



Deputy Dean, Faculty of SABL
Science | Agriculture | Business | Law

Candidate Information Pack
HRC2077272

une
University of
New England



Acknowledgement of Country



The University of New England (Armidale campus) acknowledges that we are on the country of the Anaiwan people; recognising their continuing connection to this land, water and community; who for thousands of generations, have exchanged their knowledge for the benefit of all; and are the traditional custodians of the ancestral land of where we work and live. We also pay our respect to their Elders past, present and emerging.



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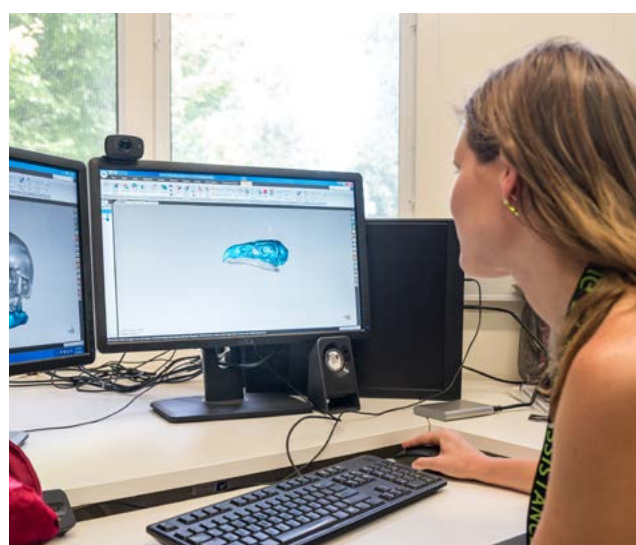
About UNE

The University of New England

UNE has been an authority in flexible learning in Australia since 1954. It was one of the first Australian universities to offer degrees by correspondence, and today, with more than 17,000 external students, is one of Australia's major providers of external awards. Unlike many institutions, supporting all students (including those remote from our Armidale and Sydney campuses), is part of our DNA. Our ability to provide personal and quality distance learning experiences is evidenced in our student satisfaction results and is key to our success.

Originally named New England University College, UNE was established as a college of the University of Sydney in 1938. It was the second university established in New South Wales and Australia's first regional university. In 1954 the University became fully independent as the University of New England and pioneered teaching by correspondence to external students.

The University has consistently maintained a five-star rating for Overall Student Satisfaction for the past 17 years, as published in the *Good Universities Guide*, and has enjoyed considerable success with Australian Awards for University Teaching, winning Citations for Outstanding Contributions to Student Learning.





The Armidale Campus

The University of New England is located on several sites in Armidale. The main northern campus of the University is five kilometres to the northwest of the city centre, in an attractive rural and bushland setting of 260 hectares. Part of this campus includes the original property presented by the late Mr T R Forster to the University of Sydney for the establishment of a University College. This property comprised the old homestead, 'Booloominbah' – now the administrative centre of the University and the site of the Vice-Chancellor's office - together with several other buildings and 74 hectares of land. Located nearby on this campus is a magnificent residence 'Trevena' where the Vice-Chancellor resides.

UNE has one of the largest residential systems of any university in Australia. Students choose from eight residences, ranging from fully catered colleges to independent on-campus accommodation. The colleges

are more than just places to eat and sleep—they provide academic support, opportunities to participate in social, cultural and sporting activities, and the chance to build networks that last a lifetime.

The University also possesses a number of rural properties in close proximity to the campus, providing facilities for teaching and research.

SportUNE

UNE is proud to have some of the best sports facilities of any university in Australia. Students and Staff have the use of a heated indoor swimming pool, gym, international standard basketball stadium, rugby fields and indoor climbing wall. Archery, indoor soccer, netball, rugby union and underwater hockey are just a few of the organised sports which students and staff can play at UNE.



Click the play button
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Welcome to SABL

UNE comprises three faculties: The Faculty of Humanities, Arts, Social Sciences and Education, the Faculty of Medicine and Health, and the Faculty of Science, Agriculture, Business and Law (SABL). SABL is a diverse and multidisciplinary faculty with world class research facilities that enable unique and innovative cross-disciplinary collaborations between scientists, researchers, and academics to deliver outstanding education and practical learning. We have a proud and long-standing history of excellence in online education and we continue to spearhead national student experience rankings such as the Good Universities Guide.

Thank you for expressing an interest in the role of Deputy Dean of SABL at the University of New England. This is a key leadership role supporting the Dean, working closely with Associate Deans, Heads of School, the Faculty Coordinator and the Executive Officer as a member of the Faculty Executive. The role provides an excellent opportunity to grow as a people leader and enhance your management skills, since the Deputy Dean will deputise for the Dean as required.

We are seeking a strategic and inspirational Deputy Dean, with exceptional people skills who will have a significant role in developing a supportive and inclusive culture within and beyond the Faculty.

This is an excellent time to join our Faculty in this leadership role as we are developing our strategic plan aligned with the University Strategy, Future Fit. We are embarking on a growth strategy through a review of our academic offerings, and we are undertaking strategic workforce planning to strengthen our research excellence.

As the Faculty aims to increase the number of women in leadership roles, I would like to particularly invite female candidates to apply for this role.

I'm looking forward to hearing from you.



Professor Birgit Loch
Dean of Science, Agriculture, Business and Law



Our Faculty

SABL is the research engine of UNE. We integrate knowledge disciplines to provide solutions to important issues facing the world such as feeding and caring for a growing population, understanding our planet, predicting and managing forces across our communities, emerging natural resources, and understanding and optimising human well-being and performance.

In 2022, 335 publications have been published from SABL researchers covering 70 four-digit Field of Research Codes (as of 4 October 2022); we currently have 234 HDR students; and over \$17 million of research funding had been awarded (as of 5 September 2022). We are ranked well above world standard in the three ERA 2-digit fields of research: Mathematical Sciences, Agricultural and Veterinary Sciences, and Environmental Sciences and above world standard in the three fields of Earth Sciences, Biological Sciences and in Medical and Health Sciences.

Our world famous facilities include the 3,500 ha UNE SMART Farms, our research, education and outreach facility for UNE-led advances in agriculture research and development worldwide, showcasing the latest on-site technologies. The Kirby Innovation Centre, Tullimba Feedlot (Australia's largest research feedlot), and Newholme field laboratory are part of SMART Farms. The Faculty has excellent research facilities across all its disciplines and in particular specialised facilities such as

the Centre for Animal Research and Teaching (CART), greenhouse and glasshouse facilities, the Natural History Museum, a CT scanner for live animals, animal carcasses and skeletal structures in research and teaching, our exercise and sport science research and teaching laboratories at SportUNE and at Homebush Bay in Sydney at the NSW Rugby League Centre of Excellence, as well as the Smart Regions Incubator (SRI) with presence in Armidale, Tamworth, Moree and Narrabri.





Our Schools

The Faculty of SABL comprises four Schools: The School of Environmental and Rural Science, the School of Science and Technology, UNE Business School and the School of Law.

School of Environmental Rural Science

The School of Environmental and Rural Science (ERS) covers a wide range of disciplines in the life and agricultural sciences. The School teaches major courses in agricultural, environmental and life sciences. The School has the largest research portfolio within UNE, and this is reflected in the number of five-star rankings of “well above world standard” achieved in the most recent research quality assessment of School activity by the Australian Research Council. ERS is successful in securing Australian Research Council and Industry funding. On all research metrics (ERA, Grants, Industry engagement) the School achieves exceptional results, indicating its national and international standing as a research provider in the environmental and rural sciences.

ERS has strengths in Rural Science and Environment and has a unique skill set to make major contributions to solving global environmental problems; emerging trends in sustainable food supply; to adapt to issues such as climate change, and ecosystem destruction and to be proactive in the development of communities and enterprises for the future. These can be maximised by working at the boundary or interface of the disciplines.

The world-class research themes include: Crop and Pasture Agronomy, Soil Science, Animal Science and Genetics, Environmental Science and Ecological Management, Botany, Zoology, Geoscience, and Palaeoscience. These themes cross-collaborate across the environmental and rural landscapes and translate the results of original research to industry and UNE stakeholders, to achieve national and international impact.

The School of Science and Technology

The School of Science and Technology (S&T), with its integrated, core scientific disciplines, is flexible and adaptive in meeting the ever-changing research and education needs of industry; be it agriculture through our world leading SMART Farm; ICT driving new ways of managing data and intelligent systems; or through health, including human biology, movement and education. S&T offers a unique combination of pure and applied sciences, encompassing physics and chemistry, biomedical sciences, mathematics and statistics, computer science, and exercise and sports science.

The Applied Agricultural Remote Sensing Centre (AARSC) is producing significant results in transforming

agricultural production systems that benefit growers. These advances involve building strong ongoing collaborations between industry, agricultural agencies and researchers. Over the past five years, the AARSC has evolved into a highly committed team delivering outcomes to a large number of industries and is exploring opportunities for international expansion.

The Brain-Behaviour Research Group is a multi-disciplinary collaboration of researchers, who share an interest in understanding the links between overt and covert behaviour, brain processes and mental disorders. Computational science research at UNE spans a number of related areas. It focuses on intelligent vision systems and remote sensing technologies, differential equations and applications in science and engineering, distinct and hybrid modelling approaches, computational neuroscience, machine learning, computational statistics and big data analytics.

Mathematics has particular research strength in partial differential equations and geometry, and performs research across a broad range of theory and applications, covering topics of multidisciplinary nature using methods from mathematics, statistics and computational science. The Precision Agriculture Research Group (PARG) is a multi-disciplinary team of academic, research and technical staff engaged in the development and application of sensors and practices in precision agriculture. The STEM Education Research Group focuses on the Scholarship of Teaching and Learning (SoTL) as it relates to science education. The X-ray Physics and Imaging group specialise in the development of next-generation imaging methodology, novel applications of existing methodology, and the creation of state-of-the-art X-ray image analysis algorithms.

UNE Business School

The UNE Business School continues a proud history of delivering research and education which is of practical, commercial and sustainable benefit to our regional, national and global stakeholders. Its flagship degrees in accounting, agribusiness, business, economics, marketing, and human resource management prepare graduates for work in business and policy environments, ready to solve problems and guide positive change.

The UNE Business School has a strong record of cross-disciplinary research. Its goal is to produce evidence-based evaluation of practical significance. In applying its disciplinary skills, the School seeks to deliver solid, commercial and sustainable benefits to various stakeholders of relevance. Building on these solid multi-disciplinary capabilities and strong intra- and cross-institutional collaborations, the research falls within two interlinked thematic areas. Agribusiness and Economics provides evidence-based investigation support to national, regional and global policy processes in agribusiness, agricultural economics, environmental

economics, economics, climate, carbon and energy, farming systems, development, and biosecurity. Resilient, Inclusive and Entrepreneurial Communities supports the development of communities in Australia and internationally focusing on regional business innovation, sustainable entrepreneurship, women in business, inclusive guidance, environmental accounting, financial sustainability, and financial capacity building.

Moreover, UNE Business School hosts the Centre for Agribusiness and the Centre for Local Government which offer creative and sustainable solutions to the grand challenges of food security and local government. Furthermore, UNE Business School is a signatory to Principles for Responsible Management Education (PRME) with a strong commitment to ethics, responsibility and sustainability (ERS) principles through our curriculum, research and practice for the attainment of sustainability development goals (SDGs) by 2030.

The School of Law

The School of Law is Australia's largest and most experienced distance provider of first-class legal education with world standard research. The Law School enables students to undertake Australian legal studies from on campus, or online from anywhere on the continent and beyond. The School takes pride in exceptionally high levels of satisfaction from its students, who acknowledge that their success is largely due to the opportunities that they would not have had without UNE's School of Law.

The core of the School of Law research is its capacity to conduct cutting-edge research on the legal issues in Regional, Rural and Remote (RRR) areas. It has three major legal research themes for its RRR research. These themes are based on the expertise of the academic colleagues and their track record in publishing, grants and HDR students. Natural Resources and Sustainability Governance spans the full spectrum of governance instruments from local government ordinances to international conventions and non-government rules, codes of practice, and standards. Rural Law and Justice aims to accelerate the research with the intersections of law and other factors such as gender, race, age, socioeconomics and disability in the context of rurality. Local Governance, Business and Politics encompasses the fundamentals and rules of governance, politics, and business, including corporate, governmental, indigenous, international law, and governance research topics.

Additionally, The Australian Centre for Agriculture and Law –based in SABL –is the only Australian research centre that pursues innovative scholarship on laws and institutions affecting rural, regional and remote communities. Established in 2004, it is known for its research projects on rural sustainability and social justice and particularly for its focus emphasising empirical and institutional analyses of legal governance.



The Role

The Deputy Dean is primarily responsible for supporting the Dean in the provision of academic direction and operational management within the Faculty, and oversight of Faculty operations, planning, performance and quality management. The Deputy Dean reports to the Dean of the Faculty and operates under their broad direction. This role is based in Armidale. The appointment will be for three years in the first instance with possibility of renewal, with a substantive underlying professorial position in one of the Faculty's disciplines.

Primary Purpose of the Position

The Deputy Dean will coordinate operations and liaise closely with the Dean, Associate Deans and Faculty Coordinator on Faculty direction, strategic and management matters. The Deputy Dean will also work collaboratively with management in the other two Faculties and Integrated Services Units, and deputise for the Dean as required.

The Deputy Dean will work very closely with senior resource, professional and technical staff within the Faculty and in the integrated services model to ensure resilient, timely and efficient systems and processes.

The role operates within the policy, regulations and framework of the University, ensuring the human, physical and financial resources of the Faculty are effectively deployed and operationally managed. The Deputy Dean will be a member of the Faculty Executive.

Eligibility for the Role

Applicants must have ongoing full-time work rights for the term of the contract (UNE will not provide sponsorship for this position).





Key Responsibilities

1. Contribute to the development of the strategic directions of the Faculty and operational plans within the context of the University's planning framework and the University's Future Fit strategic plan.
2. Provide high-level advice and support to the Dean in development, implementation and monitoring of progress of the Faculty against the Strategic Plan.
3. As a member of the Faculty Executive and representing the Faculty as appropriate, provide quality, high-level advice and support to the Dean in the overall management of the Faculty.
4. Working constructively and collegially across the broad portfolio, guide strategic initiatives, monitor quality assurance activities and deliver against operational plans.
5. Convey complex and conceptual information on a wide array of issues to a variety of audiences, including students, colleagues, University Committees and external stakeholders. This will include the writing of strategic documents, working with external partners or other duties identified to fulfil this aspect of the role.
6. Provide academic guidance within the Faculty and exercise line management responsibility, including human resource management and professional development of the staff in accordance with the Faculty strategy and appropriate University policies and procedures.
7. Oversee the development and improvement of Faculty operations for teaching and learning, quality enhancement, research, enterprise and financial sustainability, including the provision of quality teaching and learning, research and office spaces.

8. Act for the Dean as needed.
9. Ensure knowledge of the Rules, Policies and Procedures of the University (available on the University website) is maintained and abide by them as they are amended, varied or replaced from time to time.

To Apply

Your application should be comprised of:

1. A maximum two-page cover letter outlining who you are, your strengths and qualifications, and why you are interested in the role at UNE;
2. A current resume containing details of three referees. At least one referee should have a thorough knowledge of your work over the past two years as your manager, or supervisor; and
3. Responses to the selection criteria explaining how you best meet these requirements, using examples based on previous performance/experience which clearly explains your level of involvement; what you did, how, why, with whom, and what the outcomes were. In preparing your application you should refer to the attributes described in Core Capabilities within this document.
4. Application deadline is midnight, Sunday, 12 February 2023.

Informal enquiries may be directed to Professor Birgit Loch, Dean SABL, via phone **02 6772 5438**, or email dean-sabl@une.edu.au

For further information about the faculty please visit www.une.edu.au/about-une/faculty-of-science-agriculture-business-and-law



Selection Criteria

Knowledge and Education

1. Relevant qualifications in one of the Faculty's disciplinary areas and an outstanding record of academic leadership and achievement at Professorial level.

Core Capabilities Relevant to the Role

Shapes and Supports Strategy

Communicates with Influence

Develops and Maintains Relationships

2. Demonstrated excellence in strategic people leadership and management with evidenced performance improvement across a complex Faculty.
3. Demonstrated experience developing and guiding a positive culture in the workplace.
4. Excellent liaison and interpersonal skills with the ability to foster relationships and partnerships that extend and develop the diverse activities of the Faculty.

Delivers and Achieves Results

Acts with Courage and Integrity

Develops and Maintains Relationships

5. A demonstrated record of innovation, achievement and quality improvement in a broad range of academic areas.
6. A comprehensive understanding of the policy context of the higher education sector in terms of academic quality, diversity and flexibility (including the student context) and research excellence and of developments at national Government and international levels. Also an understanding of the context of regional and rural Australia.

Core Capabilities

Leading Schools and Functions (HoS, Deputy and Assoc Deans, ACAD-E, EDs, DIR, ASS DIR)

Capability	Definition	Behaviours
Shapes and Supports Strategy	Shapes and drives long term strategies in response to the changing nature of the University academic and business context.	• Inspires a sense of purpose and direction and promotes the University's vision and strategy. • Establishes plans for the area that support the University's strategic direction. • Analyses complex problems and considers the views of others in developing viable solutions. • Focusses strategically and identifies long term opportunities that support academic and business priorities. • Forsees potential risks and takes corrective action.
Leads and is Open to Change	Leads change and models behaviour that embraces innovation and continuous improvement.	• Drives a culture of continuous improvement and positive view of change. • Builds shared ownership through openness to diverse views. • Engages and builds rapport with individuals and groups reducing uncertainty and addressing resistance. • Assesses the readiness for change and supports others through the transition. • Implements change plans and manages the competing demands and impacts on people and the University.
Acts with Courage and Integrity	Acts in the best interests of the University and takes personal responsibility for achievement of outcomes.	• Models honest and ethical behaviour and gains trust and respect. • Defines expectations and holds others accountable. • Remains calm under pressure and is persistent and resilient when faced with obstacles. • Acts decisively even when incomplete information is available. • Provides forthright advice and maintains own position appropriately. • Takes responsibility for own behaviour and is open to feedback. • Values diversity and creates an environment that is inclusive.
Delivers and Achieves Results	Delivers intended results achieving excellence in outcomes for students, staff and other stakeholders.	• Translates the University strategy into objectives and sets standards to meet required outcomes. • Drives organisational achievement of quality outcomes. • Reviews progress and adapts plans to ensure outcomes are met. • Acts to remove barriers to successful achievement of outcomes. • Deals with ambiguity and resolves complex problems. • Displays judgement and wisdom in decision-making and responds in a timely manner.
Develops and Maintains Relationships	Establishes rapport with diverse groups and harnesses the talents of others.	• Cultivates networks and liaises with a broad range of stakeholders. • Establishes partnerships and leverages industry relationships. • Creates a positive workplace culture and supports people to develop and contribute to team objectives. • Establishes a culture of high performance ensuring the attraction, development and retention of talented people. • Empowers others and encourages initiative. • Ensures a healthy and safe workplace for all.
Communicates with influence	Considers differing views of others and works constructively to build common ground.	• Communicates information clearly and consistently using a variety of mediums creating a common understanding. • Presents information clearly and confidently illustrating key messages through stories and anecdotes. • Explains complex information using language appropriate for the audience. • Listens and anticipates differing view points and engages persuasively. • Applies sound judgement when negotiating mutually acceptable solutions.



Benefits of Working at UNE



Aside from working from one of the most beautiful campuses in Australia, staff at UNE also enjoy a range of great benefits, which include:

- Access to a balanced, healthy and happy lifestyle.
- Family friendly working arrangements including an on-campus childcare centre which can be salary packaged, plus vacation care during school holiday periods.
- Generous leave entitlements.
- Health and Wellbeing services with access to one of the best university sporting precincts in Australia offering a variety of fitness services and new facilities, all just a short stroll down the hill from your office which means a game of tennis, or a lunch-time swim/ gym session is easy. In addition, book an appointment with the UNE Medical Centre and access free counselling through our employee assistance program.
- Abundant paid parking is available across campus and is just a short walk from any UNE building. Bus routes run regularly from town and many staff ride or walk to work each day on the bike track.
- One of the most beautiful campuses in Australia, UNE is situated on 74 hectares of heritage parklands, overlooking the beautiful city of Armidale. All classes, residences and recreational facilities are within easy walking distance from each other, anywhere on campus.



About Armidale

Armidale is located in NSW roughly halfway between Sydney and Brisbane on the New England Highway. The city has a population of about 24,000. The climate is mild, with warm summers, glorious springs and crisp winters bringing occasional snowfalls; in autumn the city turns crimson and gold.

Armidale Lifestyle

The central business district has a cosmopolitan flavour, with pedestrian malls, cafes, markets, regular cultural events and festivals. Shopping centres, museums, parks, restaurants and a cinema are just a short walk or bus ride away. With a high level of business activity including in the CBD, a growing education sector, and a strong rural economy, employment in Armidale is quite strong.

A strong element of growth in Armidale's population is due to professional or business people with school-aged children choosing a location with cultural vibrancy, superior educational facilities, a strong sporting culture and a healthy outdoors lifestyle. Some of Australia's most spectacular gorge country can be found in the nearby national parks, which provide superb walking opportunities. The beach is two and a half hours away at Coffs Harbour.

Armidale Airport has daily flights to and from Sydney and Brisbane. Train and bus services also travel to the major cities.





Deputy Dean – Faculty of Science, Agriculture, Business and Law

Position Statement

Faculty:	Science, Agriculture, Business and Law	Position Number:	0000013965
Reports to:	Dean - Faculty, Agriculture, Business and Law	Classification Level:	Executive
Number of direct reports:	3	Location:	Armidale

University of New England

The University of New England (UNE), Armidale is a regionally based, globally networked university that is renowned for the quality of its student experience and the excellence of its research specialisations. UNE pioneered teaching to external students making it the most experienced provider of distance and innovative online education. Currently there are over 26,000 students (84% of whom are distance/online students) and approximately 1,200 academic and general staff. The UNE decadal strategic plan 2021-2030, Future Fit, has been developed to guide the University to deliver on its enduring vision to support the aspirations of individuals in communities, and communities within regions, in a digital age.

- [Future Fit 2021-2030](#)

The Faculty

The Faculty of Science & Agriculture, Business & Law encompasses Pure and Applied Sciences, Biomedical and Exercise Sciences, Law, Agriculture, Environment and Business.

The Role

The Deputy Dean will coordinate operations and liaise closely with the Dean, Associate Deans and Faculty Coordinator on Faculty leadership, strategic and management matters. The Deputy Dean will also work collaboratively with leadership teams in the other two Faculties and Integrated Services Units and deputise for the Dean as required.

The Deputy is primarily responsible for supporting the Dean in the provision of academic leadership and operational management within the Faculty, and oversight of Faculty operations, planning, performance and quality management. In this regard, the position will work very closely with senior resource, professional and technical staff within the Faculty and in the integrated services model to ensure resilient, timely and efficient systems and processes.

The Deputy Dean will be required to operate within the policy, regulations and framework of the institution, ensuring the human, physical and financial resources of the Faculty are effectively deployed and operationally managed.

The Deputy Dean will be a member of the Faculty Executive.

The Key Responsibilities

1. Contribute to the development of the strategic directions of the Faculty and operational plans within the context of the University's planning framework and the University's Future Fit strategic plan.
2. Provide high-level advice and support to the Dean in development, implementation and monitoring

of progress of the Faculty against the Strategic Plan.

3. As a member of the Faculty Executive and representing the Faculty as appropriate, provide quality, high-level advice and support to the Dean in the overall management of the Faculty.
4. Working constructively and collegially across the broad portfolio, lead strategic initiatives, monitor quality assurance activities and deliver against operational plans.
5. Convey complex and conceptual information on a wide array of issues to a variety of audiences, including students, colleagues, University Committees and external stakeholders. This will include the writing of strategic documents, working with external partners or other duties identified to fulfil this aspect of the role.
6. Provide academic leadership within the Faculty and exercise line management responsibility, including human resource management and professional development of the staff in accordance with the Faculty strategy and appropriate University policies and procedures.
7. Oversee the development and improvement of Faculty operations for teaching and learning, quality enhancement, research, enterprise and financial sustainability, including the provision of quality teaching and learning, research and office spaces.
8. Act for the Dean as needed.
9. Ensure knowledge of the Rules, Policies and Procedures of the University (available on the University website) is maintained and abide by them as they are amended, varied or replaced from time to time.

How you will be assessed for the role

The UNE Core Capability Framework describes six core capabilities for all staff at UNE. Your merit will be assessed based on the demonstration of all or most of the following UNE core capabilities as they relate to the role:

- Shapes and Supports Strategy
- Leads and is Open to Change
- Acts with Courage and Integrity
- Delivers and Achieves Results
- Develops and Maintains Relationships
- Communicates with Influence

You will also need to exhibit the knowledge, educational requirements, skills and attributes required for the position.

Selection Criteria

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1. Relevant qualifications in one of the Faculty's disciplinary areas and an outstanding record of academic leadership and achievement at Professorial level.
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2. Demonstrated excellence in strategic people leadership and management with evidenced performance improvement across a complex Faculty.
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3. Demonstrated experience developing and leading a positive culture in the workplace.
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4. Excellent liaison and interpersonal skills with the ability to foster relationships and partnerships that extend and develop the diverse activities of the Faculty.
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5. A demonstrated record of innovation, achievement and quality improvement in a broad range of academic areas.
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6. A comprehensive understanding of the policy context of the higher education sector in terms of academic quality, diversity and flexibility (including the student context) and research excellence and of developments at national Government and international levels. Also, an understanding of the context of regional and rural Australia.
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