

APPOINTMENT OF THE DEPUTY VICE-CHANCELLOR (RESEARCH AND ENTERPRISE)

INFORMATION FOR CANDIDATES

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MESSAGE FROM THE VICE-CHANCELLOR

More than 110 years ago, Swinburne opened its doors with a simple premise: to provide education to a section of society otherwise denied further education.

Today we continue our commitment to transform education, through strong industry engagement, social inclusion, a desire to innovate and above all, a determination to create positive change.

Striving for excellence is at the core of everything we do.

Our research is internationally recognised and ranked. We are in the top three per cent of universities around the world, as assessed by the Academic Ranking of World Universities, and ranked in the top 100 universities under 50 by both the Times Higher Education World University Rankings and QS University Rankings.

Swinburne is a culturally diverse university with students from more than 100 countries. This diversity of backgrounds, coupled with our focus on personalised education, research with impact and work-integrated learning programs, creates an institution that grows and evolves every year.

We are focused on the student experience and Swinburne is consistently ranked above the national average for student satisfaction in the Quality Indicators of Learning and Teaching. In the Good Universities Guide 2019, Swinburne received a 5-Star rating for overall experience and staff-to-student ratio.

By joining our academic, teaching and professional services staff, you become part of a dedicated, enterprising community and set yourself up for a fulfilling career.

Our people drive our culture; we embrace values and behaviours that make a difference to the way we work and the community around us.

Swinburne is a leader in diversity and inclusion initiatives.

In 2015, Swinburne was the first university in Australia to declare support for marriage equality and, in 2017, we were the first university in Australia to launch a Charter of Cultural Diversity. That same year, Swinburne became the first university in the country to attain 'Elevate' status for our second Reconciliation Action Plan. In 2019, Swinburne was recognised by the Workplace Gender Equality Agency as an Employer of Choice for Gender Equality for the 10th consecutive year.

As a Swinburne employee, you will have access to flexible working arrangements that can support your individual needs. We also have a range of family support services that enable you to make the most of your career and family life.

We are firmly on track to deliver our 2025 strategy – to be a world-class university creating social and economic impact through science, technology and innovation – and it is an exciting time to be part of the Swinburne community.

We are looking for an outstanding candidate to take on the position of Deputy Vice-Chancellor (Research and Enterprise), providing strategic leadership and contributing to the university's commitment to delivering excellence through growth and innovation.



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Striving for excellence is at the core of everything we do.

Professor Linda Kristjanson AO

Vice-Chancellor and President
Swinburne University of Technology

ABOUT SWINBURNE

Swinburne is a world-class university focused on creating impact.

We're committed to transforming the future of education by giving students the knowledge, adaptability and experience they need to make a lasting impact on the workplaces of tomorrow.

We create future-ready graduates by taking our students outside the conventional classroom and introducing them to new and different ways of learning and thinking. Their future-readiness comes from hands-on experience, interactions with industry leaders, the world around us and from one another.

Our commitment to knowledge is driven by our research and focus on making a real-world impact, transforming our global and local communities.

As a trusted and respected world-class leader in research excellence, we are determined to make a real difference to the communities we serve.

We do all this by providing a space where ideas are nurtured and the brave and adventurous from local communities and around the world are supported to push boundaries and create the future, today.

This is our commitment to our students: to those in higher education, those undertaking pathways and vocational education, and those who are just starting out, or mastering their field.

No matter who they are or how they want to drive their future – we'll help them fulfil their goals in a connected world.

OUR HISTORY

Founded in 1908 by engineer, businessman, philanthropist and politician George Swinburne, and his wife Ethel, as the Eastern Suburbs Technical College, Swinburne's roots run deep in a philosophy of self-improvement and the intrinsic social and economic value of education.

Since 1963, we have been partnering with leading Australian and global organisations to offer students authentic workplace experiences. By working on real industry projects and gaining the professional skills that put knowledge into practice, our students are able to prepare for a fulfilling career.

On 1 July 1992, by an Act of the Victorian Parliament, Swinburne gained university status, becoming the sixth university in Victoria. This was the beginning of a period of growth and innovation that continues today.

In recent years, Swinburne has become one of the world's leading universities. Our rankings reinforce Swinburne as a university with a depth of expertise in teaching and research, both in Australia and internationally.

Our research strengths are in the areas of astronomy and physics, engineering, materials science, computer science and information technology; design and innovation. We also have substantial capability and research excellence in neuroscience, mental health, and the humanities and social sciences.

Swinburne is an inclusive university characterised by high-quality, career-oriented education, and strong engagement with industry and the community. Our students graduate with an entrepreneurial and enterprising mindset, confident and ready to stride into the future.





OUR TEACHING

At Swinburne, we aim to be a place where the university years are the years of adventure, discovery of purpose and formation of beliefs.

As a dual-sector university, we provide higher education degrees and vocational education courses. We offer courses in a broad range of disciplines including arts and humanities, aviation, built environment and architecture, business, design, education, engineering, English language and study skills, film and television, games and animation, health sciences, occupational therapy, nursing, biomedical sports science, psychology, information technology, law, media and communications, and science.

Swinburne has three faculties delivering undergraduate and postgraduate courses:

- Faculty of Business and Law
- Faculty of Health, Arts and Design
- Faculty of Science, Engineering and Technology.

Swinburne also provides pathways and vocational education courses for the development of practical skills and the opportunity to progress to a higher education qualification.

- Department of Foundation and Pathways
- Department of Business, Design, Media and ICT
- Department of Health, Science and Community
- Department of Trades and Engineering Technology.

Our close ties with industry provide students with opportunities for valuable workplace experiences during their studies.

Industry representatives inform, shape and challenge the curriculum. We continue to lead the sector in our approach to work placements and industry links, offering a consistent and comprehensive Work Integrated Learning program.

In creating future-ready, employable learners, Swinburne continues to refresh its curriculum and foster active learning. A key part of transforming our approach to learning is the recent implementation of our new learning management system, Canvas.

In 2019 we became the first university in Australia to achieve Adobe Creative Campus status, enabling students to excel in digital literacy and enhance their employability.

Swinburne has become the fastest growing leading provider of online education in Australia, opening our door to students who would otherwise not have had an opportunity to undertake tertiary education.

Our students graduate with an entrepreneurial and enterprising outlook, confident and ready to take on the careers of tomorrow.

OUR RESEARCH

Technology and innovation are at the heart of Swinburne. In our 25 years as a university of technology, we have focused on science, technology and innovation.

Our researchers have a reputation for high-quality research with strengths in astronomy, physics, engineering, materials science, computer science and information technology, design and innovation, health sciences, neurosciences, and mental health.

Swinburne is at the forefront of Industry 4.0 transformation and our work in this area was recognised in 2019 when we were awarded the Australian Business Award for Business Innovation.

Our research centres focus on excellence in discipline-based research. Our research institutes foster interdisciplinary collaboration and deeper research connections with industry, business and community to maximise Swinburne's impact:

- Data Science Research Institute
- Iverson Health Innovation Research Institute
- Manufacturing Futures Research Institute
- Smart Cities Research Institute
- Social Innovation Research Institute.

In 2018 we launched our Innovation Precinct, a central point connecting our research and innovation capabilities with industry, business and start-up communities.

In recent years, Swinburne research has led to significant commercial successes – establishing and supporting companies involved in new technologies, such as intelligent medical, sports and wearable devices, clean energy systems, IMAX movies and many other innovations.

Swinburne researchers have also developed novel carbon nanofibers that vastly increase the efficiency of solar cells; super-thin, lightweight lenses that open the way to more efficient supercomputers; new imaging techniques that can pinpoint the source of some forms of epilepsy; and better information storage systems.

We are focused on delivering high-quality research outcomes leading to economic and social impact. In line with the Swinburne Research and Innovation Strategy, we have developed a unique research and innovation ecosystem.

We collaborate with industry, business, government and community to produce real-world solutions and positive transformations for the betterment of our society.

2025 STRATEGIC PLAN

Swinburne opened its doors in 1908 with a simple premise in mind: to provide education to a section of society otherwise denied further education.

More than a century later, Swinburne remains committed to offering transformative education and research through strong industry engagement, social inclusion, a desire to innovate and, above all, a determination to create positive change.

To realise this vision, Swinburne builds its capability by investing in people, processes and systems.



SWINBURNE 2025 STRATEGIC FRAMEWORK

A world-class university creating social and economic impact through science, technology and innovation.

Future-ready learners

- Confident and enterprising learners who create social impact
- Learners prepared to find and solve complex problems
- Adaptive learners equipped for careers of the future
- Learners as global citizens

Research with impact

- Transforming industries shaping lives and communities
- Driving innovation built on excellence in science and technology
- Global in action, presence and reputation

Innovative enterprise

- Agile, resilient and market responsive
- Flexible, state-of-the-art spaces and infrastructure
- Connected with business, industry and community
- Sustainable, inclusive and diverse

University governance

Swinburne's governance is overseen by Council. The Council is the university's governing body and is responsible for the general direction of the university. The Chancellor is the chair of Council. The primary responsibilities of Council and its powers and functions are listed in the Swinburne University of Technology Act 2010.

The Council's annual business schedule addresses its responsibilities under the Act, the corporate governance standards auspiced by the Tertiary Education Quality and Standards Agency (TEQSA) and good practice codes such as the Voluntary Code of Best Practice for the Governance of Australian Universities.

More information about Swinburne's governance framework is available on our website:

swinburne.edu.au/about/leadership-governance/policies-regulations/governance

OUR VALUES AND BEHAVIOURS

SWINBURNE VALUES

Our values are reflected in the practices of our staff, the positive outcomes that result from our relationships with industry and community partners, and our students' achievements and attributes.

Innovation: We thrive on leading through educational excellence, business and research innovation, and creativity in solving real-world problems.

Integrity: We expect honesty and the highest ethical standards in everything we do.

Accountability: We are accountable to ourselves, each other and the communities we serve through transparency and evidence-based decision making.

Diversity: We celebrate and respect the strength that difference creates.

Teamwork: We encourage collaboration that underpins success through mutual respect, open communication and the sharing of responsibility.

Sustainability: We foster positive social, educational and environmentally sustainable change.

SWINBURNE BEHAVIOURS

Staff at Swinburne care about behaviours that build positive relationships: to communicate, listen and learn, collaborate, trust and act.

Communicate

Say it: have the conversation, respect each other's differences, give meaningful feedback and share honestly and openly.

Listen and learn

Hear it, learn from it: learn from one another, actively listen to each other, resolve conflict and be innovative.

Collaborate

Share it: work constructively together with a common purpose to achieve the university's goals.

Trust

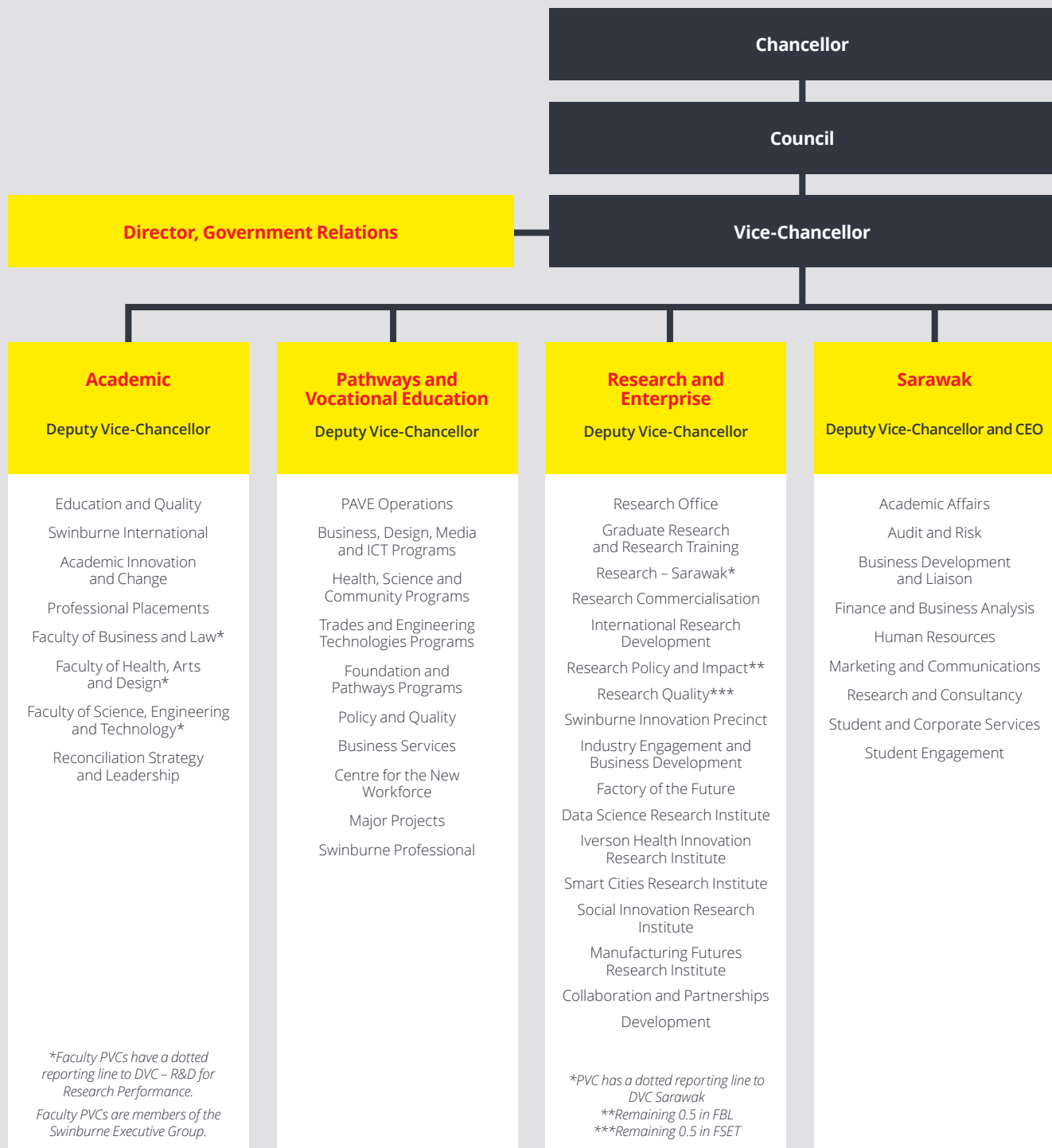
Trust it: be open to and with others, act with fairness and respect, inspire positive expectations and communicate honestly.

Act

Do it: have a strong sense of immediacy, take practical action and see it through.



SWINBURNE UNIVERSITY OF TECHNOLOGY ORGANISATIONAL CHART



This organisational chart represents Swinburne's management, educational and research structure at February 2020.

Further information about our organisational structure can be found at swinburne.edu.au/about/our-structure/organisational-structure

Academic Senate

People, Planning and Culture

Vice-President

P&C Partnerships and Workplace Relations
Employee Experience
Communications and Media
Planning
Shared Services
Health, Safety and Wellbeing
P&C Operations and Program Management

Students and Alumni

Vice-President

Marketing, Recruitment and Channel Integration
Student and Academic Services
Student Administration and Library Services
International Recruitment
Swinburne Student Life
Alumni

Operations

Chief Financial Officer and Chief Operating Officer

Financial Controller
Procurement
Information Technology
Enterprise Project Management Office
Facilities and Services
Governance, Legal and Integrity
Business Analytics
Commercial

SWINBURNE AT A GLANCE

STUDENTS

	Higher education	Vocational education ¹
Student headcount/load 2018*		
Total student headcount	42,931	14,880
Total student load (EFTSL)	26,979	7,367
By campus (EFTSL)		
Croydon	–	1,035
Hawthorn	15,538	3,130
Prahran (NICA)	56	–
Wantirna	–	1,517
Offshore (excluding Sarawak)	–	266
Sarawak, Malaysia	2,614	–
Online and other	8,771	1,419
By level of course (EFTSL)		
Postgraduate research	928	–
Postgraduate coursework	3,545	45
Undergraduate ²	22,372	–
Associate degree	–	–
Advanced diploma/diploma	–	3,167
Certificate	–	3,046
Other ³	134	1,109

* excludes full-fee Open University Australia

¹ Includes pathways, vocational education, Industry Solutions, SOL and NICA. EFTSL = Equivalent Full Time Student Load (student contact hours divided by 720) (only applies to Vocational Education).

² Includes sub-degrees, bachelor honours and PAVE UniLink diploma.

³ VE Includes ELICOS, VCE/VCAL and non-certificate enrolments. HE includes non-award.

EMPLOYEES

Full-time equivalent staff 2018	
Higher education: teaching and research	856
Higher education: general staff	306
Higher education: sessionals	223
Vocational education: teaching	228
Vocational education: general staff	91
Vocational education teaching: sessionals	158
Professional staff	896
NICA	32
Swinburne Student Life	19
University total	2777

Additional information about Swinburne can be found in our 2018 Annual Report:
swinburne.edu.au/about/our-university/annual-report



ROLE OF THE DEPUTY VICE-CHANCELLOR (RESEARCH AND ENTERPRISE)

The Deputy Vice-Chancellor (Research and Enterprise) contributes to achieving the university's strategic plan through leadership of the university's research activities, research training, industry liaison, intellectual property and commercialisation of research outcomes.

The role will work closely with the Deputy Vice-Chancellor (Academic), other members of the senior executive, the chair of Academic Senate, executive deans, deans, associate deans, heads of department, research centre directors, and with other senior academic and administrative managers from across the university.

The role is also responsible for the university's Collaboration and Partnerships, and Development (Philanthropic) functions.

EXPERIENCE AND CAPABILITY REQUIRED

Candidates will need to demonstrate excellence in the following areas:

Research leadership

- Develop and implement Swinburne's Research and Enterprise Strategic Plan to enable the university to achieve its 2025 vision.
- Build Swinburne's profile nationally and internationally, and build connections in the global research community.
- Negotiate and develop research partnerships with industry, government and other partners.
- Develop and implement the university's research education and training plan.
- In partnership with the faculty executives, build research capability through developing and attracting high-performing and highly regarded academic talent.
- Develop a portfolio of high-quality discovery, applied and commercial research.
- Provide inspirational leadership that engages Swinburne's academic community to create a culture of excellence in research.
- Capitalise on Swinburne's investment in research infrastructure.
- Provide leadership in relation to the commercialisation of research and the development of relevant policies, including those governing intellectual property.

Leadership/collaboration

- Contribute through a shared leadership approach with the senior management team and peers to foster a positive, professional work environment.
- Demonstrate leadership through collaboration with faculty executives and other senior academics to build a professional and sustainable Research and Enterprise function.
- Foster the professional development of academic staff to build a research talent pipeline.
- Lead the team to participate in the university's performance and development review process.

Quality compliance

- Ensure the governance and quality assurance oversight in research submissions and practices are best practice. This will be supported by continuous quality improvement methods and practices.

Financial

- Provide oversight and management of the university's research budget.



KEY SELECTION CRITERIA

Candidates must meet all of the following criteria.

Qualifications

- PhD
- Excellent research publication history
- Membership of appropriate professional bodies

Experience/knowledge/attributes

- Transformational leadership – the ability to articulate a long-term vision for the Research and Enterprise function and drive the change agenda to realise the vision.
- The gravitas, credibility and presence to represent Swinburne nationally and locally.
- An outstanding track record of research as evidenced by publications, research grants and other relevant outcomes.
- Demonstrated experience and ability to exercise initiative and academic leadership in research in large organisational and/or multidisciplinary units.
- A strong record of success in obtaining competitive grants.
- Eminent authority in research and publication in a specialist area or related disciplines at a national and international level, with a very strong publication record.
- Demonstrated ability to foster research quality outcomes among colleagues and the capacity to foster research outcomes within an interdisciplinary setting.
- Involvement in research at national and international levels through collaborations and joint research involving other universities, industry and government.
- Significant involvement at a senior level in professional organisations and societies or in national or international conferences.
- A track record of successful supervision of higher research degree candidates, particularly supervision to completion.
- A sustained and outstanding track record in working in and leading effective teams.
- Demonstrated resourcefulness, initiative and the ability to meet tight deadlines
- Demonstrated ability to develop and maintain links with business, community and industry.
- Demonstrated financial management skills including the ability to contribute to and/or manage discipline and/or research project budgets.

Other

- A valid Working with Children Check card (or the ability to obtain prior to or upon commencement).



OUR CAMPUS LOCATIONS

Swinburne has three campuses located in the eastern suburbs of Melbourne at Hawthorn, Croydon and Wantirna, offering tertiary education for higher education, and pathways and vocational education.

The National Institute of Circus Arts is located in Prahran and we have a campus in Sarawak, Malaysia, connecting us to one of the most rapidly growing regions of the world.

We offer a range of qualifications online through Swinburne Online and Open Universities Australia. Swinburne Online began in 2012 through a successful joint venture partnership with Seek Ltd to create educational opportunities for students unable to study on campus.

In recent years the Hawthorn campus has undergone extensive development and refurbishment. It is home to world-class facilities with cutting-edge technology, including the Advanced Manufacturing and Design Centre and the Advanced Technologies Centre. These elite facilities house a number of high-quality research spaces, including the Factory of the Future and Smart Structures Laboratory.

In 2018 Swinburne continued its commitment to entrepreneurship and innovation by officially opening our Innovation Precinct. The \$7 million redevelopment of the old Fire Station at our Hawthorn campus is a central point for connecting the university's research and innovation capabilities with industry, business and the startup community.



ABOUT MELBOURNE

Swinburne's campus in Hawthorn is located just 10 minutes by train from Melbourne's CBD.

An education precinct, Hawthorn is also home to some of Melbourne's best private schools, including Methodist Ladies College, Xavier College, Strathcona Baptist Girls Grammar, Carey Grammar and Scotch College.

Melbourne regularly tops the Economist Intelligence Unit's global liveability index as the world's most liveable city. Home to almost five million people, Melbourne is a thoroughly international city, with an enviable array of food, culture, scenery and sport to be enjoyed.

It's a smart city of hidden treasures, secret laneways and rooftops. Step into one of the many unassuming laneways and you might stumble across unexpected surprises, from hidden bars and restaurants, to boutiques and world-class street art. Melbourne is also famous for its European-inspired arcades where you'll find everything from beautiful barbershops to chocolatiers and more.

A wide range of festivals are held throughout the year in the city centre. You'll also find a number of cultural and arts venues such as the National gallery of Victoria and the Australia Centre for the Moving Image.

The sports capital of Australia, Melbourne is home to key sporting events, including the Australian Open Tennis Championship, the Formula 1 Australian Grand Prix and, of course, Australian Rules football.

Victoria offers an array of things to see and do. Head to the Great Ocean Road and see the world-famous Twelve Apostles. Check out Philip Island, home to the famous Penguin Parade. Wilsons Promontory National Park is famous for its beaches and unspoilt beauty. Sip on an award-winning wine at one of the Yarra Valley's many wineries. Nearby you'll find Healesville Sanctuary where you can get face-to-face with kangaroos, wombats and more.



HOW TO APPLY

Applications should consist of:

- a cover letter addressing the key selection criteria and quoting reference SWIdvr0120
- a professional resume, including details of three referees. (Referees will not be contacted without prior candidate approval).

Candidates should email their cover letter and detailed resume to:

swinburnedvc@fisherleadership.com

Applications close on Monday 9 March 2020.

APPLICATION INFORMATION

Swinburne is supported in the executive search for this appointment by Fisher Leadership.

For a confidential discussion, please contact Jo Fisher or Sharyn Gowans on:

 + 61 1300 347 437

 swinburnedvc@fisherleadership.com

FURTHER INFORMATION

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