

Dean, Faculty of Education

Faculty/Division	Faculty of Education
Classification	Dean
Employment type	Full-time
Work location	Clayton campus
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About Monash University

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something ground-breaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

About the Faculty of Education

The Faculty of Education is nationally and internationally recognised for excellence in teaching and research. Operating across two campuses, we offer a diverse and innovative curriculum that responds to international and local community needs, producing graduates who lead professional practice, public debate, policy and community action around the world.

Among our programs are undergraduate and postgraduate teacher education degrees in early childhood, primary and secondary education, and a wide range of postgraduate coursework and research degrees in education, TESOL (Teaching English to Speakers of Other Languages), counselling, psychology and educational leadership. We have a vibrant research culture, and we are known for our openness to multidisciplinary critical research and our commitment to finding solutions to the key educational problems of our time.

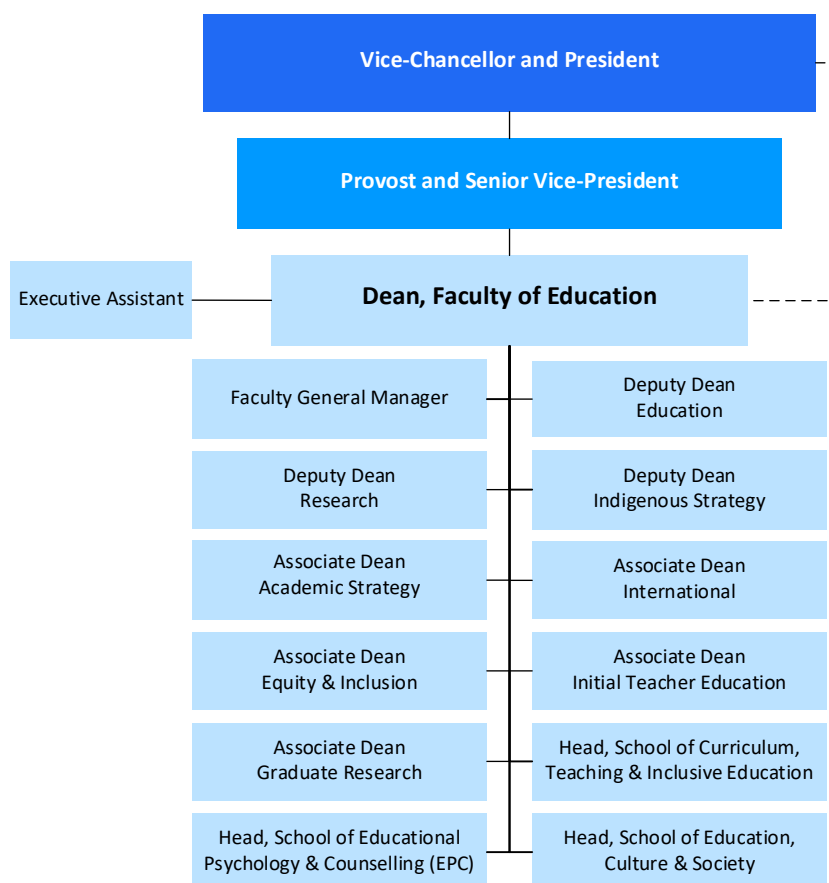
In the past five years, the Faculty has experienced considerable growth and delivered strong financial performance, including a significant increase in revenue.

Faculty Budget

The Faculty's income budget is approximately \$100m, some of the major income components include commonwealth government grants, student fees, research, commercial income and grants and donations.

For more information about the Faculty, please visit our website: www.monash.edu/education

Organisational chart



Position purpose

Reporting to the Provost and Senior Vice-President, the Dean of the Faculty of Education is ultimately responsible for the performance and culture of the Faculty. Providing exceptional academic, strategic and operational leadership, the Dean ensures outstanding learning and teaching, research, and engagement outcomes. The Dean fosters a culture of excellence, performance and engagement, with a focus on diversity, equity and inclusion; and inspires and motivates the Faculty to deliver a distinctly Monash student experience. Collaborating across faculties and campuses, the Dean champions an interdisciplinary approach, and takes a lead role in cultivating partnerships with government, industry, community and alumni to promote a strong and positive Faculty profile, and outcomes for students.

Key result areas and responsibilities

Faculty planning, development and growth

- Provide vision and strategic leadership across the Faculty, contributing to the development of the University, and taking accountability for the overall Faculty performance.
- Lead the development and execution of the Faculty's strategic plan, ensuring its alignment and contribution to *Impact 2030*, and including effective communication strategies to achieve alignment

and the desired outcomes.

- Create opportunities and pursue strategic goals aimed at developing growth and improvement across the Faculty, including a focus on quality, increased student numbers, growth in research income and industry partnerships, and improved course offerings and digital education to enhance the student experience in line with the University's education agenda.
- Create foundations for growth and diversification in and through new markets, new initiatives, courses, relationships and additional sources of income. Encourage an entrepreneurial approach to relevant Faculty activities, including the identification of additional revenue sources.
- Develops and supports a faculty culture that encourages continuous improvement practices and excellence, and a focus on high-quality performance and service.
- Promote and support ongoing organisational change aligned to the strategic and operational goals of the Faculty and University.
- Promote research and educational collaborations with other faculties and with national and international partners. Play an energetic role in further strengthening the Faculty's relationships and alliances with industry, professional bodies, government agencies and the general community.

Research and academic program management

- Position the Faculty at the forefront of Australian and global research, teaching and industry engagement.
- Foster excellence in research, ensuring staff are employing best-practice principles and engaging collaboratively and across disciplines.
- Foster excellence in teaching and learning at all Monash campuses. Implement and develop processes and resources to enhance and strengthen the teaching and learning activities offered, to deliver capable, employable graduates who are highly satisfied with their courses.
- Foster excellence in industry engagement by weaving industry partners into the fabric of research and teaching activities generating enriched learning experiences and employment outcomes for students, and diverse, sustainable resources for research.
- Encourage cross-faculty, cross-disciplinary and cross-campus collaborative initiatives and ensure the Faculty's leadership team is appropriately supported to deliver the Faculty's strategic goals and priorities.
- Provide effective, collegial and inspirational leadership of the Faculty, with a view to continuously improving performance and encouraging the development of leaders and emerging talent within the Faculty.
- Build strong relationships between staff located at all Monash campuses, and foster national and international collaboration.
- Manage the research, education and engagement programs of the Faculty, ensuring reporting and governance processes are reviewed and updated regularly in line with changes in the operating environment.

Student Experience

- Align the Faculty's student experience strategy to *Impact 2030* and the Education agenda, to ensure rich student experiences, student success and belonging.
- Provide vision and leadership for the student experience across the Faculty and ensure that student experience is the primary focus of the design and delivery of educational offerings.
- Foster and maintain alliances internally and externally to the University to ensure and enhance the relevance of teaching programs for improved graduate employability outcomes.

Human resource management

- Provide direct supervision to senior staff of the Faculty, including the Deputy Deans, Associate Deans, Heads of Schools, and the Faculty General Manager.
- Lead an organisational climate in the Faculty, in which performance, innovation and professional development are recognised and rewarded, and in which staff are encouraged to focus on delivering the University's mission and vision.
- Provide professional guidance, performance management and mentoring of staff members, identifying capability-building opportunities for staff to enhance individual and Faculty performance. Undertake performance planning and feedback processes and encourage staff in academic leadership roles to similarly engage in best-practice performance management activities.
- Implement recruitment strategies to target globally-recognised talent, including creative and targeted approaches to address gender balance, diversity and inclusion and employ succession planning and transdisciplinary activities to build Faculty capability of its disciplines and its contribution to strategic programs requiring multi-disciplinary excellence.

Finance management

- Develop and implement budgets and workforce management strategies that ensure the Faculty can meet its academic and financial goals.
- Manage and monitor financial performance against the operating budget and improve overall financial performance.
- Exercise financial delegations in accordance with University policies.

University strategy

- Be a dynamic and constructive member of the University's senior leadership committees, including the Vice-Chancellor's Executive Committee (VCEC) and the Senior Management Forum (SMF). Contribute to University-wide planning and policy development, demonstrating proactive leadership, and supporting strategic development initiatives in line with the University's Strategic Plan.
- Actively participate in and contribute to University-wide committee and project meetings, supporting the University's strategic initiatives by effectively delivering Faculty change programs.
- Ensure that all staff comply with relevant legislation and University policies, adapting plans, strategies and governance structures rapidly to meet environmental change.

Equity, Diversity and Inclusion

- Lead the Faculty's plans to continually improve equity, diversity and inclusion of staff and students, including equal opportunity, setting aspirational targets and timeframes, and facilitating change in policy and process to achieve those goals.

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 Faculty and the University.
- Represent the Faculty's interests in Australia and internationally, engaging with the corporate and wider business communities and advocating with government, other academic bodies, relevant professions and the general community.
- Maintain, encourage and strengthen relationships with other faculties to take advantage of the diverse cross-collaborative teaching and research opportunities available to staff and students.
- Lead engagement with Alumni to enhance relations and facilitate and build long term Alumni involvement and support.

Key working relationships

Vice-Chancellor and President

Reports to the Vice-Chancellor and President through the Provost.

Provost and Senior Vice-President

Reports to and receives day to day direction, guidance and leadership from the Provost.

Deputy Vice-Chancellors

Collaborates with these senior officers on research, education, student experience, international and enterprise matters.

Chief Operating Officer and Chief Financial Officer

Collaborate on resource requirements including staffing, physical and financial resources.

Heads of International Campuses

Build strong relationships and foster excellence in teaching and research matters.

Other senior and executive staff of the University

Interacts with other senior staff co-operatively and positively, in both formal and informal settings, including involvement in cross-faculty and University-wide strategic and operational matters.

Staff of the Faculty

Provides leadership and direction to senior Faculty staff, including the Deputy Deans, Associate Deans, Heads of Schools, and the Faculty General Manager, and promotes collaboration across the Faculty at all Monash campuses in Australia and internationally. Provides guidance and mentoring to academic staff in the Faculty as required.

Faculty General Manager

Directs the Faculty General Manager's work to ensure that the administrative needs of the Faculty are met.

Students of the Faculty

Provides leadership and advice on educational and disciplinary matters at all Monash campuses in Australia and internationally.

Academic Board and other University committees

Participates in or chairs (as appropriate) University committees/boards.

Other Faculties within the University

Represents the Faculty and promotes opportunities for interdisciplinary activities and other inter-faculty collaborations.

External community

Acts as an interface between the Faculty and the external community generally, providing advice and information, and seeking opportunities for development of the Faculty. Develops effective networks with the business community and professional bodies.

Senior staff of other institutions

Liaises with, provides and receives advice, and exchanges information. Develops effective networks with senior staff in other higher education institutions.

Key selection criteria

Qualifications

The incumbent will hold a PhD in a relevant discipline, be a committed educator with a strong track record of leadership and achievement, and have a distinguished record of research and scholarship with an academic reputation of the highest quality.

Skills, knowledge and experience

The incumbent will be expected to demonstrate a proven capacity for academic and strategic leadership, organisational management, communication and national and international engagement with the external community. Specific requirements include:

- Demonstrated successful leadership of a Faculty, Department/School or a major function at a senior management level, in a research-intensive university with an international reputation.
- Excellent interpersonal and people management skills and a strong commitment to staff development, equity and diversity.
- Strong strategic management skills, including the ability to balance being a strong advocate for the Faculty with the need to contribute collegially to the interests of the University as a whole.
- Demonstrated commitment to developing and instilling quality in research, teaching and academic management.
- The ability to think creatively, foster innovation and implement sustainable change.
- Demonstrated capacity to act with common sense and apply sound judgement.
- Sound financial skills, the capacity to manage a large budget, and an understanding of the importance of non-academic functions including marketing and student services.
- An in-depth understanding of learning, teaching and research, and a knowledge of the innovative use of technology in teaching and research.
- 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.
- Excellent communication, negotiation and persuasion skills, with an ability to build key internal and external relationships with stakeholders (including government, relevant professions and the wider community).
- Excellent capacity to develop and enhance strong external networks and relationships, particularly with industry partners.

Other job-related information

The position is located at the Clayton campus, Melbourne. Travel to other campuses of the University will be required from time to time, as will international travel. 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 that the University sees as the benchmark for all of its activities in Australia and internationally.