



POSITION DESCRIPTION

Victorian College of the Arts
Faculty of Fine Arts and Music

Associate Professor / Professor in Theatre

POSITION NO.	0039667
CLASSIFICATION	Associate Professor, Level D / Professor, Level E
SALARY	Level D \$151,868 - \$167,312 p.a. Level E \$195,618 p.a. Level of appointment is subject to the appointees qualifications and experience
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time (1 FTE)
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to www.jobs.unimelb.edu.au and use the Job Search screen to find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Jon Cattapan Tel +61 3 9035 9142 Email jcat@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our websites:

about.unimelb.edu.au/careers

Position Summary

The Victorian College of the Arts is seeking an experienced practitioner and academic to lead artistic, pedagogical and research vision in Theatre. This is a continuing (tenure-track) appointment as Associate Professor or Professor in Theatre, and the successful candidate will be offered the position of Head of Theatre, for a period of three years in the first instance and will work with the Director of the VCA to build a strong and dynamic Theatre program across the undergraduate and graduate studies areas.

The Theatre program at the VCA has a long-established national reputation of intensive training for emerging theatre artists, including actors, directors and dramaturgs, and emphasises artistic development within a highly collaborative environment. The appointee will be an outstanding and well-respected theatre professional and experienced academic with the vision and capacity to shape and build the teaching, learning and research within VCA Theatre, in particular in the area of Actor Training. A sound knowledge of the Australian Theatre, Film and Broadcast Media scene and related international theatre traditions and contemporary training practices is essential. The appointee will be expected to lead by example and will be a high calibre practitioner.

The appointee will be expected to promote artistic practice and teaching collaboration within the VCA and the University and external organisations at state and national levels. This position will contribute significantly to teaching and supervisory excellence at both undergraduate and postgraduate levels. The appointee will lead course development and the delivery and maintenance of a high-quality teaching and research program, and take a leading role in their area of expertise. The successful applicant will have a strong track record in Theatre and will be prepared to develop and lead collaboration with VCA's Film and Television courses. The appointee will also have a proven academic record with the ability to lead and manage administratively at the highest levels.

If the successful applicant is appointed as a Professor, they will be a member of the Academic Board of the University. This position will report to the Head of Performing Arts.

1. Key Responsibilities

The University of Melbourne sets minimum standards expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic.

1.1 TEACHING AND LEARNING

- ▶ The leadership and development and design of professionally relevant, high quality curricula, course and subject material in the discipline of Theatre with an emphasis on actor training in consultation with appropriate staff and colleagues
- ▶ Guide, support and develop high quality teaching practice (undergraduate and postgraduate)
- ▶ Contribute in a leadership role to the delivery and management of undergraduate and graduate course offerings ensuring the highest quality of teaching for the discipline and the pursuit of excellence and innovation
- ▶ Develop and lead opportunities for collaboration with the Film and TV program
- ▶ Contribute actively to postgraduate activities locally, nationally and internationally as well as supervise research higher degree students

- ▶ Preparation and delivery of lectures, workshops and seminars at undergraduate and postgraduate coursework level
- ▶ Ensure effective management and supervision of casual staff involved in teaching discipline's program

1.2 RESEARCH

- ▶ Seek and maximise opportunities for multidisciplinary collaboration within the University and between VCA and Melbourne Conservatorium of Music disciplines and programs and cooperation across and within disciplines.
- ▶ Work with senior colleagues to create a strategic research plan for Theatre and build a strong research culture
- ▶ Maintaining personal academic and research standing; including research active status according to the Faculty Research Active Definitions and university expectations
- ▶ Provide leadership and mentoring to staff in Theatre undertaking or considering research activities
- ▶ Seek engagement and research opportunities for enhancing the international standing of the University and discipline;
- ▶ Attract and actively supervise high quality graduate research students

1.3 LEADERSHIP AND SERVICE

- ▶ Develop, build and foster partnerships and collaborative opportunities with industry, governments, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement
- ▶ Promoting collaboration with other areas of the Faculty and University;
- ▶ Ensuring effective leadership and management mentoring of academic staff, including fostering career development, induction of new staff, guidance and support for staff on probation, and coaching for high performance;
- ▶ In addition to the above, the rank of University of Melbourne professor brings with it expectations of distinguished leadership within and beyond the University. "The Leadership Roles of Melbourne Professors" frames the leadership expectations for professors. (Appendix 2)
- ▶ Other duties consistent with this Position Description.
- ▶ Occupational Health and Safety (OH&S) responsibilities as outlined in section 4.

1.4 HEAD OF THEATRE

Appointment as Head will normally be made for three plus three years, reverting to substantive position at the end of this period unless re-appointed for a further term. Under the broad direction of the Director, VCA, the Head of Theatre will both lead and manage the discipline program as well as assist with the management of the VCA including the overall academic leadership, plus financial and management responsibility for the Theatre Programs.

The Head will take responsibility for performance development of all academic staff within the discipline group, including by developing the leadership capacities. Of critical importance to success will be the ability of the Head to work closely with the Director and different staff across the key areas of the VCA and Faculty; learning and teaching, research, curriculum and engagement and alumni development.

Within these core academic, financial and management responsibilities, the Head will continue to contribute to research and scholarship in his/her own discipline. Specific areas of responsibility of the Head include;

- Academic Leadership
- Discipline Management
- Management for Performance
- Management of Financial and Physical Resources

2. Selection Criteria

2.1 ESSENTIAL

- ▶ PhD (or equivalent professional practice), together with: relevant professional experience in the field of contemporary theatre training and its theoretical context, with a focus on acting for theatre and screen, devising, directing and writing for performance
- ▶ Demonstrated experience of actor training for theatre and screen and associated administration
- ▶ Appropriate, significant teaching experience in a Theatre higher education context in the field of actor and director training with outstanding achievement in professional activities
- ▶ Significant understanding and experience of a University research environment in the field including current debates, theoretical positions and training approaches, and the needs of research students and research-active staff
- ▶ Experience in the design and development of undergraduate and postgraduate curricula in the areas of actor training, writing for performance, directing and devising
- ▶ Strong leadership and interpersonal skills
- ▶ Demonstrated track record of contribution to the strategic development of an organisation, its programs and public outreach profile
- ▶ Significant understanding and experience of a University research environment in the field including current debates, theoretical positions and training approaches, and the needs of research students and research-active staff

Additional criteria for appointment to Level E

- ▶ Recognition as an eminent authority in discipline and achieved distinction at national and international levels with influence in the profession at the highest level
- ▶ Demonstrated excellence in academic leadership and management including ability to build strong, sustainable teams, embedding change and driving performance including the capacity to contribute to strategic planning that will advance the discipline
- ▶ Capacity for leadership and mentoring in the development of innovative approaches to engagement, research and teaching
- ▶ A proven capacity for strong and effective leadership, with exceptional interpersonal skills and the ability to motivate, persuade and negotiate.
- ▶ An internationally recognised publication / professional practice record of distinction and innovation
- ▶ A record of success in gaining research and/or industry support

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

4.1 VICTORIAN COLLEGE OF THE ARTS

Further information about the Victorian College of the Arts can be found at

<http://vca.unimelb.edu.au/>

4.2 FACULTY OF FINE ARTS AND MUSIC

Further information on the Faculty of Fine Arts and Music can be found at <https://finearts-music.unimelb.edu.au/>

5.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

5.3 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy Research at Melbourne: Ensuring Excellence and Impact to 2025 aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.

Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on

harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>