YOUNGEST AUSTRALIAN UNIVERSITY TO BE RANKED IN TOP 50 UNDER 50 YEARS
(Times Higher Education, 2014)

73% OF ACADEMIC STAFF NOW HOLD A PHD, RANKED NUMBER 7 IN AUSTRALIA
(Department of Education, 2014)

MORE THAN 86% OF ASSESSED RESEARCH DEEMED TO BE WORLD-CLASS OR ABOVE
(Excellence in Research for Australia, 2012)

ACKNOWLEDGED AS AN EMPLOYER OF CHOICE FOR WOMEN FOR THE 11TH YEAR RUNNING
(Commonwealth Government’s Equal Opportunity for Women in the Workplace Agency, 2013)

UNISA IS THE ONLY SA PARTNER OF THE AUSTRALIAN INDIGENOUS MENTORING EXPERIENCE
(Australian Indigenous Mentoring Experience)

AMONG THE TOP 3% OF MORE THAN 10,000 INSTITUTIONS WORLDWIDE
(QS World Rankings, 2013)
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The University of South Australia is an innovative, outward-looking institution known for its strong and engaged research and its experientially-based teaching and learning that is conducted in close collaboration with business, industry, government and the professions. In recent years, the University has maintained a strong upward trajectory across a number of key indicators and is ranked among the world’s top 50 young universities in a number of high-profile global indices. It also continues to play an increasingly important role in local, national and global communities.

Among our core principles is a commitment to both excellence and equity, founded on the belief that true equity can only be achieved by enabling greater access to high quality opportunities.

Our approach to teaching and learning emphasises the achievement of graduate qualities, student-centred learning and flexible program delivery, and we focus on collaborative research in multidisciplinary teams.

We have redeveloped many of our teaching spaces to include high-tech facilities for active learning, simulation and student interaction. Our new student learning centre at City West campus provides students with a range of state-of-the-art learning spaces designed to accommodate different learning styles.

At a global level, we are committed to international education activities and alumni, graduates who are equipped to meet the demands and expectations of the worldwide workforce, significant and developing international research relationships, a culturally diverse staff, and increasing student mobility.

Perhaps most importantly, at the heart of our performance and aspirations is a team of outstanding, dedicated, culturally diverse people who ensure that the University of South Australia remains a dynamic, engaging environment in which to work and study.

With best wishes

Professor David Lloyd
Vice Chancellor and President
Formed in 1991 and built on more than 150 years of creating and applying knowledge, the University has quickly established a global reputation for the quality and creativity of its graduates and the innovative, outcomes-focused relevance of its research.

Our global reputation continues to grow.

In 2014 the Times Higher Education ranked the University in the world’s top 100 institutions under the age of 50. QS World University Rankings placed UniSA in the world’s top 350, one of only three Australian institutions under the age of 25 to feature in that world’s best list.

As South Australia’s largest university we have almost 35,000 students, of which approximately 9,000 are international students. Offering more than 400 degree programs in business, education, arts, social sciences, health sciences, information technology, engineering and the environment, our programs are designed with a strong professional emphasis and in partnership with industry. Our graduate employment rates are above the national average.

UniSA maintains a strong commitment to teaching and learning, and ranks in the top 10 nationally for the proportion of staff with a doctorate (73 per cent compared to a national average of 64 per cent). In addition, our MBA program is one of only three in Australia to have held a five-star rating for six consecutive years (as awarded by the Graduate Management Association of Australia) and in the 2013 International Student Barometer the University’s overall average rating was in the top five of participating Australian institutions.

The University continues to develop a strong research environment, and has seven research institutes, 16 research centres and is a key partner in 13 Cooperative Research Centres. We are ranked in the top one third of Australian universities for research income, and in the 2012 Excellence in Research for Australia evaluation more than 86 per cent of our assessed research was deemed to be of world-class standard or above.

A hallmark of the University’s research is the close, collaborative engagement with many industry, government, collegiate and community partners, which ensures that our research outcomes are relevant to end-users and that the questions asked reflect real-world issues.

With campuses in the heart of Adelaide and metropolitan areas of Mawson Lakes and Magill, as well as Whyalla and the Mount Gambier Regional Centre, the university provides opportunities to students from a wide range of geographic, socio-economic and cultural backgrounds. Additionally, a $1 billion-plus building program is currently being implemented to further enhance our physical and virtual infrastructure.

**University dimensions.**

**Annual Operating Budget**
Approx $A600 million

**Total University Assets**
Approx $A1.5 billion

**Research Income**
(DIISRTE Categories 1-4)
Approx $A62 million

**Students**
Approx 35,000
(4,600 studying offshore)

**Academic Staff**
1477 fulltime equivalent*

**Professional Staff**
1587 fulltime equivalent*

*Includes casual staff
The University of South Australia’s vision has been captured in the Crossing the Horizon Strategic Plan.

By 2018, we will be a university which engages fully with the professions and industry globally. Our research will continue to be informed, leading edge and relevant, and our graduates will be the new professionals driving the national and international economy through their skills, capabilities and innovation potential.

A key action of Crossing the Horizon is the appointment of 100 new professors to lead and make a distinguished contribution to the academic and research leadership of the university.

Our commitment to the future.

During the lifespan of this action plan, we commit to deliver:

1. Enhanced educational offerings and an outstanding student experience;
2. Industry and end-user informed research, supporting an industry-relevant curriculum;
3. Increased staffing in the classroom and increased efficiencies beyond;
4. Transformational infrastructure, enriching the fabric of our institution;
5. Engagement with society beyond the classroom and campus;
6. A globally visible and engaged university with international reach, collaborations, enduring relationships and leverage; and
7. A move towards a powerful internal and external service culture, supporting and enabling greater success.

For more information visit unisa.edu.au/crossingthehorizon
OUR VISION

UniSA will be a leading contributor to Australia having the best higher education system in the world, supporting the world’s best educated and most innovative, cohesive and sustainable society.

OUR MISSION

UniSA educates professionals and citizens to the highest standards; creates and disseminates knowledge; and engages with our communities to address the major issues of our time.

OUR VALUES

Scholarship

UniSA promotes and sustains open intellectual enquiry characterised by high standards of ethics and integrity. Academic rigour, excellence and relevance underpin our actions in research and its application, in teaching and learning and in engagement with our communities.

Engagement

UniSA’s teaching and research connects strongly with the issues of our local, national and international stakeholders - students, alumni, staff, partners, professions, government, industry, academic peers and community groups.

Social justice

UniSA gives effect to reconciliation with Indigenous Australians and builds social cohesion by achieving equitable educational access and outcomes across our diverse student community, through research that aims to improve the quality of life and by acting responsibly as a corporate citizen.

Sustainability

UniSA contributes to environmentally, economically, socially and culturally sustainable development, and we aim to reduce our own environmental impact.

Innovation

UniSA anticipates change and acts quickly to seize opportunities and solve problems.

Openness

UniSA is outward looking, welcoming diversity and the wide range of perspectives it brings, international in outlook, collaborative, creative, agile and enterprising.
Adelaide is one of Australia’s best kept secrets and was voted Australia’s most liveable city (2013 Property Council’s national My city: The People’s Verdict survey). It was also ranked the 5th most liveable city in the world for the 2nd year running according to the Economist Intelligence Unit.

A Mediterranean climate, accessible and convenient location, and world-class education are all enjoyed by Adelaide’s residents. The city blends a sense of community usually reserved for small towns with the vibrant activity of a capital city. It is beautiful and well-ordered, surrounded by parklands and within easy reach of long, white, uncrowded beaches and the lush green hills and valleys of Australia’s premier wine districts.

With its rich cultural background, Adelaide is home to a vast array of restaurants and the largest fresh produce market in the southern hemisphere - in fact, South Australia is often regarded as the food and wine centre of Australia.

Adelaide is known as Australia’s festival capital, hosting the Adelaide Festival of Arts, Fringe Festival, WOMADelaide, Cabaret Festival and OzAsia Festival in addition to an annual calendar full of music, comedy, food festivals and events. You will find plenty of opportunities to get involved in Adelaide’s festival scene.

Australia is also a sports-loving nation and Adelaide is no exception. Each year, Adelaide hosts a variety of premier national and international sporting events including street circuit motor racing, tennis and golf championships, one-day and Test Series cricket at the iconic Adelaide Oval, and Australian Rules football, to name just a few. It is also the venue for the internationally acclaimed Tour Down Under cycling event, which features some of the world’s top professional cycling teams, including a team supported by UniSA.
UniSA is a mere 23 years old and I have been part of the University for all of those years. In my career I have found the University to be an institution that encourages innovation and provides great opportunities for staff with the energy and enthusiasm to make a difference. This is the type of culture that has worked for me, and we welcome individuals who have imagination for what ‘can be’ and who are keen to make their mark as entrepreneurial leaders. An excellent leadership opportunity awaits the new Pro Vice Chancellor of the Division of Education, Arts and Social Sciences.

The Division has over 11,000 students studying undergraduate and postgraduate programs in the arts, humanities, social sciences and education, across the University’s four metropolitan campuses and two regional centres. There are more than 400 academic and professional staff members within the Division who contribute to the multidisciplinary applied research activities, professional education of students, and engagement with the broader South Australian community.

The establishment of the Education Precinct at the University’s Magill campus, encompassing the Division’s professional education programs, and new partnerships with public schools, specialist schools and other education providers, is a key strategic priority for the Division, requiring the leadership of the Pro Vice Chancellor.

As part of the University’s commitment to reconciliation, the Division plays an important role in fostering a supportive environment that engages with Indigenous students and communities, and in supporting all staff and students to develop greater awareness and understanding of Indigenous knowledges.

The role of Pro Vice Chancellor for the Division provides a unique opportunity to contribute to enhancing the University’s national and international reputation for delivering an outstanding experience for all our students, preparing them for their career and life-long learning.

With best wishes

Professor Allan Evans
Provost & Chief Academic Officer
Staff in the Division of Education, Arts and Social Sciences are actively involved in teaching and research and we are proud of our strong linkages with industry. This provides our students with the theoretical knowledge and practical experience required to be highly employable in an increasingly competitive market.

Our five schools and many research centres, along with the renowned Hawke Research Institute, have an exemplary record in winning national competitive research grants.

The Division is currently ranked as a provider of world-class and above world standard research in:

- Cultural Studies and Linguistics
- Education Systems, Curriculum and Pedagogy
- Journalism and Professional Writing
- Psychology
- Social Work
- Sociology
- Urban and Regional Planning
- Visual Arts and Crafts.

The Division takes great pride in the excellence of its teaching. Our success has been recognised through receipt of two prestigious ‘Citations for Outstanding Contributions to Student Learning’ in 2013. The Division has also been recognised with an Award for Programs that Enhance Learning at the Office for Learning and Teaching (OLT) 2013 Australian Awards for University Teaching, and a 2013 Innovation and Development Grant for Promotion of Excellence in Learning and Teaching in Higher Education by the OLT.
The School of Art, Architecture and Design is one of the oldest art schools in Australia. Professional artists, designers and theorists at the school drive the ever-evolving teaching and research. Students gain skills in critical analysis, creative thinking and practice, and graduate as career-ready professionals. Our researchers address some of society’s big challenges: from sustainable living, to communicating information responsibly in a saturated visual culture.

The School of Communication, International Studies and Languages offers the largest range of communication courses in South Australia, with a unique focus on languages. The School’s graduates are making a mark as television presenters, digital effects artists, filmmakers, publishers and political advisors; and our innovative international studies programs prepare students for careers on the global stage.

The School of Education has a long and respected history training the dynamic, socially-conscious educators of the future. The School offers a diverse range of undergraduate and postgraduate programs spanning early childhood, schooling, and adult education.

The School of Psychology, Social Work and Social Policy is a unique meeting place of social science disciplines, offering cross-disciplinary studies as well as accredited professional degrees all of which are enhanced by collaborative partnerships in teaching, practice and research. The strong research credentials of our staff are a distinguishing feature of the School.

The David Unaipon College of Indigenous Education and Research proudly embodies UniSA’s commitment to reconciliation and to Indigenous knowledge development. The School offers study programs, support, research and consulting, policy and planning advice.

The Hawke Research Institute is Australia’s largest social science and humanities institute. Its mission is to help create sustainable and just societies through producing world class research and innovation, while generating high quality research outputs leading to innovation, change and demonstrable improvements in the world.
POSITION

PRO VICE CHANCELLOR
Division of Education, Arts and Social Sciences

- Senior Academic Leader
- Five year fixed-term contract
- Magill Campus
PURPOSE OF POSITION

In a University committed to excellence across the range of its activities, the Pro Vice Chancellor is accountable for the performance and strategic direction of the Division of Education, Arts and Social Sciences.

The Pro Vice Chancellor is one of a group of senior executives who comprise the Senior Management Group (SMG). As a member of the SMG the Pro Vice Chancellor is expected to take a University-wide leadership role. The Pro Vice Chancellor will be fully aware of all facets of University policy and activity and will participate with other SMG members of the University to:

- meet and improve key performance indicators for the University
- ensure strong academic and financial performance by the University
- develop appropriate plans, policies and strategies for the University and the Division
- meet Divisional targets, established within the corporate planning process
- implement the key University strategies outlined in Crossing the Horizon 2013-2018.

POSITIONS REPORTING TO THE PRO VICE CHANCELLOR

The following positions report to the Pro Vice Chancellor: Division of Education, Arts and Social Sciences:

- Head of School: Education
- Head of School: Psychology, Social Work and Social Policy
- Head of School: Communication, International Studies and Languages
- Head of School: Art, Architecture and Design
- Head of School: David Unaipon College of Indigenous Education and Research
- Director: Hawke Research Institute
- Director: Australian Centre for Child Protection
- Director: International Centre for Muslim and Non-Muslim Understanding
- Director: Bob Hawke Prime Ministerial Centre
- Dean: Teaching and Learning
- Dean: Research and Research Education
- Division Director: Finance and Resources

The role is also supported by an Executive Officer and Personal Assistant.

KEY RELATIONSHIPS

Senior management structure

The Pro Vice Chancellor is a member of the Senior Management Group (SMG) which advises the Vice Chancellor and President (refer to organisational structure attached). The Vice Chancellor chairs the SMG which comprises:

- Provost & Chief Academic Officer
- Deputy Vice Chancellor: Research & Innovation
- Chief Operating Officer
- Deputy Vice Chancellor: International & Advancement
- Pro Vice Chancellor: UniSA Business School
- Pro Vice Chancellor: Division of Education, Arts and Social Sciences
- Pro Vice Chancellor: Division of Health Sciences
- Pro Vice Chancellor: Division of Information Technology, Engineering & the Environment
- Pro Vice Chancellor: Student Engagement & Equity
- Director: Human Resources.

Reporting relationship

The Pro Vice Chancellor reports to the Provost & Chief Academic Officer.
PRINCIPAL ACCOUNTABILITIES

University

- Enhance the University’s performance and reputation by participating as a member of the SMG to lead the strategic direction of the University.
- Provide advice and support to the Provost & Chief Academic Officer and the Vice Chancellor to ensure a competitive, effectively resourced, academically excellent and service-oriented University.
- Foster a University-wide culture which embraces change and encourages innovation, client service and excellence.
- Contribute to University planning, policy and strategy development and implementation to enable the University to achieve its objectives.
- Enhance the profile and position of the University, locally, nationally and internationally.
- Represent the Provost & Chief Academic Officer and Vice Chancellor as required or requested.

Division of Education, Arts and Social Sciences

- Provide academic leadership to the Division to enhance teaching and research outcomes.
- Achieve the financial performance goals of the Division by effectively managing the Division’s budget and financial resources and alignment to performance indicators such as actual financial performance against budget allocation.
- Lead the strategic development and implementation of the Education Precinct at the Magill Campus.
- Enhance the research profile of the Division by improving the quality and quantity of research output and aligning it to the University’s research strategy.
- Lead innovative approaches to curriculum design and delivery, working in partnership with the Provost & Chief Academic Officer to undertake annual reviews of the Division’s academic programs and courses through the Curriculum Innovation Process 2013-2018.
- Enhance the student experience through developing digital learning strategies to strengthen interactions between students and teaching staff.
- Drive and maintain a vibrant culture of student-centred, research-informed education through delivery of multiannual strategies and initiatives, working directly with the Provost & Chief Academic Officer and the Deputy Vice Chancellor: Research & Innovation.
- Attract and retain high-quality staff and ensure quality performance development conversations and support programs are embedded across the Division.
- Build leadership capability among Heads of Schools and other direct reports through regular communication and effective talent management and succession planning strategies

External

- Build and sustain strategic partnerships with employers, industry, government, professional and community organisations and the Division’s alumni in Australia and internationally to ensure the interests of the Division are being effectively promoted.
- Continue to build on the Division’s extensive links with the business community to enhance lifelong learning experiences and develop research.
- Enhance and maintain an international profile for the Division.
- Represent the University externally as required by the Provost & Chief Academic Officer and Vice Chancellor.
- Participate in various University committees as required by the Council, the Vice Chancellor or as a function of the line management position.

Campus

- Oversee management of the Magill campus.
KEY CHALLENGES

- Promote and drive the strategic objective to establish an Education Precinct on the Magill campus, including a consolidation of the Division’s Education programs, and establishing partnerships to accommodate public schools, specialist schools and other education providers at Magill.
- Ensure the Division makes a significant contribution to the University’s submission for the national ERA exercise and that the results of ERA are used strategically to enhance the Division’s research development and performance.
- Maintain a focus in learning and teaching which supports excellence, and strengthens graduate outcomes.
- Facilitate the development of a strong teaching-research nexus in the Division under the direction of the Provost & Chief Academic Officer and the Deputy Vice Chancellor: Research & Innovation.
- In support of the University’s first Reconciliation Action Plan, continue to foster a supportive environment that engages with Indigenous students and communities, and support all staff and students to develop greater awareness and understanding of Indigenous knowledge.
- Ensure the Division’s academic staff achieve productive research outcomes and use research effectively with students at undergraduate and postgraduate education levels.
- Ensure the Division has productive research and research education collaborations with national and international universities of high repute.
- Build on existing relationships with international universities, particularly in China, India and Malaysia to ensure that in the long-term the Division has extensive academic links in research, research education with international universities of high repute.
- Provide leadership across the wide span of disciplines in the Division.

HEALTH SAFETY & INJURY MANAGEMENT

- Lead the successful implementation and operation of the University occupational health, safety, welfare and injury management HS&iM system in the Division, including compliance with HS&iM training requirements.
- Foster a supportive workplace culture in relation to rehabilitation management.

SELECTION CRITERIA

1. A doctoral qualification and an outstanding international academic reputation, including a reputable track record in research and higher education within the fields of arts, humanities, social sciences or education.
2. Substantial relevant experience in leading curriculum design and delivery, and a deep commitment to enhancing the student experience and graduate outcomes.
3. Proven experience in building research partnerships, including with industry, government, and the community, and in improving the research performance of a higher education institution.
4. Demonstrated outstanding leadership, management and entrepreneurial skills, including
   a. The capacity to develop and implement strategic plans
   b. The capacity to initiate, influence, and implement change in a complex environment
   c. The proven capacity to drive and improve performance of staff.
5. Highly regarded interpersonal, communication and people management skills with a proven track record in successfully managing academic and professional staff.
6. A successful track record in prudent financial management within the fiscal context of the Australian higher education sector.
7. An understanding of contemporary higher education issues and the implications of these for the management of universities.
8. Proven capacity to work across organisational boundaries, including with government, community, and international partners, to achieve agreed corporate outcomes.
SENIOR MANAGEMENT ORGANISATIONAL STRUCTURE
HOW TO APPLY

Enquiries should be directed in confidence to
Bill Kett at Heidrick & Struggles
Phone: +61 3 9012 3043.

For further information please email:
unisapvceass@heidrick.com

Applications close:
9:00am Friday 12 September 2014

Please visit: unisa.edu.au/eass-recruitment