ANU wants you

INFORMATION FOR PROSPECTIVE CANDIDATES

Deputy Vice-Chancellor (Academic)
Thank you for considering the position of Deputy Vice Chancellor (Academic) at the Australian National University (ANU).

Welcome to ANU

For over 72 years, the Australian National University has been the educational home to some of the most remarkable people from across the world: visionaries, influential leaders, researchers and individuals creating impact and change nationally, regionally and globally.

This coupled with our role as the national university means we have a responsibility to be ambitious, bold and transformative in our approaches to teaching and learning. We are poised to provide the next generation of leaders and global citizens with the skills required for the challenges and jobs of the future.

Our proud history has shaped our strategic plan which makes clear our commitment to continuing our legacy of excellence in education. I am excited about the plan and our ambition to be known as a world-leader in innovative teaching, and to provide students with an exceptional student experience that is second to none.

Central to achieving this goal is the role of Deputy Vice-Chancellor (Academic). As a member of my highly collaborative senior Executive team, your strategic leadership will ensure ANU advances its reputation as one of the world’s great universities.

We are looking for an inspirational leader with a strong track record in delivering on strategic priorities across academic performance, teaching and learning, and student experience; someone who has the passion to drive new, innovative ideas and the tenacity to bring them to life. If this opportunity excites and inspires you, then we look forward to speaking with you.

B. P. L. H.
The Australian National University occupies a special position in Australia.

While located in Australia’s capital, the University sits alongside the best in the world in terms of its research output and the educational experience it offers to students ( Ranked in top 25 globally in 2018 QS World University Rankings). Since its establishment in 1946 as part of Australia’s post-war nation-building effort, the University’s ground-breaking research has changed the world and our understanding of Australia’s place in it. Five of the eight Nobel Prizes awarded for work undertaken in Australia went to ANU researchers, including to our Vice-Chancellor Professor Brian Schmidt. More broadly, our expertise has influenced policy in Australia and across the Asia Pacific region.

The pursuit of excellence underpins everything we do. This excellence is encapsulated in our five-year Strategic Plan, which makes clear our commitment to world-leading research that will have impact. Through our influential research, our engagement with public policy and our transformative education, we will prepare Australia for the challenges and opportunities of the twenty-first century.

The Deputy Vice-Chancellor (Academic) plays a vital role in realising this vision. The position will oversee the University's education priorities and strategies to improve performance and impact. We are looking for an exceptional leader who can regenerate our approaches to curriculum, teaching and digital and physical learning space design. As part of the University’s Executive Leadership, you will also contribute to the broader strategic direction of ANU and shape its distinctive role as a national institution and world-class university.

We want to provide a career step into the heartland of education that also provides you with opportunities to lead strategy in a portfolio that spans from management of student administration and services from enrolment to graduation. In this position you will also have responsibility for the campus experience of students, staff and visitors – with an array of student accommodation (exceeding 6,000 beds) and University House accommodation and conference facilities. You will bridge new frontiers in learning environments, digital education and engaging beyond graduation.

If you are a university leader of distinction, and want to be a part of shaping the future at Australia’s national university, we would welcome your application.
The University
Australia’s #1 university

The Australian National University is one of the world’s foremost research universities. Distinguished by its relentless pursuit of excellence, the University attracts leading academics and outstanding students from Australia and around the world.

History
The University was established by the Commonwealth Parliament in 1946 specifically to lead the development of the intellectual capacity of the nation through research and research training in line with the best international standards. It is the only Australian university established by a Commonwealth Act of Parliament. In 1960, the University accepted responsibility for undergraduate education along with an expectation that the highest standards of education would be achieved.

Scale
The University has 4,094 staff, 12,827 undergraduates and 12,534 postgraduate students. Its annual revenue exceeds $1.0 billion and consolidated assets are worth $2.5 billion.

Partnerships
The University has strong links with leading research institutions in Australia and overseas. It is a founding member of the International Alliance of Research Universities, a co-operative network of 10 eminent international research-intensive universities which includes:

> University of Cambridge
> University of Oxford
> University of California, Berkeley
> Yale University
> Peking University
> National University of Singapore
> University of Tokyo
> University of Copenhagen
> ETH Zurich

Research-intensive education
As the specially-chartered national university, the University conducts research at the highest levels in all of its colleges, and offers a unique research-led education to undergraduate and postgraduate students as well as postdoctoral fellows.

The University advances the national intellectual and creative capacity in three key ways:

1. Through broad-based research and research-intensive education in the disciplines fundamental to all knowledge: the humanities, the sciences and the social sciences,
2. By supporting research and research-intensive education in a spectrum of professional disciplines, and
3. By studying Australia in its various contexts.

It is the aim of the University to achieve its objectives by creating an inspirational working environment for all its staff, students and visitors.

In each of its endeavours, the University strives to achieve at the levels of the world’s great universities.

Location
The University campus has over 200 buildings and occupies 145 hectares adjacent to the city centre of Canberra. The University also has a number of smaller campuses:

> Mount Stromlo Observatory (west of Canberra)
> Siding Spring Observatory (near Coonabarabran, western New South Wales)
> North Australia Research Unit (Darwin, Northern Territory)
> Kioloa (coastal campus near Bawley Point, on the New South Wales South Coast)
> ANU Medical School – The Canberra Hospital campus
> ANU Medical School – Calvary Hospital
> Health Facilities in South East New South Wales

Further information about ANU can be found at anu.edu.au/about
University Colleges

ANU has seven academic colleges, each housing the schools and research centres that contribute to the various broad disciplines. The ANU Colleges link research and teaching at undergraduate, postgraduate and higher degree levels. They undertake world-class research and provide education programs at the highest standards.

The University recognises the need to strengthen strategic planning, align administrative support with these plans and ensure consistency of policy and procedure. The aim of the college structure is to promote and formalise cooperation among the different contributors to disciplines in ANU and to remove barriers in their path.
ANU College of Arts & Social Sciences
The ANU College of Arts and Social Sciences (CASS) is the research and education college for the broad disciplines of the creative arts, humanities and the social sciences. The College has two research schools - the Research School of Social Sciences and the Research School of Humanities and the Arts – that cover the main disciplines to deliver leading research and degree programs.
> cass.anu.edu.au

ANU College of Asia & the Pacific
The ANU College of Asia and the Pacific (CAP) hosts the largest assembly of scholars dedicated to working on Asia and the Pacific in the English-speaking world. Organisationally the College comprises three large Schools - the School of Culture, History and Language (CHL); the Coral Bell School of Asia Pacific Affairs; and the Crawford School of Public Policy - and two Research Centres: the Regulatory Institutions Network (RegNet) and the Australian Centre on China in the World.
> asiapacific.anu.edu.au

ANU College of Science
The College consists of the Research Schools of Physics and Engineering, Earth Sciences, Chemistry, Astronomy and Astrophysics, and Biology, plus the Fenner School of Environment and Society, the Mathematical Sciences Institute, and the Australian Centre for the Public Awareness of Science. Academic staff within the ANU College of Science undertake world leading research and deliver research-led education on issues of global importance, supported by extensive international networks and world class facilities.
> cos.anu.edu.au

ANU College of Engineering & Computer Science
The ANU College of Engineering and Computer Science (CECS) comprises of the Research Schools of Engineering and Computer Science, and the 3AI and Cyber Institutes. It offers undergraduate degrees in engineering, information technology and computer science along with masters and doctoral postgraduate programs. The College undertakes basic and applied research in information and communications technologies, materials and manufacturing, formal methods and logic, machine learning and vision, robotics and energy systems.
> cecs.anu.edu.au

ANU College of Business & Economics
The ANU College of Business and Economics (CBE) seeks to advance knowledge through high quality teaching and research in the closely related areas of accounting, actuarial studies, business information systems, econometrics, economic history, economics, finance, international business, management, marketing and statistics. It endeavours to do this through the provision of a range of undergraduate and graduate programs, and through its research, publications and contributions to the associated professions, commerce, industry and government.
> cbe.anu.edu.au

Further information can be found at anu.edu.au/about/academic-colleges
Our Vision & Values
Our Vision

- Contemporary ANU will sit among the great universities of the world, and be defined by a culture of excellence in everything that we do.
- We will be renowned for the excellence of our research, which will be international in scope and quality, always measured against the best in the world. Our research investment will be strategic, taking a long-term view and focus on high-quality activities, high-impact infrastructure and areas of high national importance.
- We will be renowned for the excellence of our undergraduate and graduate education: excellence in student cohort, excellence in teaching, excellence in student experience, and excellence in outcomes.
- We will be renowned for the quality of the contribution our research and education make to societal transformation. We will identify emerging areas of need for the nation and provide research and education that will equip Australia to cope with challenges not yet imagined.
- ANU research, education and contributions to public policy-making will change Australia and change the world. It will have impact.

Our Values

- We bring a distinctive excellence to our work and have the confidence to pursue original ideas.
- We are inclusive, open and respectful, reflecting the diversity of our nation.
- We are committed to integrity and ethical behaviour.
- We value, enable, reward and celebrate collegiality.
- We embrace informed risk-taking in pursuit of our objectives.
- We are committed to better outcomes for our community, the environment, our nation and the world.
- We are committed to the service of our nation, through original thinking and through courage in advancing our ideas.
Excellence in education & student experience

Great research by outstanding staff creates the right environment for the highest quality education
Innovative teaching and learning

Our graduates will have a positive influence on the future. They are passionate, creative and capable of solving critical problems not yet imagined. They create and apply knowledge to improve the lives of people, the nation and the world.

In achieving the vision of a contemporary ANU, sitting among the great universities of the world, defined by a culture of excellence (ANU Strategic Plan 2017 – 2021), the University is committed to high quality learning and teaching.

This commitment acknowledges that students are the centre of learning and teaching at ANU. A partnership between students, academics, professional staff and the University forms the foundation for excellence in learning and teaching.

The Vision for Excellence in Learning and Teaching requires commitment and leadership across the University and at all levels. The University values, enables, rewards and celebrates excellence in learning and teaching.

Four key interdependent pillars – engaged students, inspirational academics, an enriching environment, a connected community – provide a frame of reference for aligning focus and effort to continuously improve the outcomes of learning and teaching at ANU.
As Deputy Vice-Chancellor (Academic), you will be an innovative leader ensuring ANU is recognised internationally as a leading University.

Under the general direction of the Provost and as an essential member of the Vice-Chancellor’s leadership team, you will provide leadership across the University to enhance the quality of ANU teaching and learning, while maintaining an effective, service-orientated and sustainable learning environment for all students.

You will bring world’s best practice in the use of data analytics, to contribute to monitoring and tracking of student behaviour and success, to contribute to the highest quality of undergraduate and postgraduate coursework education offered by ANU.

You will increase opportunities for students by developing and promoting a strong student focus and culture, that links to a world class student experience. You will be responsible for developing and executing education strategy in collaboration with other members of the University Executive, College Heads and Division Directors.

By working collaboratively with members of the University Executive, Colleges and Divisions, you will achieve the University’s mission and strategic directions, and be an innovative leader to ensure ANU is recognised internationally as a leading university.

The role requires cohesive and collegial relationships with College Executives, key university committees, senior academic and professional staff across the University, and with a wide range of external stakeholders to ensure that high-quality and innovative strategic initiatives which enhance teaching and learning outcomes are developed and successfully implemented.

The Deputy Vice-Chancellor (Academic) position is supported by the Pro Vice-Chancellor (Education), Registrar Student Administration, Registrar Student Life, Master of University House, ANU Online and the Centre for Higher Education, Learning and Teaching, who all work to advance the Academic Portfolio.
Selection criteria

1. Demonstrated ability to contribute to and advance the strategic direction of the University. In particular the ability to lead a high quality program of teaching, learning and academic agenda within the context of the strategic imperatives of the University.

2. An understanding of the key current issues, challenges and opportunities for Australian universities. The ability to analyse developments in higher education and translate this analysis into policy and outcomes.

3. An understanding of, and commitment to significantly improving teaching and learning, and student experience.

4. Proven ability to develop and maintain relationships with key internal and external stakeholders and successfully build networks and promote and represent the University in discussions with business, industry and government.

5. Demonstrated ability in the development or leadership in world’s best practice in tracking of the student life cycle, using data analytics.

6. Demonstrated high-level interpersonal skills, including the ability to build and lead a team and to work effectively as a member of the Senior Executive of the University.

7. Demonstrated ability to make enduring positive change, particularly the implementation of outcomes following whole of University review processes.

8. Demonstrated achievement in incorporating workplace safety and equal opportunity principles and the capacity to take responsibility for achievement of equity and diversity in the pursuit of excellence.
Our responsibility to Indigenous Australia

As Australia’s national university one of our defining roles has been to contribute to the advancement of Australia’s Indigenous peoples.

We contribute by graduating Indigenous students, as well as through game-changing research and direct engagement. Delivering on our Unique National Responsibilities with Indigenous communities. We provide an environment for debating the big issues and partnering with Indigenous Australia to advance the status, recognition and lives of Aboriginal and Torres Strait Islander peoples.

Although the proportion of Indigenous students at ANU is high by the standards of some of our peer universities, we remain far from parity with the population at large for undergraduates. The proportion of postgraduate and higher degree students is lower again, as is the proportion of professional and academic staff. Through targeted activities we will work towards achieving parity with the proportion of Indigenous Australians in the overall population.

Research focused on Indigenous issues is broad in scope and has made a substantial contribution. ANU has strong Indigenous research leaders in a number of disciplines. However, our continued salience requires constant attention to impact, partnership with Indigenous communities and a commitment to novel and multidisciplinary approaches to our work.
Achieving equity

ANU is committed to equity and diversity as fundamental values. Australia has a diverse population and we are committed to providing opportunities and an inclusive and welcoming environment, to those of all backgrounds and identities.

As Australia’s National University, we have a responsibility and an obligation to educate students from across Australia who have the capacity to succeed, no matter their background. It is for this reason that we have launched a pioneering program to transform the way we do admissions. We are undertaking an international first to link our admission, scholarship, and accommodation processes so that when we make a student an offer to university, they will at the same time know where they will be living and whether they have a scholarship to support them. We are reserving a place for domestic students in the top 2% of every school in Australia who have the capacity to succeed, ensuring students have access to a world class education no matter the socio-economic status of their school.

Alongside this we are undertaking a major scholarship drive to remove the financial barrier for some of our most capable but most disadvantaged students, whether they be indigenous, suffering a long term disadvantage, low-SES, or from interstate regional and remote areas. We now have a single application form that allows both excelling and disadvantaged students to access more than 200 scholarship opportunities across campus by answering just four questions. And we are looking at the whole person, requiring all undergraduate applicants to have engaged beyond the classroom to support themselves, their family or their community, to clearly signal the importance of engagement beyond studies to both academic and employment success.

Athena Swan

ANU has committed to the SAGE Pilot of Athena SWAN in Australia. Athena SWAN is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. ANU became an inaugural member of the SAGE Pilot project in 2016.

While the focus of the SAGE pilot is on Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines, ANU is also committed to gender equity in the Humanities and Social Science disciplines, as well as in our professional staff.
ANU Snapshot

#1 AUSTRALIAN UNIVERSITY
The Australian National University is ranked first in Australia and 24 in the world.¹

50/50 MALE/FEMALE
The student population has equal gender representation.

36% INTERNATIONAL
36% of the students are international

50% POSTGRADUATE
Half of the students are postgraduate (coursework and research)

84% STAFF HAVE A DOCTORATE
84% of the teaching and research staff have a doctorate.

73% STUDY HASS
73% of students are studying the Humanities and Social Science disciplines.

The student population has equal gender representation.

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INFORMATION FOR PROSPECTIVE CANDIDATES

#1 EMPLOYABILITY
Ranked top in Australia for producing the most employable graduates²

25,000 STUDENTS
25,000 students enrolled at ANU¹

6 NOBEL LAUREATES
Six Nobel Laureates among our staff and alumni

108,043 ALUMNI
Total number of alumni³

1 APPLICATION
One application for admissions, scholarships and accommodation for domestic undergraduate school leavers

6,000 ON-CAMPUS BEDS
The University offers over 6,000 on-campus beds to students from 2019

¹QS World University Rankings 2017/18; 2018/19 Quacquarelli Symonds (QS) World University Rankings
²The Global Employability Ranking 2017
³As at 31 December 2017
(4) As at 31 December 2017
INFORMATION FOR PROSPECTIVE CANDIDATES
One of the worlds most liveable cities
The power of surprise

Canberra has the power to surprise, with its abundance of food, wine, art, culture, ideas and innovation. As an evolving city, this element of surprise continues even once you’ve made Canberra your home, with new developments, events and opportunities constantly emerging to keep life interesting.

About Canberra
Canberra is also a planned city – designed to maximise opportunities for work and play. As our Nation’s Capital, big ideas emerge, circulate and grow here, thanks to unique links between leading thinkers in business, government, education and research. Our dynamic economy, highly educated workforce and an innovative business culture provide career and business opportunities unique to Canberra.

Our healthy appetite for outdoor pursuits is enhanced by the natural resources available: from sailing on Lake Burley Griffin, mountain biking at the world class Mount Stromlo facility or heading up to the Snowy Mountains for a day on the slopes. We are also home to most of Australia’s major national cultural institutions, with whom the University has a close relationship, and a cultural calendar overflowing with international exhibitions, arts festivals and entertainment.

Where to Live
The architects who designed Canberra, Walter and Marion Burley Griffin, had a master plan to create a series of ‘satellite cities’ separated by nature reserves and connected with major roads. Today their vision lives on, with Canberra divided into seven distinct regions of residential suburbs, each serviced by a central business district.

The resulting benefits are that commuting times are short. Employment hubs are virtually on your doorstep and recreational facilities are within walking distance, regardless of where you live.

Find information on each district and the suburbs contained within them through the ‘Explore Canberra’ map.

Education and Childcare
Canberra nurtures the pursuit of dreams from the ground up. Here families are provided with the supportive services, facilities and environments to raise happy, inspired and resilient children. Community is crucial for the support of families and Canberra has a number of ways to connect families with each other through playgroups, family events and activities.

Find out more about Canberra’s excellent childcare, preschool and school system here.

Canberra has the lowest commuting times of all Australia’s major cities

More than 25% of Canberra residents were born overseas

The region is known for four distinct seasons, enjoying 246 days of clear, crisp sunshine

Further information about Canberra visit canberra.com.au
How to apply

The appointment of the Deputy Vice-Chancellor (Academic) is being supported by Odgers Berndtson Executive Search.

To submit an application for this role, please provide the following information in Microsoft Word format:

1. A candidate statement which outlines both your vision for the role and an overview of your experience and skills as it relates to the parameters of the role and selection criteria. 
   This should be a narrative and no more than five pages.

2. A detailed CV.

3. Three referees including their email and phone contact details.
   Referees will only be contacted after prior consultation with the candidate. It is the candidate’s responsibility to ensure referees are willing to provide reports when contacted.

4. Your total compensation and its component parts e.g. base, superannuation, vehicle allowance etc.

5. An indication of the earliest date on which you could commence in the position.

For a confidential discussion regarding this role and the application process, please contact:

Julie Steiner
Global Head of the Education Practices
E ANUDVCA@odgersberndtson.com
T +61 2 8905 3706

Anticipated timeframe for the appointment process.

Applications close: Monday 7 January 2019
Shortlisting of candidates: W/c 4 February 2019
Interviews: W/c 25 February 2019, in Canberra ACT
References and negotiation: Thereafter interviews.

ANU reserves the right to appoint by invitation.

On behalf of the University and as part of the application and appointment process, candidates may be requested to provide proof of their identity and citizenship and give permission for verification of their tertiary qualifications and a police background check.