

# ASSOCIATE PROFESSOR AND HEAD, ARCHITECTURE

DEPARTMENT/UNIT	Architecture
FACULTY/DIVISION	Faculty of Art, Design & Architecture (MADA)
CLASSIFICATION	Level D
DESIGNATED CAMPUS OR LOCATION	Caulfield campus

## ORGANISATIONAL CONTEXT

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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 Monash **Faculty of Art, Design and Architecture (MADA)** is an open, connected community of creative thinkers, makers and professional practitioners. We are collaborators who dissolve the boundaries between disciplines, creating new space to imagine real change and transforming the world around us. Connection and creativity are at the core of our teaching and research. They form

the driving force behind our aim to help develop artists, designers and architects who have a positive global impact.

In Melbourne, art, design and architecture are leading influences on the city's internationally recognised cultural dynamism. Within Melbourne's rich cultural milieu, MADA is a vibrant centre of rigorous creative practice, encompassing architecture, design and fine art. We advocate the essential role of creative practice in quality of life and propose and develop models for future communities that are culturally enriched and responsive to the great challenges of our time. To learn more about MADA, please visit our website: [www.monash.edu/mada](http://www.monash.edu/mada).

Within MADA, the Department of Architecture was founded in 2008 with a focus on teaching and applied project-based research. Since then, the Department has gained a reputation of continuously delivering quality and progressive learning and project outcomes. The Department comprises about 700 equivalent full-time students in the architecture degrees, about 43 in the Urban Planning & Design programs and about 35 HDR candidates.

### Degrees & Size:

- Bachelor of Architectural Design
- Master of Architecture
- Bachelor of Engineering/Bachelor of Architectural Design Double Degree (About 120 students in 2024)
- Non-cognate 3 Year Masters of Architecture pathway (commenced in 2019)
- Master of Urban Planning & Design (commenced in 2018)
- PhD through practice mode and thesis mode

[Monash Art, Design and Architecture Research](#) harnesses the benefits of creative and critical practice. Our research helps to see things differently, to raise new questions and develop innovative solutions. As part of Monash University, we have a distinct capacity for interdisciplinary collaboration to advance knowledge and catalyse change. Through our research, and our research labs, our academics play a prominent role in Australia's creative culture, as well as in addressing global challenges. In the Department of Architecture, our research Labs include:

- [Monash Urban Lab](#) is focused on the ways cities are made, the way they transform over time and how we can reset, repair and reimagine our relationship with the built environment through architecture and urban planning. Urban Lab explores design typologies that can better respond to the complex mix of social, environmental, economic and regulatory aspects of sustainable living.
- [Informal Cities Lab](#) aims to address issues faced by informal settlements impacted by climate change and degraded environments. We undertake design-based, action and implementation research, with a focus on water-sensitive revitalisation in the Asia-Pacific region. This lab is a major part of Monash's flagship RISE program.
- [Future Building Initiative](#) are a leading research group for industrialised and modular building, improving how Australia's buildings are built and the quality of the resulting built form. FBI work with external partners to explore new building systems and techniques, enable a sustainable building value chain, and develop digital technologies for the sector.

Monash and the Faculty of Art, Design & Architecture (MADA) 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

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This role will be expected to make a significant contribution to all activities of the Department, including providing strategic and operational leadership; fostering excellence in research, education and engagement for the discipline in the Department of Architecture, within the University and within the wider community of industry and practice. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

### The position is a strategic appointment to:

- Provide effective leadership and staff profile management
- Support and reinforce teaching and educational excellence within the Department, including new offerings
- Reinforce research excellence within the Department and raise the research profile

### Accountability

During terms of appointment as Head of Department, the appointee will be accountable to the Dean of the Faculty of Art, Design and Architecture

### Objectives

#### As Head of Department

- Increase the national and international profile of the Department of Architecture
- Work closely with the Course Leaders of the relevant programs to develop research excellence
- Foster the development of outstanding educational programs and research training in the Department
- Be responsible for teaching excellence, academic planning and implementation and resource allocation and management in the Department
- Develop research directions, goals and priorities of the Department, aligned to the broader mission and goals of the Faculty
- Foster, develop and expand strong collaborative links with external organisations and industry to strengthen research, teaching and engagement

#### As an Associate Professor

- Provide leadership and foster excellence in research, teaching, professional activities and policy development in the Department, the School, the Faculty, the University and the community, both scholarly and general
- Make an outstanding contribution to all activities of the Department and within the relevant profession or discipline
- Significant role in research project including, where appropriate, leadership of a research team

**Reporting Line:** The position reports to the Dean Faculty of Art, Design and Architecture

**Supervisory Responsibilities:** This position provides direct supervision of approximately 10-15 staff with oversight of approximately 40 staff in total

**Financial Delegation:** Yes, of up to \$50,000

**Budgetary Responsibilities:** Yes, in line with key responsibilities, developed in consultation with the Dean, Faculty General Manager and Faculty Finance Manager

## **APPOINTMENT PERIOD**

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The professorial appointment will be a continuing appointment in the Department of Architecture and will include the role of Head of Department for an initial period of up to five years with opportunity for renewal.

## **KEY RESPONSIBILITIES**

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Specific duties required of an Associate Professor and Head of Department may include:

### **As Head, Department of Architecture**

In addition to the duties and responsibilities imposed by virtue of being an Associate Professor in the Department of Architecture, as outlined below, the appointee's responsibilities will include:

#### **1. Leadership and strategic direction**

- Provide high-level strategic leadership and develop appropriate strategic and operational plans for the Department that align with the broader Faculty strategic direction
- Implement quality assurance and improvement procedures with the goal of enhancing all aspects of the Department's activities
- Report professionally on key departmental activities and responsibilities, including on service quality and academic outcomes
- Provide high-level support, advice and reports on portfolio operations and strategies

#### **2. Staff management**

- Take overall responsibility for relevant aspects of staff management in the Department
- Delegate responsibility for day-to-day activities to individual managers as appropriate
- Promote OHS&E and equity policies of the University
- Play a major role in the recruitment, selection and induction of academic and professional staff
- Facilitate and promote the mentoring and performance development of academic and support staff
- Manage staff grievances in an appropriate manner

#### **3. Financial and infrastructure management**

- Financial management of the Department, including planning, implementation and monitoring of agreed budgets
- Exercise strong budget management
- Ensure that the Department complies with all financial procedures and regulations
- Coordinate measures to obtain funds from outside sources and to disburse such funds within the Department

#### **4. As an Associate Professor in the Department of Architecture**

##### **a. Research and Education**

- Provide research leadership and support in the discipline of Architecture with the continuation of an international reputation for research excellence in the Department

- Establish a strong program of research capable of attracting substantial external funding and being published in refereed journals or with high level academic or commercial publishers
- Foster a collaborative cross-disciplinary research culture, promoting research collaboration and opportunities for engagement
- Support a strong research culture in the Department
- Consultation with students and supervision of PhD, honours and postgraduate students
- Provide strong and committed leadership in teaching and curriculum development
- Make a distinguished personal contribution to the teaching program in Architecture
- Participate in the Faculty's curriculum planning and development processes, academic committees, and relevant examination processes

**b. Service**

- Represent the Faculty, School and area of expertise in relevant School, Faculty and University committees
- Contribute to academic and administrative leadership within the Department
- When appropriate, take responsibility for other senior academic administration roles within the School, Faculty and University

**5. External relationships**

Engage with external agencies and with industry, as a representative of, and spokesperson for, the Department of Architecture

## **KEY SELECTION CRITERIA**

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### **Education/Qualifications**

**1. The appointee will have:**

- A doctoral qualification and/or recognised significant experience in a discipline relevant to architecture and built environment

In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or contributions to technical achievement. In addition, a position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area.

### **Knowledge and Skills**

- 2.** A strong publication record in high-quality journals or equivalent, and outstanding contribution in Architecture, and/or through non-traditional research outcomes, a consistent record of high-level research engagement and productivity, and a demonstrated continuing commitment to one or more programs of research
- 3.** Understanding of the disruptions shaping the profession, and the emerging skills that graduates need for traditional and expanded career destinations
- 4.** Capacity to lead practice-led research initiatives and alignment with Faculty and University strategic direction, in context of Australian research environment
- 5.** Demonstrated connection to Australian and international architectural practice and capacity to engage the profession.

6. Highly developed interpersonal and communication skills including the ability to liaise effectively with other academics, to mentor and develop staff and to represent and advocate for the School/Department as a contributing member on various board and committees within the Faculty and the University
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 School/Department
8. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
9. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, clinical partners and/or professional bodies
10. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
11. A vision for the future needs and development of Architecture within Australia and internationally, from research and educational perspectives
12. Commitment to delivery of quality services to students

## **OTHER JOB RELATED INFORMATION**

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- 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**

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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.