



THE UNIVERSITY OF  
WESTERN AUSTRALIA

# Chief Information Officer

INFORMATION FOR CANDIDATES — MARCH 2014



Appointment of

# Chief Information Officer

## Contents

Introduction | 02

The University of Western  
Australia | 03

Role, key responsibilities,  
selection criteria and conditions  
of employment | 04

University governance and  
management | 06

Information Services | 07

Western Australia  
and Perth | 08

Application process | 09



THE UNIVERSITY OF  
WESTERN AUSTRALIA

# Introduction

On behalf of The University of Western Australia I welcome your interest in the Chief Information Officer position, a key strategic leadership role within the University. The role is pivotal in UWA achieving its goal of greater international recognition which will not be reached without information resources, services, systems and infrastructure which support, stimulate and innovate teaching, learning and research.

The University is now ranked 4th in Australia and has a significant reputation internationally as a result of being ranked 91st in the world by the Academic Ranking of World Universities published by China's Shanghai Jiao Tong University. Our success continues a trend that has seen us leap 36 places globally since 2008, and keeps us on target to reach our longer term goal of reaching the world top 50 by 2050.



Over the past few years the University has made a major investment in its Information Technology infrastructure, replacing an aging core network with state-of-the-art high performance equipment in order to enhance the student experience; facilitate collaborations in research and teaching; increase throughput and security of research data; improve efficiency to release staff to better support research and teaching developments; and reduce risk.

Going forward, Information Services will be a strategic enabler to UWA's success through service excellence in the key areas of research, teaching and learning support services; communication and collaboration services; IT provisioning, access and support services; and project and strategic services. Information Services will focus on enabling and promoting the creation, storage, transfer and seamless access to information to support and manage the University's intellectual capital. Information Services will also collaborate closely with the University community to deliver innovative solutions for their research, teaching and learning needs.

For the role of Chief Information Officer, we are seeking an appointee with strategic leadership skills; experience in the development of services to enhance the core business of an organisation; and a demonstrated ability to liaise effectively with a wide range of stakeholders and partners. The Chief Information Officer will display high-level strategic and creative thinking skills and have experience operating within a complex service delivery environment.

Candidates from outside academia are encouraged to apply and broad business experience will be viewed favourably.

I invite you to consider the exciting opportunities available in this senior leadership position.

Professor Paul Johnson  
Vice-Chancellor

# The University of Western Australia

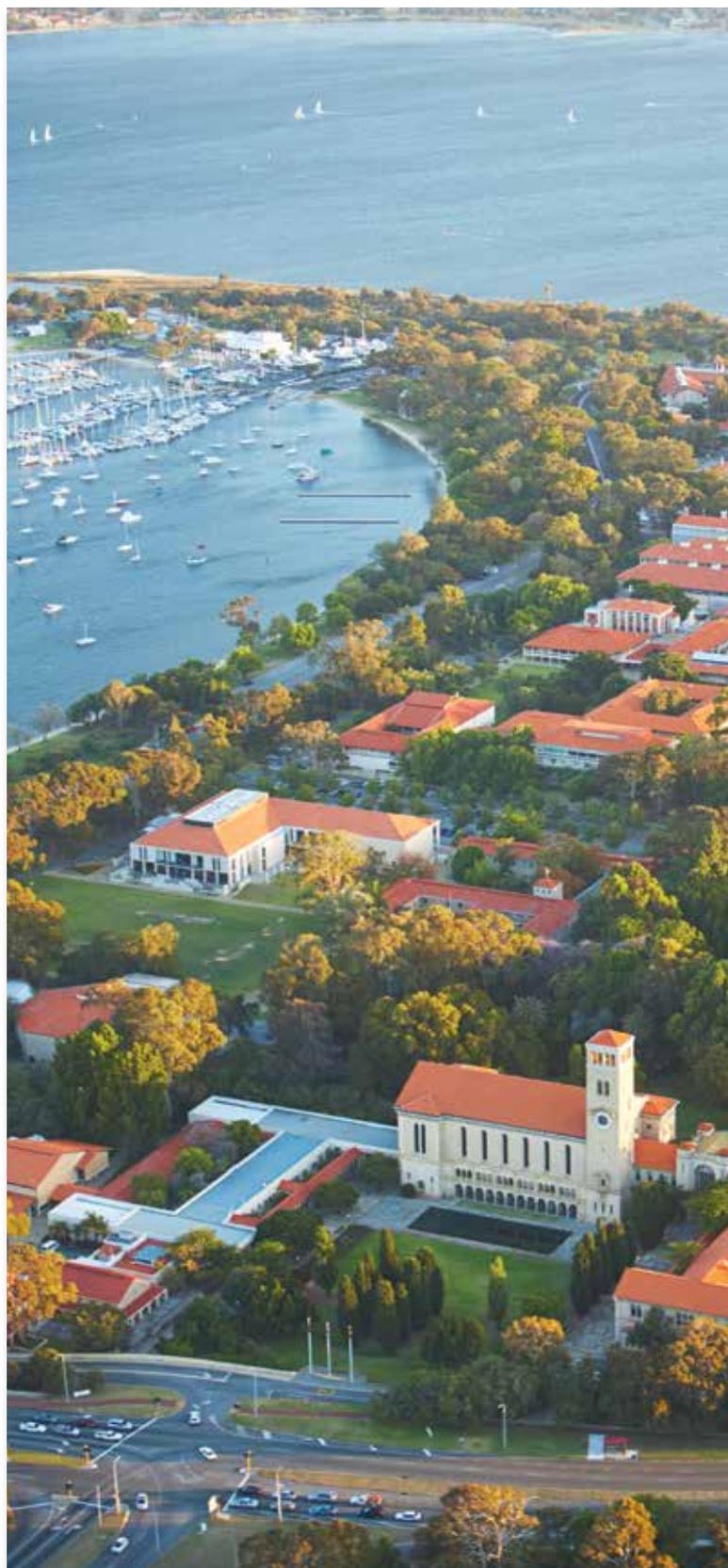
The University of Western Australia – a member of Australia’s Group of Eight – combines the traditions of the world’s old and great universities with the vitality and excitement of innovative study and research in the 21st century. It is recognised internationally as an excellent teaching and research 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 23,000.

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.



# Role, key responsibilities, selection criteria and conditions of employment

## Role

Under the direction of the Deputy Vice-Chancellor (Education), the primary role of the Chief Information Officer is to provide effective strategic leadership and management in information technology to support the activities of the University.

## Key responsibilities

- Provide effective leadership and strategic direction relating to information technology and systems across the University in supporting the teaching, learning, research and administrative functions.
- Liaise with senior University administrators, Faculties, Schools and student organisations to co-ordinate and optimise the use of information technology to serve the teaching, learning, research and administrative needs of the University.

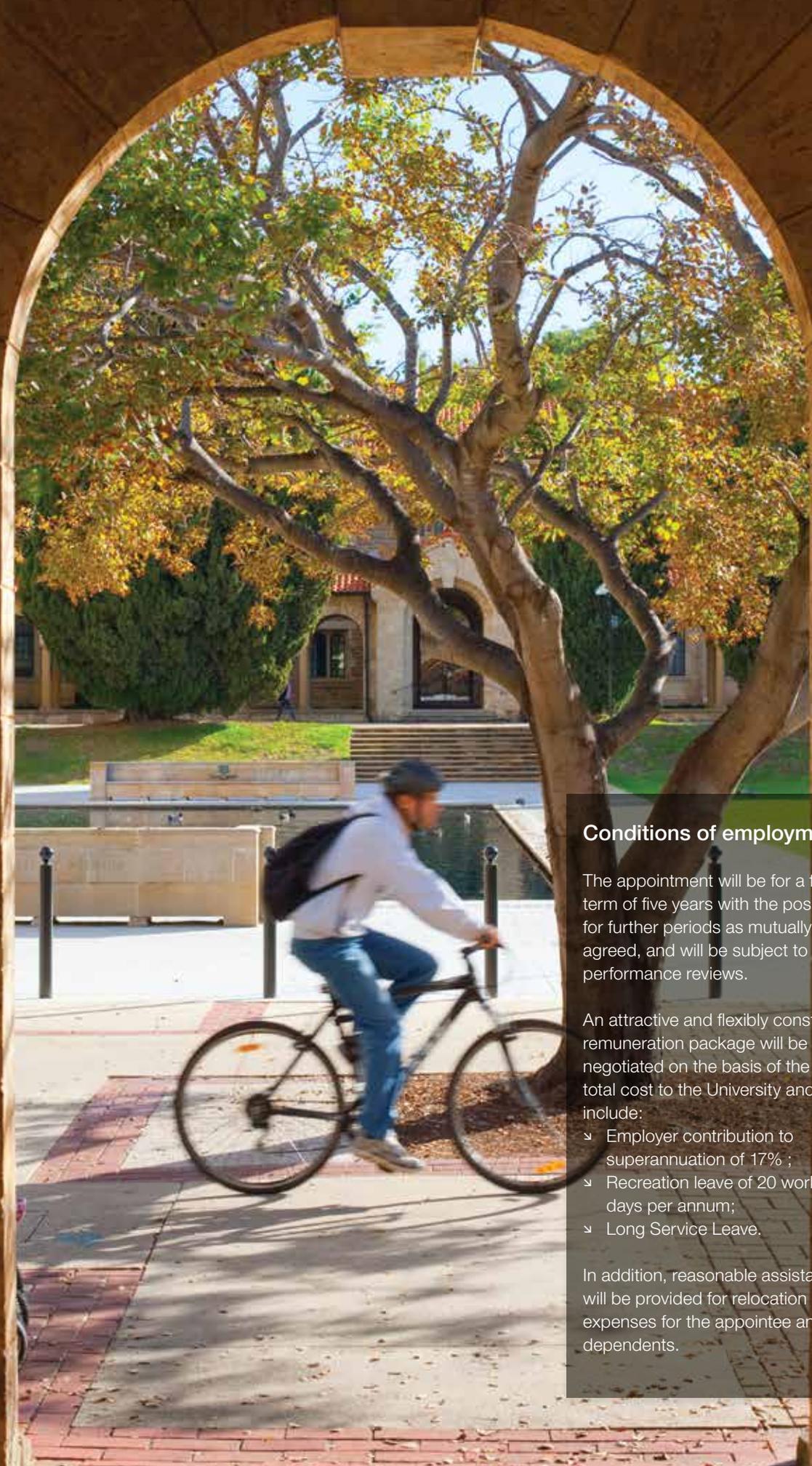
- Develop and execute strategic and operational plans relating to information technology and systems across the University.
- Prepare and manage annual budgets for Information Services.
- Advise the Deputy Vice-Chancellor (Education) on all matters relating to Information Services and in particular on its financial needs.
- Develop and maintain enterprise systems architecture, define standards and protocols for data management, communications, software and integration of network information systems.
- In conjunction with system owners and academic areas, develop, implement and manage effective models for the support of University systems and services.
- Maintain a University wide disaster recovery plan to ensure timely and effective restoration of information technology services in the event of a disaster.
- Undertake other duties as determined by the Deputy Vice-Chancellor (Education).

## Selection criteria

The successful candidate will demonstrate:

- Relevant tertiary qualifications.
- Success in a position requiring strategic leadership of information technology in a large and complex institution.
- Highly developed interpersonal skills, including stakeholder and relationship management skills, and their application to establish and maintain effective internal and external partnerships.
- A proven track record in successfully implementing whole-of-institution initiatives.
- A track record of effectively managing resources.
- Evidence of the ability to work collaboratively at all levels and as a member of the senior management team.
- A proven commitment to supporting safety, equity and diversity.





### **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.

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



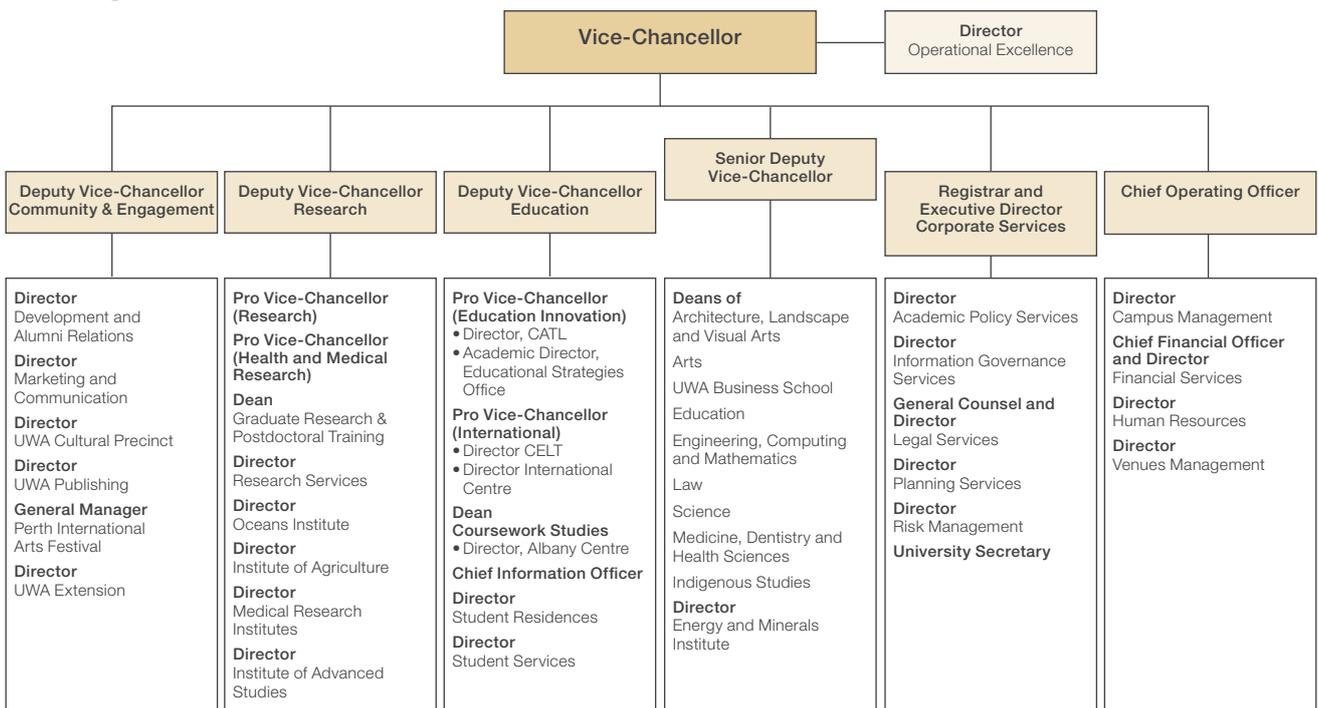
# University governance and management

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 and works in partnership with the Vice-Chancellor to maximise the institution's capacity and performance to ensure its fiscal viability.

The University has nine faculties which are responsible for the general administration of the courses under their governance.

- Architecture, Landscape and Visual Arts
- Arts
- UWA Business School
- Education
- Engineering, Computing and Mathematics
- Law
- Science
- Medicine, Dentistry and Health Sciences
- Indigenous Studies

## Management Structure



# Information Services

The role of Information Services is to support the teaching, learning, research and administrative functions of the University via IT infrastructure and services, telephone and audio visual services and a range of research and learning support services.

The University made a strategic decision to transition IT/IM from a devolved environment to a more central environment in line with the rest of the Group of Eight research led Universities. There are approximately twenty individual IT service areas at UWA across eight Faculties and central administration, including some externally contracted suppliers providing services to business units.

A three year Business Investment Programme Information Services was embarked upon in 2011 consisting of nine projects to deliver the following outcomes:

- enhancement of the student experience
- facilitation of research and teaching collaborative activities
- increased throughput of our research data and its security
- increased efficiency and effectiveness of IT working practices
- release of IT staff capacity to better support research and teaching developments
- the reduction of organisational risks.

The University recently initiated a new Information Technology and Information Management governance structure entitled the Strategic Information Technology and Information Management Committee (SITIMC). The SITIMC reports to the Senior Leadership Group and has a number of advisory groups of its own.

Information Services' strategic planning has been undertaken in direct support of institutional objectives and mindful of external drivers and developments. Developments are rapid and the pace of change is accelerating in both the information and information technology professional areas leading to:

- increasing amounts of digital information resources and data, requiring changes to the way traditional print information resources are managed and the need to apply traditional expertise in information management in new ways as well as develop new skills.

- anytime, anywhere, expectations from students for services and support, leading to increasing demand for 24 hour access to physical resources and improved mobile access to services and resources via mobile devices
- need to adopt new models of service delivery in the context of new and developing technologies such as mobile, cloud computing and virtualisation
- expectations of research support in an environment of increasing accountability and collaboration
- outsourcing of commodity IT so that staff resources may concentrate on core business, such as deeper support for research, teaching and learning.
- emergence of discussions amongst Go8 universities concerning shared services

Like other Australian universities, the main forces pressing on the University are coming from changes in the competitive higher education environment driven by deregulation, innovative application of educational technology, increased pressure from commercial education providers, and reduction in public funding to the higher education sector.





## 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.

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.

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](http://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](http://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 – [studypertth.com.au](http://studypertth.com.au)

# Application process

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 4.

## **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 and work history; and
- 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 Jo Fisher Executive Search in conjunction with public advertisement of the position. Jo Fisher Executive will assist the University to identify a field of candidates and assess the suitability of candidates against the selection criteria.

To apply please go to [www.jofisher.com.au](http://www.jofisher.com.au) and click on "APPLY ONLINE" using reference UWAcio0214, addressing your cover letter and resume to Elaine Connor, of Jo Fisher Executive, or call +61 3 9016 6000 for further information.

## **Closing date**

Monday, 21 April 2014

## **Enquiries and further information**

If you wish to discuss the position in confidence, please contact:

Ms Elaine Connor  
Managing Consultant  
Jo Fisher Executive Search  
Tel: +61 3 9016 6000  
Email: [elaineconnor@jofisher.com](mailto:elaineconnor@jofisher.com)  
[www.jofisher.com](http://www.jofisher.com)

## **Timeline**

The University expects to short-list by the end of May 2014 and final interviews will take place in Perth on 20 June 2014.



THE UNIVERSITY OF  
WESTERN AUSTRALIA