrate an active commitment to continuing self-development in leadership as well as academic activities, and will understand their own strengths, weaknesses, style and needs. They will undertake training and development appropriate to the role and their own development needs

Specific work capabilities (selection criteria)

- Credibility and ability to influence (externally and internally) through depth and breadth of expertise; and the ability to seek, review and apply best practice from elsewhere
- Demonstrated ability to think, plan and communicate strategically, and to anticipate trends and opportunities
- Demonstrated ability to articulate a clear direction and to secure commitment to a vision by inspiring and motivating colleagues
- Experience in the initiation and management of change and the ability to take and accept responsibility and ownership in a visible way
- Demonstrated integrity and fairness, along with the ability to provide leadership in a large and complex setting while also operating effectively and supportively as part of a team
- Personal effectiveness and self-management, particularly time management and the ability to be flexible, adaptable and to operate effectively under pressure
- Political/environmental awareness and the ability to take account of all 'stakeholder' requirements including the ability to influence, network and understand and operate effectively within different 'political' environments
- Demonstrated ability to develop staff; to establish and communicate clear standards and expectations; delegate effectively and appropriately; give constructive feedback and respond to feedback; monitor performance; acknowledge and reward good performance; address poor performance; build trust, promote good morale and teamwork; and secure the commitment of staff through appropriate participation and recognition
- Commitment to the values of equity and diversity, demonstrated understanding of the diverse nature of the University's community, and a willingness to work with staff, students and visitors from a wide range of backgrounds
- Significant domestic and overseas travel

Conditions of employment

The appointment will be for a fixed term period of five years with the prospect for renewal. An attractive and flexibly constructed remuneration package will include:

- Professorial salary
- Employer contribution to superannuation of 17%
- Annual leave of 20 working days per annum
- Long service leave
- Eligibility for sabbatical leave
- Visa sponsorship and relocation assistance for international appointees

Applications

Thank you for your interest. If you wish to proceed, the following information will assist you with your application.

Your application must include the following:

- a statement that clearly demonstrates the extent to which you satisfy each of the selection criteria
- evidence of the impact of your work beyond academia, such as through contributions made to the economy, society, culture, public policy or services, health, the environment or quality of life
- a curriculum vitae that provides your personal details, qualifications and work history
- a list of publications
- the names, email addresses, mailing addresses and telephone contact details of three referees who can be contacted for a confidential report

Please note that your permission will be sought before referees are contacted.

The University of Western Australia provides visa sponsorship for international appointees.

The closing date for applications is Friday, 2 August 2019 at 5:00pm AWST

Lodging your application

UWA has engaged international executive search consultants Perrett Laver to advise on this appointment. For further information on how to apply, please visit <https://candidates.perrettlaver.com> quoting reference 4217, or contact Jackie Radisich on Jackie.Radisich@perrettlaver.com or on +61 2 8354 4000.



The University of Western Australia
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