



Pro Vice-Chancellor (Indigenous)

Department/Unit	Portfolio of the Deputy Vice-Chancellor (Education) and Senior Vice-President
Classification	Pro Vice-Chancellor
Employment Type	Full-time: Pro Vice-Chancellor (Indigenous) on a fractional basis (0.50 of full-time); and Professor (Research) or (Practice) for the remaining fraction (0.50 of full-time)
Work location	Clayton Campus
Date document created or updated	June 2022

About Monash University

Monash University is an energetic and dynamic university committed to high-quality education, outstanding research and international engagement. A member of Australia's prestigious Group of Eight research-intensive universities, and ranked among the top 100 universities worldwide, Monash is a university seeking to make a difference in everything we do, through seeking new answers and solutions to the challenges facing our world.

With a presence on three continents and the strongest international competitive research funding record of any Australian university, Monash is fast emerging as a truly global university. Our global footprint includes our four Australian campuses, Monash Malaysia, Monash Indonesia, and centres in India, Italy and the People's Republic of China. Our alliance with the University of Warwick in the United Kingdom represents a world-first in university collaboration, spanning shared degrees, joint academic appointments and research projects.

With approximately 86,000 students (and more than 440,000 alumni) from over 160 countries, Monash is Australia's largest university. Our research and education focusses on addressing the challenges of the age for the betterment of our communities, both locally and globally. Our Strategic Plan, [Impact 2030](#), charts the path for how the University will actively contribute to addressing these challenges through its research and education, and in collaboration with government, industry and community. Further information on Monash University is available at monash.edu.

About the Education Portfolio

The Portfolio of the **Deputy Vice-Chancellor (Education) and Senior Vice-President** leads Monash University's integrated approach to education, and partners with Faculties and divisions to shape and deliver the University's education agenda. The portfolio is responsible for: Indigenous education and strategy, learning and teaching, social inclusion, strategic course development, student academic experience, academic course governance, education policy and quality.

The **William Cooper Institute** facilitates Indigenous programs, services and activities across the university and provides a range of support services to current and prospective Indigenous students. The Institute works to implement and achieve Monash University's aspirations in the Aboriginal and Torres Strait Islander Framework: 2019-2030.

Position purpose

The Pro Vice-Chancellor (Indigenous) is a senior academic leader within the University and reports to the Deputy Vice-Chancellor (Education) and Senior Vice-President.

The Pro Vice-Chancellor (Indigenous) is responsible for leading institutional policy, strategy, advice and external engagement in relation to Indigenous matters. The position plays a significant role in progressing the University's achievement of the Impact 2030 excellent and inclusive goals to enhance the visibility and impact of the University's Indigenous engagement, education, research and employment.

The position, working in collaboration with the William Cooper Institute, will lead and engage internal and external stakeholders on Indigenous priorities and matters, working to establish and strengthen partnerships, coordinate engagement with faculties, schools, divisions, government departments and other operational units across the University. Clearly articulated lines of engagement will be created between this position and all existing and developing faculty-based and divisional Indigenous programs and units, including the William Cooper Institute.

The incumbent will perform the role of Pro Vice-Chancellor on a fractional basis (0.50 of full-time) and undertake an active Professor (Research) or (Practice) role, connected to their area of research or practice profession, for the remaining fraction (0.50 of full-time).

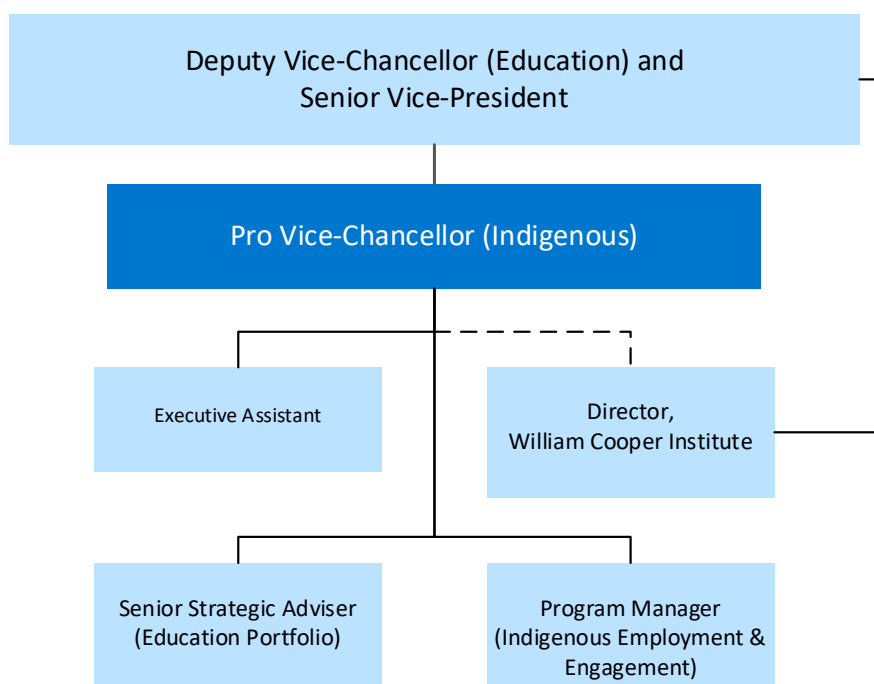
Reporting Line: The position reports to the Deputy Vice-Chancellor (Education) and Senior Vice-President and is subject to broad leadership and occasional direction

Supervisory Responsibilities: This position provides direct supervision to approximately five staff

Financial Delegation: Yes, in accordance with the University delegations schedule

Budgetary Responsibilities: Yes, In accordance with University delegations

Organisational chart



Key result areas and responsibilities

Indigenous strategy

- Lead Monash University's engagement in Indigenous education, research and scholarship, including within national and international higher education and policy communities, in close collaboration with the William Cooper Institute.
- Provide advice to the Vice-Chancellor, Provost, Deputy Vice-Chancellors, Academic Board and the faculties on matters relating to Indigenous teaching, learning and research.
- Lead public debate about how the University, and the Australian higher education sector more broadly, will achieve national goals for Indigenous higher education, including increasing participation rates, and advancing Indigenous culture and knowledge in education and research.
- Contribute fully to the University's principal decision-making bodies regarding significant matters of University strategy, management, administration and related policy.
- Lead the development, review and implementation of Indigenous strategy and external commitments to Indigenous priorities.
- Work with relevant units to establish benchmarks and reporting processes to monitor and improve performance towards the achievement of the Indigenous strategy.

Strategic Leadership

- Provide vision and strategic leadership across the central portfolios of the University and the faculties, in relation to all aspects of the University's Indigenous strategy.
- Contribute to University-wide planning and policy development via relevant processes.
- Take a leadership role on University-wide committees and associated strategic activities.
- Active and constructive member of the Education Portfolio's leadership, developing staff and helping drive a culture of excellence within the Portfolio.

Relationship liaison and development

- Foster and maintain strategic partnerships and alliances across the University, locally, nationally and internationally, building the profile and reputation of the University, with particular reference to peak bodies for Indigenous representation, education and research in Australia and internationally.
- Represent the University's interests in Indigenous matters by engaging and advocating widely with government, other academic bodies, relevant professions, Indigenous communities and the general community.
- Maintain, encourage and strengthen relationships with the University's Indigenous and non-Indigenous communities, including maintaining active and appropriate communication channels.

Key selection criteria

Qualifications, Experience and Knowledge

Only Indigenous Australians are eligible to apply as this position is exempt under the Special Measure Provision, Section 12 (1) of the Equal Opportunity Act 2011 (Vic).

1. The appointee will have:

- A strong record of research and scholarship, together with a scholarly reputation of high quality in a field relevant to Indigenous affairs and/or a post-graduate qualification and significant achievement and excellence in the applicant's profession; or strong record of relevant industry/sector leadership in a field relevant to Indigenous affairs and excellence in the applicant's profession.

- Ability and credibility to provide leadership at a senior management level in a research-intensive university.

Skills and Abilities

2. A comprehensive understanding of Indigenous communities, either within Victoria or more broadly across Australia, particularly issues of education for Indigenous Australians.
3. Demonstrated experience in the development and promotion of networks and relationships that enhance opportunities for Indigenous peoples, cultures and knowledges.
4. A well-developed understanding of higher education, government, policy and business contexts.
5. Strong strategic leadership skills to advance Indigenous-related matters across the University.
6. The ability to be entrepreneurial, think creatively, introduce innovation and implement sustainable change.
7. Demonstrated respect from Indigenous communities across Australia.
8. The ability to develop and strengthen relationships between Monash University and Indigenous communities across Australia.
9. Excellent communication, negotiation and persuasion skills, with an ability to build key internal and external relationships with stakeholders (including Indigenous communities, government, industry, relevant professions and the wider community).
10. The capacity to develop and enhance strong external networks and relationships, particularly with industry and community partners.
11. Advanced interpersonal and people-management skills, and a strong commitment to staff development, equity and diversity.
12. An understanding of current trends in the higher education sector domestically and internationally, and the ability to interpret issues in the sector with reference to the University's core values.

Other job-related information

The position is located at Clayton campus. Travel to other campuses of the University will be required from time to time. The position is subject to a satisfactory Working with Children Check, Police Record Check and Finance Check.

Governance

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.