Senior Deputy Vice-Chancellor

INFORMATION FOR CANDIDATES – JULY 2013

ACHIEVE INTERNATIONAL EXCELLENCE
Appointment of
Senior Deputy Vice-Chancellor

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Introduction

The University of Western Australia is celebrating its centenary year after having contributed significantly to the intellectual, cultural and economic growth of the state of Western Australia and the nation as a whole for the past 100 years. With a reputation for international excellence in teaching, learning and research, it combines the traditions of the world’s great universities with the vitality and excitement of innovative learning and research in a 21st century environment.

As we celebrate this year of our centenary, UWA sits poised for continued success on the world stage. Today we are ranked among the top 100 universities globally. In the New Century we will rise to the top 50, thanks to our existing and emerging centres of excellence in research, teaching and partnership.

The University has articulated its vision with the following defining characteristics:

- High quality, as the pervading criterion for all our activities
- Comprehensive, with a broad teaching and research profile in the arts, sciences, and professions
- Selective, within a comprehensive base, to develop particular areas of research strength and emphasis
- Research-intensive, with a strong teaching and research nexus across all our disciplines
- Internationally focussed, for both the content and standards of our activities
- Technologically innovative, to maximise our flexibility
- Responsive, to meet the needs of the community, our students and our graduates

For the role of Senior Deputy Vice-Chancellor we are seeking an appointee with a record of academic excellence, significant leadership, management and administration and a thorough understanding of current issues and future challenges for staff, students and the higher education sector. To lead and oversee the academic management of the University, the successful applicant will have outstanding communication skills, personal qualities of openness and integrity and a commitment to equity and collegiality.

On behalf of the University I welcome your interest in this position. To learn more about this leadership role, please contact Mr Alun Parry, Director, Crown & Marks, on +61 2 9225 7400 or aparry@crownmarks.com

Professor Paul Johnson
Vice-Chancellor
A dynamic and progressive institution, The University of Western Australia is a member of the prestigious Group-of-Eight partnership of leading Australian research-intensive universities. It is recognised internationally as an excellent teaching and research university, and a leading intellectual and creative resource to the community it serves.

The University of Western Australia is a high-quality research-intensive university with a broad and balanced coverage of disciplines in the arts, science and major professions. It is Western Australia's oldest university, established in 1911, and currently has a student population of approximately 24,500.

The University has acquired an international reputation for excellence and enterprise and is regarded as one of Australia's best research institutions. Its strong research culture sees it attract high levels of competitive research funding. At the same time the University places great emphasis on high quality in teaching and learning, and is committed to the development of innovative and responsive programs. It has focused on the teaching-research nexus, so that teaching and learning take place in an atmosphere of research scholarship.

The University's high quality teaching and research ensure it remains the university of preference for Western Australia's highest achieving school leavers, as well as attracting high-calibre undergraduate and postgraduate students from around the nation and overseas. The quality of the student population is extremely high by national and international standards.

The University is recognised nationally and internationally for the quality of its academic staff and has strong strategic partnerships with industry, the professions and government. It operates in collaboration with other research intensive universities in Australia and around the world. The University of Western Australia graduates are highly competitive internationally, achieving success in higher study and in wide-ranging fields of employment. Many graduates have risen to prominence in leadership roles in industry, government, education and the professions, in Australia and internationally.

uwa.edu.au
The University’s governing body, the Senate, comprises 21 members who reflect the range of the University’s stakeholders: members of the community (from a variety of backgrounds, including private industry, public service and the professions) staff, students and graduates. The Senate is chaired by the Chancellor, Dr Michael Chaney. Its key roles are: broad overview of strategic directions in the University; overseeing corporate governance; overseeing management of financial, human and physical resources; performance monitoring; legislative responsibility; and support, guidance and performance monitoring of the Vice-Chancellor. The Senate has a number of committees which advise it on its key activities.

Having appointed a Vice-Chancellor as its Chief Executive Officer, the Senate delegates operational responsibility for the University to the Vice-Chancellor, and works in partnership with the Vice-Chancellor to maximise the institution’s capacity and performance to ensure its fiscal viability.

**UWA in Brief 2012 statistics**

- Student Enrolments 2012: 24,435
- Student Load (EFTSL) 2012 (Preliminary): 20,577
- Commencing Students 2012: 7,345
- Postgraduate Enrolments 2012: 5,310
- Higher Degree by Research Enrolments 2012: 2,058
- Total Staff (FTE) 2012: 3,720
- Academic Staff (FTE) 2012: 1,516
- Course Completions 2011: 5,286
- Research Income 2011 ($’000): 197,100
- Weighted Research Publications 2011: 2,216
- Total Income 2011 ($’000): 831,628
- Total Expenses 2011 ($’000): 781,591
Strategic issues

UWA in top 100

In 2012, The University of Western Australia was for the first time ranked among the top 100 universities in the world. The latest results from the internationally recognised Academic Ranking of World Universities, published by the Institute of Higher Education at Shanghai Jiao Tong University, show UWA at number 96, up 14 places from last year. The University also moved up seven places, to number 26, in the field of Life and Agricultural Sciences. It was ranked in the band 51 to 75 in Clinical Medicine and Pharmacy, and in the band 76 to 100 in the individual subject of Chemistry.

This outstanding achievement is a tribute to the hard work and commitment of all the University staff, and a credit to the leadership of the University over the past decade in providing drive, direction and the specific target of reaching the top 100 by our centenary year.

Additionally, the University received exceptional results in the Australian Research Council’s second evaluation of Excellence in Research for Australia (ERA), determining that UWA’s research is at, or above, world standards in all fields in which it made a submission.

New Courses

During 2012, UWA introduced the most significant changes to student courses since its foundation a century ago. Based on a model of broad undergraduate studies followed by a postgraduate professional qualification, the new courses are designed to produce well-rounded graduates equipped with real-world skills who have chosen their career paths on the basis of experience.

A highlight of the undergraduate courses is the Bachelor of Philosophy (Honours), a challenging four-year research-oriented degree which enables students to major in any discipline. In addition to innovative project work it includes a study-abroad experience, academic mentoring, high-level communication training and an on-campus summer residence.

By offering professional degrees at postgraduate level, the University has aligned itself with leading universities across the world to provide greater career opportunities in a global workplace.

Record enrolments in the first year of the new curriculum demonstrate student belief that this system will give them the best possible preparation for twenty-first-century life.

UWA Futures

In September the draft paper UWA Futures was circulated widely across the University, setting out a strategic vision for the future. The paper was designed to encourage discussion and thinking about ways to improve the way we work, and how to capitalise on emerging local and global opportunities.

A formal process of consultation is now being undertaken with each faculty, institute and administrative division, and subsequently with the Academic Board. Input from the University community will inform the further development of the proposals as a new Strategic Plan.

UWA Futures paper and responses: www.staff.uwa.edu.au/uwa-futures

Strategic Plan: www.registrar.uwa.edu.au/university_planning/strategic_operational_plans/uwa_strategic_plan

Role, key responsibilities, selection criteria and conditions of employment

The primary role of the Senior Deputy Vice-Chancellor is to lead and oversee the academic management of the University.

The Senior Deputy Vice-Chancellor is responsible to the Vice-Chancellor for the leadership and management of the Deans of Faculties and Directors of academic units and will be responsible for ensuring the alignment of accountability, budgets and academic initiatives in the delivery of the University’s strategic plan.

The Senior Deputy Vice-Chancellor provides broad leadership in relation to the academic programs of the University in a strongly collegial approach to the academic management of the institution. The Senior Deputy Vice-Chancellor works closely with the Vice-Chancellor and other members of the University Executive (the Deputy Vice-Chancellors, Executive Directors), the Deans, the Chair of Academic Board, the University Librarian and other senior officers of the University. The Senior Deputy Vice-Chancellor assumes leadership of the University in the Vice-Chancellor’s absence.

Key responsibilities include:

- Providing leadership to and co-ordinating the activity of the Deans of Faculties and Directors of academic units in implementing and delivering the University’s strategic plan;
- Providing leadership for one or more major policy portfolios;
- Promoting and facilitating inter-disciplinary collaboration;
- Representing the University in the external community locally, nationally, and internationally, and through such representation seeking to influence the development of State and Commonwealth higher education policy;
- Creating opportunities arising from changes in the external environment in order to achieve the University vision, and managing the consequential change processes;
- Maximising the University’s potential to win resources from both the public and private sectors, in order to create a viable resource base from which the vision can be achieved;
- Pursuing best practice and overseeing the University’s compliance with all relevant legislation, statutes, regulations and policies.

Immediate challenges facing the Senior Deputy Vice-Chancellor over the next 12-18 months:

- Work with Deans and Directors on the application of the University’s strategic plan, make decisions on planning and resources, formalise and monitor performance, and set key performance targets;
- Ensure alignment across the University with the strategy and in so doing, facilitate complementarity and collaboration between faculties;
- Develop a culture of accountability and an orientation towards action;
- Inspire a high performance culture.
Selection criteria
The successful candidate will demonstrate:
• A record of significant and successful leadership, management and administration, within a leading university;
• A record of having facilitated demonstrable change, preferably at institutional level;
• An outstanding ability to communicate clearly and effectively with the many constituencies whose contributions are required for the success of the University;
• A clear understanding of and empathy with the mission and culture of the University, and of current issues and future challenges for staff, students and the higher education sector;
• A vision of how to promote the University nationally and internationally across the full range of the University’s activities;
• Evidence of an effective commitment to excellence, quality, collegiality, equity and diversity; and
• A record of academic excellence and innovation in research, teaching and learning, and community service.

Conditions of employment
The appointment will be for a fixed term of five years with the possibility for further periods as mutually agreed, and will be subject to annual performance reviews.

An attractive and flexibly constructed remuneration package will be negotiated on the basis of the total cost to the University and will include:
• Employer contribution to superannuation of 17%;
• Recreation leave of 20 working days per annum;
• Long Service Leave;
• Other benefits.

In addition, reasonable assistance will be provided for relocation expenses for the appointee and dependents.
Western Australia and Perth

The resource-rich State of Western Australia is the economic powerhouse of Australia. Western Australia is the principal Australian supplier of natural resources and energy to international partners, including China, India, Japan, South Korea and much of South-East Asia. Western Australia’s diverse inventory of minerals and energy, as well as its agricultural and fisheries resources, account for 25 per cent of the nation’s exports and place the State at the heart of Australian economic growth and transformation.

Perth is a cosmopolitan city, with wide ethnic and cultural diversity. The city centre is on the Swan River 12 kilometres from the Indian Ocean port of Fremantle.

The city enjoys a Mediterranean climate, with more hours of sunshine than any other capital city in Australia. Summers are hot and dry and the winters mild and wet. Perth’s world-famous beaches and rivers, extensive parklands and variety of restaurants and cafes provide a superb living environment. For more information see: tourism.wa.gov.au

Perth is well served with art galleries, theatres and cinemas and is home to the WA Symphony Orchestra, the WA Ballet and the WA Opera. The cultural highlight of the year is the Perth International Arts Festival, founded and owned by The University of Western Australia – uwa.edu.au/perthfestival

Western Australia’s five universities and wide variety of public and private schools, vocational institutions and English language colleges provide quality assured education with flexible study pathways and state-of-the-art facilities. Perth continues to build its reputation as a destination for international students seeking a quality education – pertheducationcity.com.au

Western Australia and its capital Perth occupy the same time zone as 60 per cent of the world’s population and the nations that promise the greatest economic growth of the 21st century. Western Australia is also Australia’s largest state, covering some 2.5 million square kilometres and 12,500 kilometres of coastline, including some of the most ancient landscapes in the world. The State’s population is matching the rapid growth of the economy and is over two million.
Thank you for your interest. If you wish to proceed, the following information will assist you with your application. Refer also to the selection criteria on page 7.

There are no specific application forms to complete. Your application must include the following:

- A covering letter or statement that clearly demonstrates the extent to which you satisfy each of the selection criteria and the requirements of the position;
- A curriculum vitae providing personal details, qualifications, publications and work history;
- The names and contact details, including email addresses, of three referees who may be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

Please also note: If you are the successful candidate for this position and you are not an Australian or New Zealand citizen, or a permanent resident of Australia, you will be required to obtain an entry visa to work here. The University of Western Australia will sponsor you for employment in Australia under the Employer Nomination Scheme.

Lodging your application

An executive search is being undertaken by Crown and Marks in conjunction with public advertisement of the position. Crown and Marks will assist the University to identify a field of candidates and assess the suitability of candidates against the selection criteria.

ELECTRONICALLY – Send your applications as an email attachment to: aparry@crownmarks.com
Please include in the subject line: Senior Deputy Vice-Chancellor

BY MAIL – Please address your application package as follows:
Mr Alun Parry
Crown & Marks
GPO Box 2715
Sydney NSW 2001
Australia

Closing date

Monday, 5 August 2013

Enquiries and further information

If you wish to discuss the position in confidence, please contact:
Mr Alun Parry
Director
Crown & Marks
Executive Search and Leadership Development
Tel: +61 2 9225 7400
Email: aparry@crownmarks.com
www.crownmarks.com

Timeline

The University expects to short-list in the first week of September and final interviews will take place in Perth on 23-25 September 2013.