



Curtin University

Candidate Information Booklet
Head of School of Allied Health
2024

Make tomorrow better.

curtin.edu.au

CONTENTS

First Nations acknowledgement	3
Role profile	4
How to apply	5
Welcome from the Vice-Chancellor	6
About Curtin University.....	7
Faculty Information.....	8
School Overview.....	9
Working at Curtin.....	10
Research at Curtin.....	11
Rankings & Reputations	12
Learning & Teaching	12
Student Experience	13
Campus Locations.....	14
Living & working in WA.....	16

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This publication is available in alternative formats on request.



FIRST NATIONS ACKNOWLEDGEMENT

Curtin University acknowledges the traditional owners of the land on which Curtin Perth is located, the Whadjuk people of the Noongar Nation, and on Curtin Kalgoorlie, the Wongutha people of the North-Eastern Goldfields; and the First Nations peoples on all Curtin locations.

Image: The Curtin University Indigenous Learning Circle, known as the Yarning Circle, is a significant project for Curtin University and the Centre for Aboriginal Studies and contributes to Curtin's continued action towards Reconciliation. Linking to the transformational learning and education of Noongar Culture seen at Nowanup Bush Campus, the Yarning Circle provides an outdoor venue for On Country & Integrated Learning experiences for Curtin students, staff and visitors to the Perth Campus. Located to the east of Jack Finney Lake, the circular rammed earth seating and large steel canopy provides the Curtin and wider communities as a space to pause, meet, reflect and yarn. The location on Campus forms part of the wider Noongar cultural interpretation as it sits in the vicinity of the Living Knowledge Stream, Djiridi trail – Zamia trail. The Yarning Circle project commenced construction in May 2020 and was completed in late August 2020.

Role profile

Head of School

PURPOSE OF POSITION

The overarching purpose of the Head of School role is to foster and maintain an environment in which academics and professional staff work collaboratively to achieve excellence in the areas of learning and teaching, research and innovation, and engagement and impact. The Head of School provides overall academic leadership within a School in support of the University's mission, values, and strategic goals, and is responsible to the Pro Vice-Chancellor of the Faculty for the effective management of staff and resources within the School.

The University is committed to gender equity and diversity. As an academic leader it is your responsibility to embed and foster a workplace culture where gender equity thrives, and there is gender equity in opportunities and outcomes.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Academic leadership

- Be accountable for excellence and continuous improvement in learning and teaching, research and innovation, engagement and impact within the School;
- Foster collaboration at the School, Faculty and University levels; and
- Exemplify and promote the values of the University.

Governance and administration

- Working with the PVC and Faculty Deans, establish clear and agreed operational plans, goals and priorities for the School, aligned with those of the Faculty and the University's strategic plan;
- Maintain effective governance arrangements at the School level, through the establishment of a committee structure and associated leadership roles;
- Communicate the interests of the Faculty and University to the School, and promulgate the interests of the School within the Faculty and University;
- Conduct annual operational planning at the School level, in alignment with the strategic and operational plans and priorities of the University and Faculty;
- Lead the development, review and revision of unit and course offerings;
- Ensure effective quality assurance processes relating to teaching and research at the School level;
- Allocate teaching, research, and service duties and responsibilities to staff;
- Provide operational information to the University, as required;
- Lead the School Review process; and
- 4 • Ensure University policies are communicated and implemented

People and culture

- Manage staffing functions within the School, including workforce planning, recruitment, workload management, performance review, training and development, reward and recognition, and grievance resolution;
- Build and maintain positive morale and strong engagement within the School;
- Encourage staff commitment to University values; and
- Ensure that the School complies with all legal and statutory obligations and University policies relating to the management of people.

Finance and infrastructure

- Manage finances at the School level, including preparing the School budget and managing expenditure against targets;
- Pursue opportunities to increase School revenue;
- Ensure that the School's physical resources and infrastructure are managed and maintained; and
- Ensure compliance with financial policies, procedures, and regulations.

External engagement

- Establish and maintain strong domestic and international connections with relevant government, business, professional bodies, and the wider community; and
- Maintain effective links with employers and graduates.

KEY PEOPLE INTERACTIONS

- Provost
- Pro Vice-Chancellor, Faculty Business Manager, School Business Managers, Faculty Deans, academic and professional staff across the University
- Other Internal stakeholders and partners
- External stakeholders and partners (e.g. accreditation bodies, industry & advisory groups)

CRITERIA

Qualifications

1. A doctoral qualification in relevant discipline.

Knowledge, Experience and Skills

1. **Leadership** - able to work with others to develop a shared vision for the School's future, inspire commitment and bring about change; demonstrable commitment to the University's values of respect, integrity, courage, excellence and impact.
2. **Strategic focus** - future focused and clear sighted; knowledgeable with respect to internal and external operating environments for the School and University; able to translate the University's overarching strategic goals into local plans and initiatives.
3. **Commitment to equity and diversity** – able to clearly articulate key challenges in respect of the management of equity and diversity within the School, and a commitment to addressing these challenges.
4. **Communication and interpersonal skills** – excellent written and verbal communication skills; an effective negotiator and conflict manager; well-developed internal and external networks.
5. **People management** – able to build a strong positive culture within the School; capable of attracting, developing and empowering talented staff, and fostering world class performance by both individuals and teams.
6. **Credibility** – reputation and standing in academia, with industry and in the broader community.
7. **Commitment to excellence and innovation** – capacity to deliver continuous improvement in both teaching and research.

How to Apply

Making contact

If you wish to discuss this role further in confidence, please contact:

Professor Adrian North, Acting Pro Vice-Chancellor, Faculty of Health Sciences on adrian.north@curtin.edu.au or 08 9266 9558.

Abby Fox, Talent Acquisition Advisor on abby.fox@curtin.edu.au or 08 9266 4626.

Global focus – able to identify and promote a clear role for the School in Curtin becoming a leading global university, through its teaching, research and engagement programs.

Industry connections – able to strengthen connections with industry partners, and to drive greater industry embeddedness with respect to educational programs and research.

COMPLIANCE & LEGISLATIVE REQUIREMENTS

Curtin Values

You must commit to and uphold Curtin's Values and Code of Conduct. For more information please visit curtin.edu.au

Occupational Safety and Health

At Curtin, safety is the responsibility of all staff. Curtin's safe systems of work are compliant with Work Health and Safety legislation and Standards. All supervising staff and managers are obliged to ensure Curtin's safe systems of work are being applied in areas under their control. You are expected to comply with these safety systems and follow reasonable directions given in relation to workplace safety and health. Acting in a manner which puts you or others at risk of serious injury or illness may lead to you becoming the subject of disciplinary action.

Diversity, Inclusion and Belonging

You are expected to value and celebrate diversity, and to contribute to the creation of an equitable, inclusive and welcoming environment where everyone feels they belong. You should recognise that each person's life experience is unique and they may identify with a range of attributes which should be embraced to enable all members of our diverse community to bring their whole selves to Curtin.

To apply

Contact Dr Kathryn Buller, CAMPUS RADAR JOBS on kathryn@campusradarjobs.com

Additional information

Referees will not be contacted without consent, and reference checks will take place following the interview process.

Welcome from the Vice-Chancellor



I am delighted that you are considering an executive leadership role at Curtin University.

Great ideas are key to progress as we help innovative thinkers and leaders to realise their goals.

Curtin shows that universities are no longer the province of secluded academic activity, but rather dynamic places that foster new knowledge, enrich local communities, stimulate economic and social activity, and nurture the next generation of leaders for Australia and other parts of the world.

Partnerships with industry and government are valued highly at Curtin as we respond to industry needs, lead major national and international research projects, offer degree and professional development courses, and deliver forward-thinking graduates who are ready for the workplace.

Our goal is to make a difference in the world in which we live and work - for people, for communities and the world - not only here in Australia, but also in the other countries around the Indian Ocean Rim where we have campuses in Dubai, Malaysia, Mauritius and Singapore.

We take our values seriously and believe by building on a foundation of integrity and respect, and through courage, we will achieve excellence and have an impact on the communities we serve.

This position is critical to our future success. The fabric of Curtin has been shaped by highly talented and dedicated people, and we look forward to welcoming new people with fresh ideas to help take us forward on the next stage of our journey.

If you are interested in joining a collaborative and committed senior executive team and are keen to make a difference in the lives of others, then we very much look forward to hearing from you.

Thank you for taking the time to consider this opportunity with Curtin.

All the best

Professor Harlene Hayne CNZM

About Curtin University

Curtin University is an inspiring, vibrant, international organisation, committed to making tomorrow better. It is a beacon for innovation and driving advances in technology through high impact research, and offering more than 100 practical, industry-aligned courses connected to the workplaces of tomorrow.

The University is committed to international engagement and supports a diverse international student and staff population. Curtin maintains campuses all over the globe, offering a wide range of undergraduate and postgraduate courses in health sciences, business, humanities, resources, engineering and related sciences, the University is recognised for high-impact research across a range of areas.

As part of this approach, Curtin has always fostered successful partnerships with industry, business and government to enhance the quality of our scholarships, teaching and research.

Offering a wide range of undergraduate and postgraduate courses in health sciences, business, humanities, resources, engineering and related sciences, the University is recognised for high-impact research across a range of areas.

The practical and applied nature of Curtin's courses equips graduates with the skills and knowledge that employers look for, by exposing students to industry, business and research that has a focus on solving real world problems. This combination enables graduates to be effective in the workplace immediately upon graduation.

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Our people are the key to making our services and environment uniquely Curtin. We value the contribution of our employees by offering a range of employment conditions and workplace benefits which support and develop rewarding careers, healthy lifestyle and work/life balance.

Our staff are an energetic, dedicated team of professionals working together to provide Australia and the world with quality graduates and innovative research.

Regardless of who you are or where you come from, you'll find Curtin to be a friendly and relaxed place where respect for one another is a part of everyday life.

We have an exciting future and we invite you to join with us as we move forward.

2030 Vision, Values and Strategic Framework

Our Vision

Working in partnership we will make a difference for people and our planet.

Our Values

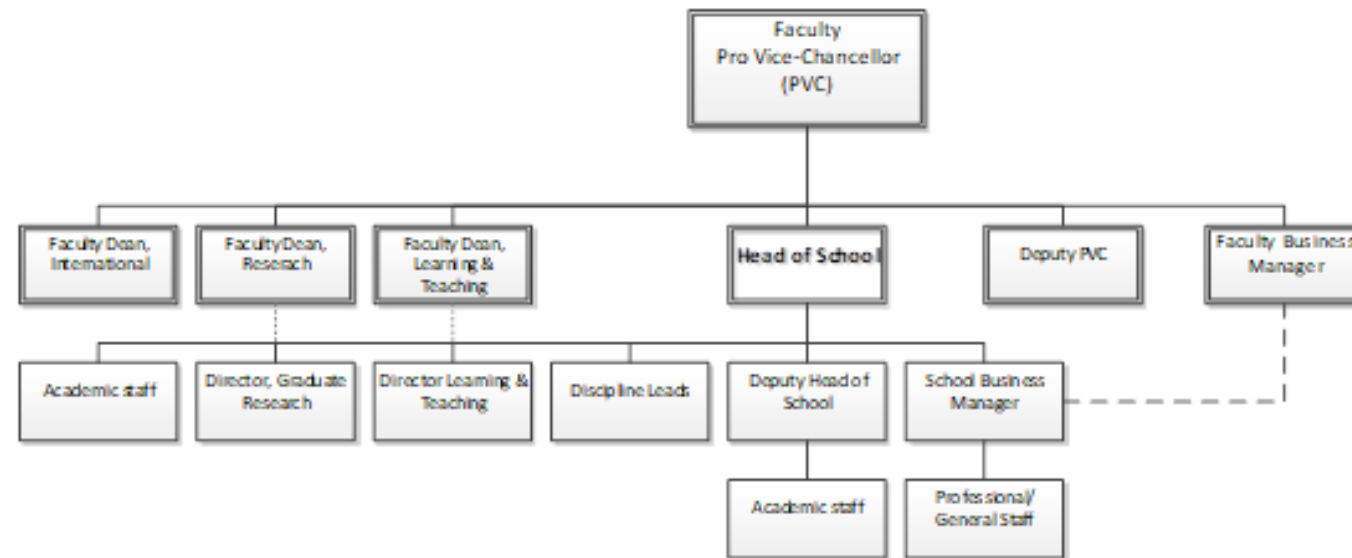
Building on a foundation of integrity and respect, and through courage, we will achieve excellence and have an impact on the communities we serve

STRATEGIC FRAMEWORK

CURTIN 2030



Faculty Structure



Faculty of Health Sciences

The Faculty of Health Sciences follows a long tradition of discipline-based course delivery in the health professions. Courses in the faculty provide a hands-on approach to learning so you can make a real difference to people's lives.

Following a long tradition of discipline-based course delivery in the health professions, the Faculty provides courses integrated with the professions in which its graduates will practice. Health Sciences staff are actively involved in clinical practice and leading professionals from the healthcare sector also contribute to teaching our courses.

The Faculty's strong academic orientation keeps us at the forefront of evidence-based practice, and our focus on interprofessional learning enables innovative course delivery. We offer students exciting opportunities for personal and professional growth that will culminate in satisfying health careers.

Aligned with our teaching interests, and working collaboratively with industry, the Faculty focuses on providing practical solutions to global health challenges. Our research is centered around community involvement, with two Faculty Research Institutes facilitating cross-disciplinary research to deliver excellence in demand-driven and researcher-led outcomes.

We offer a wide range of courses in the following Schools:

- Curtin School of Allied Health
- Curtin School of Nursing
- Curtin School of Population Health
- Curtin Medical School

The multi-million-dollar, state-of-the-art Curtin Health Innovation Research Institute brings together Curtin's health researchers in cancer, neurodegeneration, inflammation, infectious disease and wound care, as well as vascular and metabolic disorders.

Key strategic partnerships with local medical research Institutes including the Harry Perkins Institute of Medical Research and Telethon Kids Institute are further building Curtin University's research excellence. State-of-the art facilities include - a simulated hospital ward, robotic dispensing system, model pharmacy, PC2 laboratory and a motion analysis lab. You can read more at curtin.edu.au/about/learning-teaching/health-sciences

Health Sciences Research

The Faculty of Health Sciences is internationally recognised for its leadership in health research. We are engaged in developing practical solutions to the health challenges in our local and global communities.

The Faculty of Health Sciences has a vibrant research culture. Our researchers conduct cross-disciplinary research between schools, industry groups, cooperative research centres, institutes and centres.

Our research is broadly grouped under three themes, including:

- Biomedical and clinical science
- Healthy communities
- Health data to Knowledge

The faculty's research centres, institutes and units include faculty-based and school-based areas of research, Centres of Excellence and Cooperative Research Centres (CRCs) including 13 research centres and 10 established research groups. For further information visit research.curtin.edu.au/health-sciences



School Overview

Curtin's Faculty of Health Sciences has four academic schools that deliver a range of undergraduate, postgraduate and higher degree by research (HDR) courses. Together, the four schools educate more health professionals than any other Western Australian tertiary institution.



School of Allied Health

The school offers professionally recognised courses in Exercise and Sport Science, Occupational Therapy, Physiotherapy, Social Work, and Speech Pathology.

The on-campus facilities offer the latest teaching and learning resources, supported by innovative technology providing you with realistic interprofessional settings to practice client and family centred care scenarios.

Medical School

The Curtin Medical School brings together expertise in the fields of biomedical sciences, laboratory medicine, pharmacy, medical radiation science and medicine. The Discipline of Medicine is responsible for our five-year undergraduate medical program (MBBS) and an associated, dedicated intercalated research year (BMedSci (Hons)) for selected MBBS students. Curtin facilities offer the latest teaching and learning resources across the Bentley, Midland and Kalgoorlie campuses.



School of Population Health

As a comprehensive academic school, the School of Population Health delivers a range of undergraduate courses and numerous specialist postgraduate courses in public health and psychology. The school recognises the strain placed on community health and mental wellbeing from the emergence of new diseases, the threat of global climate change and terrorism, the steady increase of the world's population, and more. We have a proven track record for preparing graduates to meet these critical challenges and successfully work in the field.

School of Nursing

The School of Nursing is the longest established school of nursing in the Australian university sector. From the time it opened 47 years ago, the school has been a key part of the University's drive to be a leader in health sciences education and research. The school delivers undergraduate courses in nursing, oral health therapy and paramedicine; and specialist postgraduate courses in areas ranging from diabetes and critical care, to child health and midwifery.

Working at Curtin

At Curtin, we are committed to looking after our employees by offering generous employee benefits and promoting health and wellbeing, work flexibility, and personal development opportunities.

Employee Benefits

Our people are the key to making our services and environment uniquely Curtin. We value the contribution of our employees by offering a range of employment conditions and workplace benefits which support and develop rewarding careers, wellbeing and work/life balance.

Recognising our employees

Curtin strives to encourage, promote and recognise staff innovation and excellence in service quality that supports the University's mission and core activities of research and education. The University recognises and acknowledges both service, and excellence and innovation.

The Curtin Awards for Excellence and Innovation in Teaching (EIT) are awarded annually and aim to provide recognition and reward for outstanding performances, by both individuals and teams, in teaching and in enhancing student learning.

Curtin also celebrates the commercialisation efforts of Curtin staff and students through the Curtin Innovation Awards.

The Vice-Chancellor's Excellence Awards seek to recognise the excellent work of high-performing teams or individual professional staff who demonstrate outstanding achievement aligned to the University's vision and values.

Diversity, Inclusion and Belonging

We respect and value the diversity of our staff and are committed to creating an environment that is free from discrimination and harassment, where employees can bring their whole selves to work. Our aim is for an inclusive University culture that fosters an environment in which all people feel respected, valued, welcome and safe.

Flexibility ways of working

Curtin supports flexible ways of working. At Curtin, we encourage our people and teams to achieve a balance between work and life outside of work.

Our flexible ways of working are underpinned by family-friendly policies including flexible working hours, 26 weeks of paid parental leave for primary caregivers and paid leave for partners, purchased leave arrangements and hybrid working.

Health and wellbeing

At Curtin, we care about the health and wellbeing of our staff. The People Wellness Team promotes health and wellbeing in the workplace through evidence-based approaches, and works with leaders to support staff through ill-health.

Curtin offers health and wellbeing initiatives such as on-campus medical / allied health services, Injury Management services, wellbeing seminars / activities, flu vaccinations, and EAP services. Staff benefits include access to discounted gym membership and health insurance.

Personal development

We support the professional development and training of our staff through courses, academic promotions, secondments, Career Conversations and Work Planning processes.

We want to help you grow, succeed and celebrate your achievements; through the provision of a variety of learning and development opportunities. Build your skills and advance your career through study support, on-demand e-learning, coaching and mentoring.

Our Facilities

Our Perth campus is a thriving community which includes professional services and facilities to support our staff and students. Enjoy staff discounts at various outlets and easy access to professional services.

Curtin services and facilities include:

- Health services including Health Services Centre, counselling services and workplace support
- Library
- Multi-Faith support and dedicated spiritual locations
- Parking and Transport
- Child Care
- Fitness
- Food Outlets
- John Curtin Gallery
- Retail including Tucker Fresh IGA and Curtin Concept store



Research at Curtin

As a university with an established reputation for innovation, Curtin excels in a diverse range of research areas that aim to make tomorrow better for people all over the world.

Our research is broad in scope, encompassing a range of fields in space, science, biomedical and clinical science, defence, energy, engineering, business and digital transformation.

Across all our research areas, we aim to strike a balance between demand-driven research, which solves defined problems for industry and society, and researcher-driven research, which is characterised by a desire to push the limits of understanding.

We conduct research within several institutes, centres and groups that provide the critical mass of expertise needed to translate knowledge into impact. Each of these entities provides a strong academic network for researchers and access to a host of advanced facilities.

Discover more about our research areas and how we're making a difference by visiting research.curtin.edu.au to discover more.



Resources, mining and minerals



Energy transition



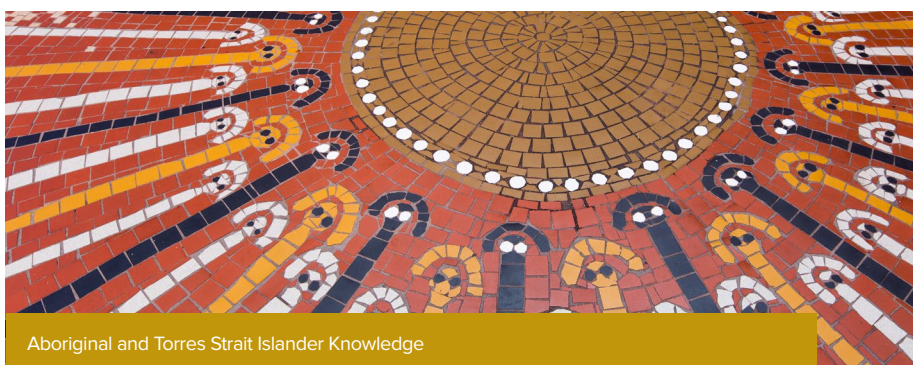
Sustainable development



Structural engineering and monitoring



Agriculture and environment



Aboriginal and Torres Strait Islander Knowledge



Biomedical and clinical science

Learning & Teaching

Curtin is committed to ongoing transformation across all areas to give room to make industry partnerships and pursue digital literacy enhancements.

Curtin provides a range of resources, systems, support and advice to deliver effective and innovative programs for staff and students. We strive to recognise, analyse and celebrate high quality teaching, fostering this excellence in learning and teaching to provide our students with a collaborative and engaging learning experience.

Curtin has five distinct teaching areas:

Faculty of Humanities

The Future matters. With a focus on global, sustainable, learning and indigenous futures we enable our students, staff and community in the pursuit of just, ethical and thriving societies.

Faculty of Business and Law

Behind great professionals are great degrees. The Faculty of Business and Law offers a wide range of quality courses with opportunities to connect with industry and gain international exposure.

Faculty of Health Sciences

Make others health our priority and students' careers. The next generation of helpers, healers and discoverers are made at Curtin.

Faculty of Science and Engineering

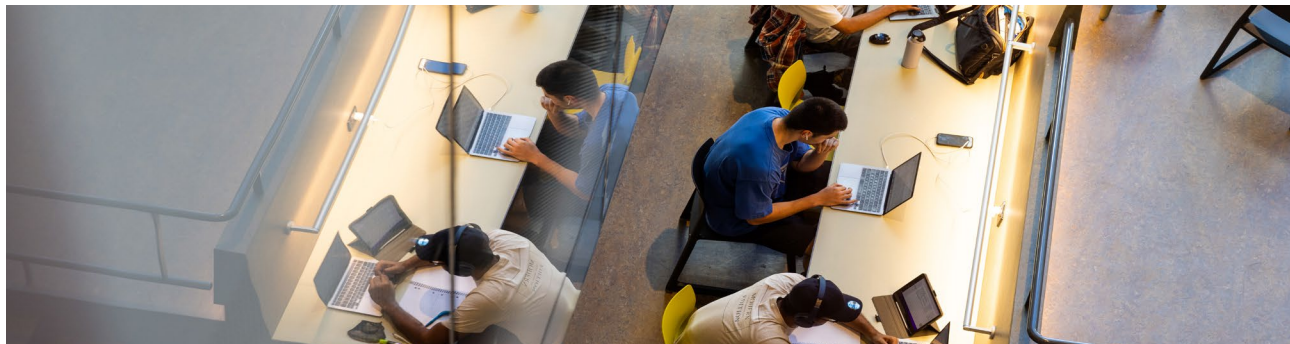
If you're fascinated by everything around you, we can help you to develop the knowledge and skills you'll need to make tomorrow better.

Centre for Aboriginal Studies

Contributing to positive social change for Indigenous Australians through higher education and research.

Together, the faculties offer courses in the following areas:

- Architecture, environment and sustainability
- Architecture and construction
- Arts, culture and creative industries
- Business, management and law
- Education
- Engineering, mining and surveying
- First Nations
- Health
- Information technology
- Physical Sciences, geoscience and mathematics.



Rankings & Reputation

Curtin is globally recognised for its strong connections with industry, high-impact research and a wide range of innovative courses. We continue to strive to make a real difference.

Curtin ranks in the world's top 1% of universities in the prestigious Academic Ranking of World Universities (2022). We also rank in the world's top 1% of universities in the QS World University Rankings (2023) and have a QS Five Stars Plus rating – the highest available for a tertiary education institution.

In addition, in the most recent The Good Universities Guide (2022), Curtin received 5-star ratings for teaching quality, learning resources and student demand, and we are Western Australia's top public university for undergraduate full-time employment and starting salary.

Student experience

Our courses are designed in close collaboration with industry experts to ensure Curtin students graduate with the skills and knowledge employers are looking for.



Work integrated learning

Throughout their studies, Curtin students are introduced to professional settings through work integrated learning and internships. Experiential learning is highly valued by employers, so we ensure they benefit from Curtin's strong links to business and industry. They may work on real industry projects and research initiatives, undertake internships and attend events and networking opportunities. They may also participate in laboratory work and field trips.

Career support

Curtin assist students in their search for part-time work in Perth to support them whilst they study. Curtin also offers career planning services to identify further study or career options, while our Global Careers service can connect students with employers around the world. Visit curtin.edu.au/careers.

Internships

Industry placements are offered in many courses, so students can gain professional work experience while they study. Depending on the chosen course, students can intern at one of Curtin's many industry partners, local or national businesses, undertake a healthcare clinical placement or take a practicum in a school.

Business start-ups

Suitable for aspiring entrepreneurs, the week-long Curtin Ignition training program helps students prepare their business ideas for the commercial environment. Visit curtin.edu/ignition program.

Curtin Student Community

Curtin has a strong sense of community both in and out of the classroom, with collaborative learning spaces, outdoor leisure areas and a diverse events program. Our students benefit from Curtin's support for their health and well-being and security and personal safety. Students can also live on campus in one of our six on-campus accommodation options, managed by St Catherine's College and UniLodge, and enjoy an immersive university experience where they can live, study and socialise.

Field work in Health Sciences

During fieldwork students learn by putting their professional role, knowledge and skills into practice in authentic work settings. Fieldwork is an integral component of most, but not all, health science courses in the Faculty of Health Sciences.

Through these, and other authentic practical experiences offered at Curtin, students will learn from staff, industry and community role models, clients, patients and their carers.

Campus locations

Curtin is committed to international engagement and supports a diverse international student population. This cultural diversity adds a rich and valuable dimension to the campus atmosphere and prepares our graduates to live and work in an increasingly global environment.

This cultural diversity adds a rich and valuable dimension to the campus atmosphere and prepares graduates to live and work in an increasingly global environment. Primarily based in Australia, Curtin spans over international borders including campuses in Singapore, Dubai, Mauritius and Malaysia.



Living & Working in WA

Welcome to Western Australia, a safe, prosperous, and multicultural city set against the stunning backdrop of the Derbarl Yerrigan (Swan River), which flows into the Indian Ocean.

As Australia's fourth largest city, Perth ranks among the more affordable major cities in Australia, with lower living costs than Sydney, Melbourne, Brisbane, and Adelaide.

You can expect up to 3,000 hours of sunshine per year making Boorlo (Perth) Australia's sunniest state capital city.

To make the most of the glorious weather many locals spend time at the beaches during summer or at the many magnificent parks and gardens in and around Perth.

Perth offers great entertainment options and authentic international food while living here. Some popular places to visit include the Buneenboro (Swan Valley) the home of world-class wineries, cheese shops, chocolate

factories and breweries; Wadjemup (Rottenest Island), just 20 kilometres offshore, is one of the world's last homes of the cute and friendly kwoka (quokka); and Optus Stadium, a new multi-purpose venue, won the Prix Versailles 2019 Sports Award and was awarded the title of the most beautiful sporting facility in the world.

There is more to see in Western Australia (WA) than just Perth. You will be able to experience a range of climates and unique activities in our expansive state. For those who work at Curtin University, the untamed beauty of Western Australia is at your doorstep.

To learn more about living and working in WA visit visitperth.com

Perth time zone



Perth weather

Perth has a Mediterranean climate.



	High / Low (°C)	
Summer (December to February)	30	17.5
Autumn (March to May)	26	13.7
Winter (June to August)	19	8
Spring (September to November)	23	11.7

Source: australia.com

Noongar six seasons

The Six Seasons in the Noongar seasonal calendar are Birak, Bunuru, Djeran, Makuru, Djilba and Kambarang.

Each of the six seasons represents and explains the seasonal changes we see annually. The flowering of many different plants, the hibernation of reptiles and the moulting of swans are all helpful indicators that the seasons are changing.



Birak
December - January



Bunuru
February - March



Djeran
April - May



Makuru
June - July



Djilba
August - September



Kambarang
October - November

Source: vincent.wa.gov.au





For more information

Curtin University

Kent St, Bentley
Western Australia 6102

Postal address

GPO Box U1987
Perth Western Australia 6845

Tel.: 1300 222 888
Web: staff.curtin.edu.au



The Australian Technology Network of Universities (ATN) brings together five of the most innovative and enterprising universities in Australia. The ATN is recognised as a global leader of a new generation of universities focused on industry collaboration, real-world research with real-world impact and produce work-ready graduates to become global thinkers in business and the community.

Join the conversation!



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[@CurtinUni](https://twitter.com/CurtinUni)



youtube.com/curtinuniversity

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