



Charles Sturt
University

Information for applicants

Head of School

School of Agricultural, Environmental and
Veterinary Sciences

Faculty of Science and Health



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Message from our Vice-Chancellor and President

Thank you for your interest in the **Faculty of Science and Health** at Charles Sturt University. We are a highly distinctive institution in both Australian and global settings. Established 34 years ago, we are a relatively young institution, with roots in regional Australia, that has rapidly grown to service students and communities across Australia and the world.

Charles Sturt is set to undergo a decade of great transformation that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations.
- A strategic re-positioning of teaching, learning, research and engagement.
- A cementing of our position as Australia's pre-eminent rural and regional university.

The overarching aim is to transform our university so that it is more resilient and dynamic, with a strong reputation for excellence.

Charles Sturt needs seasoned, energetic, grounded and passionate individuals who can help us achieve our strategy.

Professor Renée Leon PSM
Vice-Chancellor and President

Our university

Our values

We are a university of the land and people of our regions. True to the character of regional Australia we have gumption, we have soul and we collaborate with others.

We develop holistic, far-sighted people who help their communities grow and flourish.

Acknowledging the culture and insight of First Nations Peoples, Charles Sturt University's ethos is described by this phrase from the Wiradjuri people, the traditional custodians of the land of our original campuses.

Yindyamarra winhanganha

Which means 'the wisdom of respectfully knowing how to live well in a world worth living in'.

This phrase embodies who we are at Charles Sturt. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Derived from our ethos, our values are to be insightful, inclusive, impactful and inspiring. By living these values, we want to make this a world worth living in.

These values are the principles and aspirations that guide our decision-making and underpin our ways of working. As a university we strive to understand people and the world, to embrace our differences and recognise the strength and value of working together, to make a difference in society through the work we do and to lead for a bright and sustainable future.

Accredited Employer of Choice

Charles Sturt University was awarded an Employer of Choice for Gender Equality (EOCGE) citation from the Commonwealth Workplace Gender Equality Agency (WGEA) in 2019, 2020 and 2022.

The WGEA EOCGE citation is designed to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces.

The EOCGE program aims to recognise leading practice in addition to the compliance standards with the Workplace Gender Equality Act 2012, and participation in the program is voluntary.

The citation is recognition of the hard work we have put in and the great things we do at Charles Sturt to promote gender equality, over and above that required by legislation. Charles Sturt was also awarded the Australian LGBTQ Inclusion Award 2021 – AWEI Bronze Employer.

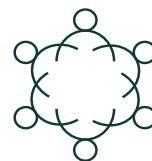
We achieved this through meeting criteria related to leadership, learning and development, gender remuneration gaps, flexible working and other initiatives to support family responsibilities, employee consultation, preventing sex-based harassment and discrimination, and targets for improving gender equality.

In 2018, the university released its Workplace Gender Equity Strategy 2018-2022 and we were also among the first Australian higher education institutions to be awarded the Athena SWAN Bronze Institution Award.



Insightful

Understanding people and the world



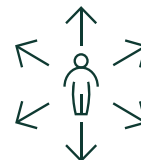
Inclusive

Stronger together



Inspiring

Leading for the future



Impactful

Outcome driven

Derived from our ethos, our values are to be insightful, inclusive, impactful and inspiring. By living these values, we want to create a world worth living in.



About Charles Sturt University

Established as a multi-campus institution in 1989, today Charles Sturt is the largest university in Australia located outside a major capital city.

Currently enrolling around 38,000 students from every state and territory and from more than 120 countries around the world, Charles Sturt has an annual turnover of A\$576 million and assets valued at A\$1.7 billion.

Our campuses are located in Albury-Wodonga, Bathurst, Canberra, Dubbo, Goulburn, Orange, Parramatta, Port Macquarie and Wagga Wagga. We also have a regional study centre in Wangaratta. The broad geographic spread of our campuses allows us to serve the distinct needs of diverse communities. The university employs around 2,000 permanent staff.

Critical to the success of Charles Sturt has been the balanced strategic development of all our campuses through multi-nodal delivery.

Charles Sturt has eschewed the traditional hub and spoke model of multi-campus universities, promoting the role of multi-nodal delivery to enable us to offer common curriculums on multiple campuses, and aggregate student demand across multiple geographic regions. This model has allowed us to deliver a broader range of courses with a high level of quality at each of our campuses – and to grow our geographic reach over many years.

With more than 34 years of experience with leading and innovating online education, we're Australia's most experienced online university.



We're #1 in Australia for grads who get jobs. 85% of our undergrads get full-time employment within 4 months of graduating.*

* Good University Guide 2022/23*



We're #1 in Australia for undergraduate starting salaries. Our grads earn a median salary of \$64,100*

* Good University Guide 2022/23*



We're proud to be Australia's first carbon neutral university. Plus, we're in the top 11 per cent of universities worldwide for climate action.

Times Higher Education Impact Rankings 2023

Charles Sturt University has three faculties: Arts and Education; Business, Justice and Behavioural Sciences; and Science and Health. Faculties operate across campuses and are responsible for developing and delivering courses and conducting research. Leadership across the three faculties have common roles and work collaboratively where shared interests and outputs prevail. Schools and centres within these faculties are largely discipline-based and carry responsibility for the delivery of subjects. Administrative and academic support services are provided by a centralised administration team in each faculty. In addition to the administrative teams, specialist service divisions and offices operate across our campuses.

Internationally, we deliver programs in collaboration with higher education institutions in Europe and Asia. Our 7,500 international students hail from more than 120 different countries. We have more than 100 academic partnerships in more than 40 countries, facilitating research, course delivery, cultural exchange, student and staff exchange and a diverse range of other education activities.

Charles Sturt offers one of the most comprehensive range of programs of any university or private higher education organisation. Many courses are offered through online learning, with more than 60 per cent of our students enrolled online. Our reputation has been built on the breadth of our offerings and our expertise in online delivery.



Today, more than 70 per cent of our professional programs are delivered in areas with identified national and regional labour market skills shortages.

We engage in strategic, applied research that focuses on significant issues. Our key drivers are quality and excellence with an emphasis on the creation of new knowledge for the advancement of fields of study and society in general.

We seek to make an impact on a regional, national and global level by contributing to the economic, social and environmental sustainability and wellbeing of these communities.

About one-third of Charles Sturt students enrol based on a vocational qualification. This strategy has been essential in expanding opportunities for students, particularly those in locations distant from a university campus.

Charles Sturt has nurtured a particular commitment to the development of the professions and workplace skills in Australia, through work-integrated learning. We focus on areas of critical labour force need in Australia's regions.

Through our network of campuses, and in close association with industry, the professions and government, Charles Sturt continues its commitment to maintaining a course and research profile to meet the needs and aspirations of our rural and remote communities and contribute to the enrichment of rural and remote Australia.

We are committed to expanding higher education opportunities for rural, remote and First Nations students. We're achieving this by providing enhanced local study options in a comprehensive range of professional fields. We also support the growth and development of regional labour markets – and conduct research that addresses fundamental issues raised by industry and communities in our regions. We will continue to strive to provide opportunities for rural, regional and First Nations students that would not otherwise be available.

We believe the university's success in attracting national and international students strengthens the programs we are able to offer our regional communities. Charles Sturt makes a distinctive national and international contribution to research in fields such as communication, creative industries, education, humanities, First Nations studies, Islamic studies, library and information studies, social work and human services, and theology. We also support national priorities by sustaining and growing critical regional labour markets.

Our strategy

The Charles Sturt University Strategy 2030 will guide our 10-year journey towards a vision to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with global impact. Our four strategic focus areas are:

- students
- research
- people
- social responsibility.

We provide the knowledge, skills, attitudes, habits and professional networks for a meaningful life and successful career.



Students: connecting our students with the knowledge and wisdom to shape the world.



Research: collaborating with our partners on research with impact.



People: supporting, empowering and inspiring our people to deliver excellence.



Social responsibility: engaging regionally and globally to drive sustainable prosperity.

Historical timeline

Charles Sturt has been built on a tradition of excellence in teaching and research spanning more than 100 years, with the first enrolment of students at the Bathurst Experiment Farm in 1897. Progressively formed through the merger of regional institutions in south-western and western New South Wales, Charles Sturt was formally incorporated on 19 July 1989, under the Charles Sturt University Act 1989.

1989

Charles Sturt established by an Act of Parliament, merging the former Mitchell College of Advanced Education and the Riverina-Murray Institute of Higher Education. Interim Board of Governors meets for the first time and announces appointment of the inaugural Chancellor, David Asimus AO.



1990

Former Riverina-Murray Institute of Higher Education principal, Professor Cliff Blake AO, appointed as inaugural Vice-Chancellor.

1991

Charles Sturt Coat of Arms unveiled. The Cedars historic property purchased in Albury and refurbished as Albury-Wodonga campus administrative centre.



1992

The Charles Sturt chancellery, the Grange, opens at Bathurst campus.

Agreement signed to partner in Australian Graduate School of Police Management, based at Manly, Sydney.

Charles Sturt TAFE centre opens in Dubbo.

1993

Land purchased at Thurgoona to expand Albury-Wodonga campus.

Transfer of the Robinson Education Centre site in Broken Hill to Charles Sturt by the University of New South Wales.



1996

Charles Sturt signs with Study Group Australia, initially establishing Charles Sturt Study Centres in Melbourne and Sydney, and more recently in Brisbane.



1997

Charles Sturt named University of the Year, for success in educating first-in-family university students.

HSC Online launched.

New offices and library opened at Manly.

1998

Establishment of former Goulburn College of Advanced Education precinct as a university campus with the signing of a contract with New South Wales Police Service to provide policing education.

Establishment of a new campus in Canberra, Australian Capital Territory, to house the Charles Sturt Australian Centre for Christianity and Culture in partnership with the Diocese of Canberra and Goulburn.

2001

Vice-Chancellor Cliff Blake AO retires and the university's second Vice-Chancellor, Professor Ian Goulter AM, is appointed.

Official opening of Dubbo campus.

2002

Chancellor Dr David Asimus AO retires and the university's second Chancellor, Lawrie Willett AO, is appointed.

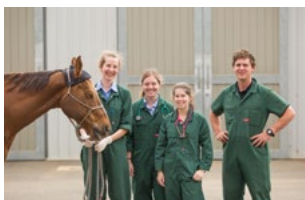


2005

Establishment of new campus in Ontario, Canada.

Transfer of Orange campus by the University of Sydney (formerly Orange Agricultural College) to Charles Sturt.

First intake of veterinary science students.



2008

Indigenous Education Strategy launched.

Charles Sturt Green environmental office established.



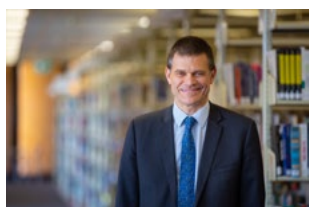
2009

First intake of dental science students.

2011

University rebranding, including replacement of crest with new logo, a motif of Sturt's Desert Pea.

Vice-Chancellor Ian Goulter retires and Professor Andrew Vann is appointed as the university's third Vice-Chancellor.



2012

Opening of Port Macquarie campus.



2014

Chancellor Lawrie Willett AO retires and Dr Michele Allan is appointed as the university's third Chancellor and first female in the role.



2015

Opening of a regional study centre in Wangaratta in northern Victoria.

2016

Move to three faculties: Faculty of Arts and Education; Faculty of Business, Justice and Behavioural Sciences; and Faculty of Science and Health.

2018

Charles Sturt announces Joint Program in Medicine to be delivered in partnership with Western Sydney University from 2021.



2019

The university celebrates its 30-year anniversary and officially launches the new Charles Sturt brand.

2020

Modified our learning and teaching practices by moving our courses and subjects online in response to COVID-19.

2021

Professor Renée Leon is appointed as the university's fourth Vice-Chancellor, replacing Professor Andrew Vann.

Faculty information

The Faculty of Science and Health is a dynamic and diverse Faculty with teaching and research expertise. The faculty unites a broad profile of professional and industry-aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capabilities in the natural, physical, animal and health sciences, we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint and we have strong on-campus, online and work-integrated learning capabilities. As a leader in contemporary strategic and applied research, the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges, both independently and in collaboration with our research institutes.

The faculty is made up of five Schools:

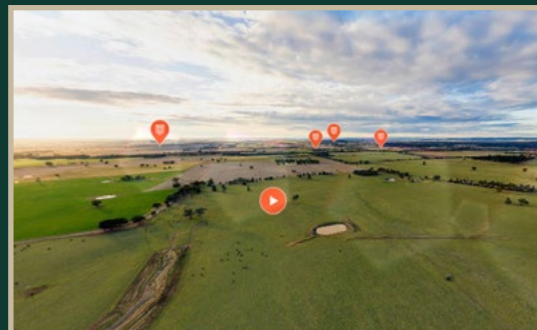
- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health and Exercise Sciences
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine.

We are home to the Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery, as well as having a close relationship with the Charles Sturt farm.

Further information on the Faculty of Science and Health may be found here: science-health.csu.edu.au

School of Agricultural, Environmental and Veterinary Sciences

The School of Agricultural, Environmental and Veterinary Sciences delivers a cognate profile of undergraduate and postgraduate courses. The school is renowned for education and research in agriculture, environmental science and management, and veterinary practice. The synergies across the school provide a unique and special learning and scholarly environment. Staff of the school are highly experienced researchers, conducting impactful and applied research and passionate teachers committed to ensuring graduates are well-prepared for the workforce.



Tour the on-campus farm at Wagga Wagga – 360° interactive experience



Discover the National Life Science Hub



Become a change agent with environmental sciences at Albury-Wodonga



Explore our state-of-the-art veterinary sciences facilities

Position overview

The Head of School is an integral executive leadership position accountable for the performance of the school in learning and teaching, research impact and financial and resource management. The Head of School develops and delivers strategic and operational plans and ensures alignment of the school with the overall strategic direction of the university and faculty. The Head of School develops a high functioning workforce through planning, delegation across leadership roles, performance development, and by ensuring the safety and well-being of staff.

The Head of School seeks opportunities for the growth and development of the school, by developing and fostering linkages and relationships with industry, government, the professions and community.

As a senior member of staff, the Head of School contribute to the overall leadership and management of the faculty and strategic development of the university and works positively in relationships across the university.

Role of Head of School, School of Agricultural, Environmental and Veterinary Sciences

The Head of School, School of Agricultural, Environmental and Veterinary Sciences reports to the Executive Dean and supervises the following positions:

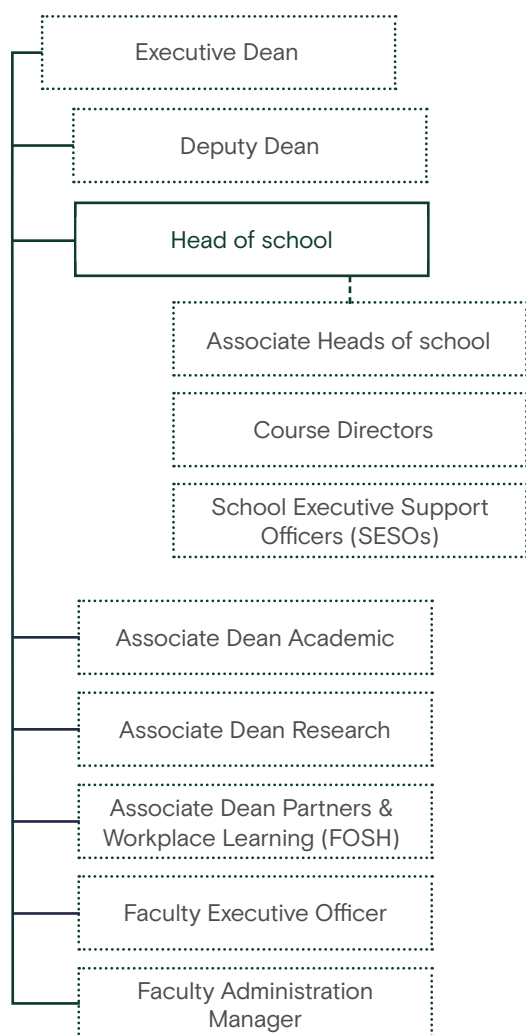
- Associate Heads of School
- Course Directors
- School Executive Support Officers.

Key working relationships

In addition to those positions noted above, the Head of School will work closely with:

- Faculty Leadership Team
- Research Institute Directors
- Executive Directors and Directors of Divisions
- Industry and professional organisations.

Organisational structure



Principal responsibilities

- Lead and manage the school, in line with the university's vision and strategy.
- Lead the school planning process, ensuring the development, implementation and review of strategic and operational plans, that work to deliver high quality teaching and learning, while maintaining and developing a successful course profile, creating a positive student environment, providing research impact, while allowing community collaboration.
- Effectively manage the finances of the school, to remain within the budget provided, including applying strategies to optimise the efficiency of operation while ensuring quality and outcomes.
- Effectively build and lead a team, including Associate Heads of School and Course Directors, to meet the leadership requirements of the school and to solve more complex problems and issues.
- Develop the profile and standing of the school at both at a national and international level through networks and relationships.
- Actively engage with government, industry, public sector organisations, professional bodies and community groups fostering relationships to generate business and to benefit the school, faculty and university.
- Facilitate collaboration with the other schools, faculties and divisions, to promote school success and to contribute to the overall leadership and management of the university.



- Plan, recruit and manage a workforce profile aligned to the teaching and research needs of the school including managing the effective distribution of workload.
- Motivate and maintain the confidence of staff by building a culture that balances high performance with a safe, positive and productive work environment within the schools and related enterprises.
- Ensure governance, academic risk management and operational frameworks are actively managed to ensure compliance with relevant legislation, university policy, professional accreditation requirements and higher education standards.
- Develop and maintain a culturally safe environment for staff and students.

Key result areas

The Head of School, School of Agricultural, Environmental and Veterinary Sciences, is responsible for:

Leadership

- Provide effective leadership and implement programs to drive staff engagement and support staff through innovation and change initiatives while sustainably managing resources.

Research

- Build capacity and capability for impactful research outcomes through staff support and partnership engagement.

Students

- Lead the development and delivery of sector leading courses that attract and retain students.
- Ensure a quality student learning experience and successful outcomes.

Role-specific capabilities

Focus on service

- Strive to meet the needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).

Live our values

- Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.

Adapt to change

- Explore the reasons for change and be willing to accept new ideas and initiatives.

Network

- Bring people together and build relationships that deliver desired benefits and outcomes.

Influence

- Create compelling arguments to persuade others and promote ideas that add strategic value.

Lead and supervise

- Set directions and standards, delegate, motivate, empower, develop others and recruit talent.

Physical capabilities

You may be required to:

- work in other environments beyond your base campus, such as other campuses.
- on occasion, drive a vehicle distances up to 500 kilometres per day within the terms of the university's [Driver Safety Guidelines](#).



Selection criteria

Applicants are expected to address the selection criteria when applying for this position:

- A. A higher degree, preferably at doctoral level or equivalent professional experience and standing, in a cognate discipline relevant to the school.
- B. Demonstrated experience developing and leading staff in a higher education or similar setting to deliver excellent teaching, student experience and the development of significant research productivity and quality.
- C. Demonstrated executive level proficiency, including experience in strategic alignment and planning, financial management, workforce planning and support, and implementing change in a complex and uncertain organisational setting.
- D. Demonstrated capacity to analyse and interpret information and data from a range of sources relevant to the tertiary education sector, for the purposes of influencing quality improvement and decision making.
- E. Demonstrated ability to effectively manage complex situations and solve problems using conflict resolution techniques and accessing support when necessary.
- F. Demonstrated ability to develop and manage effective liaison with external organisations (including professional bodies) to build cooperative working relationships and partnerships that deliver tangible benefit.
- G. Sound knowledge of governance principles, including risk management, quality improvement and workplace culture and health and safety with demonstrated ability to integrate and implement these principles.



How to apply

Applicants are expected to apply online and submit up to a two page summary explaining their suitability for the role, referencing the selection criteria in the position description.

Additional information is available in the position description or by contacting either:

Professor Megan Smith
Executive Dean
Faculty of Science and Health
Phone: +61 2 6051 9245
Email: deanofscienceandhealth@csu.edu.au

Professor Sam Adeloju
Deputy Dean
Faculty of Science and Health
Phone: +61 6051 9681
Email: sadeloju@csu.edu.au

The deadline for applications is **11pm AEST 26 September 2023**.

Job reference no. **496644**.



Locations

Our campuses are in some of Australia's fastest growing regional cities and they offer a unique work/life balance with access to the best of city living and the benefits of a regional lifestyle. Each city offers great local healthcare services, wonderful recreational facilities and quality education networks.

Albury-Wodonga

Albury-Wodonga is a vibrant regional centre situated on the border of New South Wales and Victoria. This campus was designed with sustainability in mind, using environmentally sensitive features to reduce the use of heating and cooling.

Albury-Wodonga is home to a great range of shops, theatre, cafés and restaurants. There are high-quality educational institutions, state-of-the-art medical and health centres, major retail outlets and an array of first class sporting and recreation facilities.

Bathurst

Bathurst is a vibrant regional city located just a few short hours west of Sydney. With a population of just over 40,000, Bathurst has a strong, prosperous economy, a friendly community and a vibrant culture. Bathurst boasts a thriving hospitality scene, with plenty of cafes, bars and restaurants to visit, as well as a busy shopping scene.

Our Bathurst campus is a mecca for technology, collaboration and creativity, and is where our long list of distinguished communication alumni made their start.

Dubbo

The real heart of New South Wales, Dubbo is a dynamic regional centre that offers the dual benefits of relaxation and space, with the amenities of a major city. With a population of nearly 39,000, you can enjoy a quality lifestyle with affordable housing, career opportunities, high-quality health, educational and professional services.

Orange

A major centre with a true provincial feel, Orange offers a remarkable array of sights, scenes and tastes to delight. Only 3.5 hours from Sydney, it boasts beautiful parks, historic streetscapes, award-winning wineries, hatted restaurants and a population of just over 43,000 people.

We've been delivering industry-aligned health courses in Orange for more than 40 years. Orange offers degrees in dentistry, health and medical science, medicine, pharmacy and physiotherapy.

Wagga Wagga

Covering 640 hectares, Wagga is our biggest campus. Situated in the heart of the New South Wales food bowl, our Wagga campus is packed with state-of-the-art facilities, including clinics, labs and studios. It's home to a 1,600-hectare mixed-use farm – the largest digital farm in the Southern Hemisphere – and a commercial winery. Wagga is the largest regional city in New South Wales. Vibrant, cosmopolitan and welcoming, Wagga offers great natural beauty, period architecture, shopping, career opportunities and affordable housing.

Port Macquarie

Port Macquarie on the mid-north coast of New South Wales, is one of the State's largest towns and a popular holiday destination. 'Port', as the locals refer to it, is a town that has something special to offer students and academic staff considering their choice of campus location. Being a lifestyle-friendly town, Port Macquarie features surfing beaches, amenities, coastal rainforest and climate that continue to draw tourists to the region.

 1800 275 278 (free call within Australia)
+61 1800 275 278 (callers outside Australia)

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