Appointment of

Deputy Vice-Chancellor (Community and Engagement)

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The University of Western Australia
Introduction

On behalf of The University of Western Australia I welcome your interest in the Deputy Vice-Chancellor (Community and Engagement) position, newly created to provide strategic leadership in external representation of the University to a wide range of stakeholders; the advancement and development of alumni relations; marketing and communication activities; and the cultural activities of the University including its galleries, publications and the Perth International Arts Festival.

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.

In addition to teaching, learning and research activities, external engagement and community relations is a key focus of the University. The University has strong strategic partnerships with industry, the professions, government and the wider community. UWA works collaboratively with multiple international institutions in research excellence and promotes staff and student exchanges and the sharing of teaching materials and methods. For example, the University is home to Australia’s first Confucius Institute, in collaboration with the People’s Republic of China.

The University contributes significantly to community relations through programs run by key University centres, many of which come under the banner of the University’s Cultural Precinct including the Perth International Arts Festival; UWA Institute for Advanced Studies; UWA Extension; Lawrence Wilson Art Gallery; Cullity Gallery and Architecture Landscape and Visual Arts studio; UWA Publishing; University Theatres; Berndt Museum of Anthropology; Edward de Courcy Clarke Earth Science Museum; School of Music; UWA Sport and Recreation Association; and SymbioticA.

UWA’s links with the community continue to grow through the activities of the faculties, schools and centres and the generosity of groups and individuals who provide advisory, teaching or research support, or endowments, bequests and other gifts.

For the role of Deputy Vice-Chancellor (Community and Engagement), we are seeking an appointee with outstanding leadership skills and a proven record of public advocacy, effective communication and successful operational management. He or she will further develop the University’s outreach and engagement nationally and internationally with multiple external stakeholders and supporters, both individual and institutional.

The appointee will have a highly developed understanding of the role of the research-intensive university; a successful track record of creating and nurturing effective relationships with stakeholders; and a proven capacity to develop and implement high-level strategies for a large and complex organisation. Candidates from outside academia are encouraged to apply.

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

Professor Paul Johnson
Vice-Chancellor
The University of Western Australia

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

Management structure
The University is currently undertaking functional reviews of many of its activities, and this may lead to some structural re-organisation and some changes in line management responsibility for members of the Executive.

UWA in Brief 2013 statistics
Student Enrolments 2013
25,047
Student Load (EFTSL) 2013 (Preliminary)
20,834
Commencing Students 2013
6,816
Postgraduate Enrolments 2013
5,373
Higher Degree by Research Enrolments 2013
1,995
Total Staff (FTE) 2013
3,723
Academic Staff (FTE) 2013
1,534
Course Completions 2012
5,526
Research Income 2012 ($’000)
204,849
Weighted Research Publications 2012
2,448
Total Income 2012 ($’000)
923,771
Total Expenses 2012 ($’000)
821,727
Strategic issues

UWA ranked 91st in the world

The University of Western Australia is now ranked among the top 100 universities in the world based on results from the internationally recognised Academic Ranking of World Universities (ARWU) published by the Institute of Higher Education at Shanghai Jiao Tong University, which showed UWA at number 96, up 14 places from the previous year.

More recent results see UWA ranked 4th in Australia and 91st in the world, up five places internationally from last year. The ARWU ranked UWA 26th in the world for Life and Agricultural Sciences, in the band 51 to 75 in the field of 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 in providing drive, direction and the specific target of reaching the top 100 by this, 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

UWA has recently introduced the most significant changes to student courses since its foundation a century ago, and the first cohort of undergraduates is still working its way through the new curriculum. 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 demonstrated student belief that this system will give them the best possible preparation for twenty-first-century life.

UWA Futures

In September 2012, the draft paper, UWA Futures, was circulated widely across the University, to promote discussion and debate within the University to set new goals which will ensure that the University remains relevant and valued in the changing circumstances of the twenty-first century. The paper was designed to encourage discussion and thinking about innovative strategies for improvement, and how to capitalise on emerging local and global opportunities.

A formal process of consultation is now being undertaken and 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
Role, key responsibilities, selection criteria and conditions of employment

Under the direction of the Vice-Chancellor, the Deputy Vice-Chancellor (Community and Engagement) will provide leadership to support and further develop the external representation of the University to a wide range of stakeholders.

Key responsibilities

The primary role of the Deputy Vice-Chancellor (Community and Engagement) is to provide strategic leadership in:

- External representation of the University to local, national and international stakeholders and communities;
- The advancement, development and alumni relations activities of the University;
- Marketing and communications activities;
- The cultural activities of the University including galleries, publications, and the Perth international Arts Festival.

Responsibilities of the Deputy Vice-Chancellor (Community and Engagement) will also include:

- Management of budgets for all areas of line management, and for other activities and projects as assigned by the Vice-Chancellor;
- Responsibility for the performance of the position’s portfolio and for meeting performance targets as established in the University’s strategic and operational plans and as agreed with the Vice-Chancellor;
- Working with and supporting other senior staff of the University, including Deans and the Executive, to achieve the University’s strategic and operational goals;
- As a member of the University Executive, actively contribute to the overall direction and management of the University;
- Other duties as assigned by the Vice-Chancellor.

The position provides line management to specific operational units as assigned by the Vice-Chancellor. These currently include:

- The Office of Development and Alumni Relations;
- The Division of Marketing and Communications;
- The Cultural Precinct;
- The Perth International Arts Festival;
- UWA Publishing;
- UWA Extension.

The University is currently undertaking functional reviews of many of its activities, and this may lead to some structural re-organisation and some changes in line management responsibility for members of the Executive.

Immediate challenges facing the new Deputy Vice-Chancellor (Community and Engagement) over the next 12-18 months

- Build effective working relations and practices across all units within this new Division of Community and Engagement;
- Work with all parts of the University to co-ordinate and align all community and engagement activities, whether led from within or outside the Division;
- Develop and implement an institution-wide strategy to increase external recognition of the University’s achievements;
- Ensure the University receives appropriate benefits from the resources it devotes to external-facing activities.
Selection criteria

The Deputy Vice-Chancellor (Community and Engagement) will be an exceptional leader with a proven track record of public advocacy, effective communication and successful operational management, who will further develop the University’s outreach and engagement nationally and internationally with multiple external stakeholders and supporters, both individual and institutional.

The successful candidate will demonstrate:
• A highly developed understanding of the role of the research-intensive university in modern society;
• A successful track record of creating, developing and sustaining effective and supportive relationships with a broad range of community, business and government organisations;
• A good understanding of emerging trends in the marketing and communications needs of the higher education sector;
• A proven capacity to develop and implement high-level strategies for a large and complex organisation;
• Proven senior experience in the management of a large and complex portfolio;
• A commitment to a culture of high performance and accountability;
• Highly developed and effective skills in interpersonal and institutional communications;
• Exemplary personal attributes of collegiality, honesty and integrity;
• A professional and career trajectory that is recognised at national and international levels.

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.

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

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 – studyperth.com.au
Applications

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 required, The University of Western Australia will sponsor your 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 and click on “APPLY ONLINE” using reference UWAdvc0214, 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, 14 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
www.jofisher.com

Timeline

The University expects to short-list by the second week in May 2014 and final interviews will take place in Perth on 29 May 2014.

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