

Dean School of Business and Law



A message from the Vice-Chancellor and President

Thank you for taking the time to consider your future at CQUniversity Australia and how you could make a valuable contribution to learning and teaching at Australia's fastest-growing regional university.

Over the past three years, CQUniversity has embarked on a significant and innovative program of renewal in relation to our systems, processes, and curriculum – all with the objective of enhancing the student experience and establishing the foundations for a university that is prepared for, and focused on, the future of education and training delivery. We are now looking to expand on this important work to truly revolutionise and personalise the entire student experience, from prospect, to applicant, to alumnus.

CQUniversity is committed to delivering our students with lifelong learning opportunities that support their entire career journey. We do this through the delivery of courses from certificate to doctorate level and through learning platforms that provide flexibility. This is underpinned by a culture of continuous improvement, driven by real-time student feedback.

The University's values inform the way in which we deliver our courses and support students throughout their study journey.

This is your opportunity to shape CQUniversity's future as Australia's most accessible, supportive, and engaged University, recognised globally for innovative teaching and research excellence.

Professor Nick Klomp

Vice-Chancellor and President

OUR VISION

To be Australia's most accessible and supportive university, connecting our regions to the world through innovative education, training and research excellence.

OUR PURPOSE

To provide world-class, inclusive education, training and research opportunities to our students, partners and communities across Australia and internationally.



Our Strategic Plan

OUR VALUES

ENGAGEMENT

We recognise that authentic engagement with our communities, industries, stakeholders, and students is an inseparable feature of our social purpose.

CAN DO

We have the skills, vision, and courage to achieve anything. We support one another to seize opportunities and overcome challenges.

OPENNESS

As individuals and as a university, we build trust by acting with integrity and embracing open and honest dialogue.

LEADERSHIP

We value leadership as a quality embedded within every role at CQUniversity, and recognise that initiative, collaboration, accountability, and daring to be different define our success as leaders.

INCLUSIVENESS

We value accessible education and training as an undeniable human right afforded to any person who aspires to it, anchored by a shared sense of equity, kindness, and humanity.

Read more about how CQUniversity is shaping the future

cqu.edu.au/about-us/strategic-plan-2024-2028

OUR STRATEGIC PILLARS

PEOPLE

Our people are our purpose, and their success is our legacy. We recognise that we need to create transformative life opportunities through fostering the talents and enhancing the potential of our students, staff, alumni, and communities.

We are committed to creating an environment of lifelong learning where people feel empowered and proud to learn, work and grow with CQUniversity. We will be leaders in providing innovative, accessible, supportive and flexible learning, engaged workplaces and enriched societies.

PLANET

Our planet is in our hands. We recognise that we need to contribute positively to our world by embedding sustainability, enhancing our digital and physical campus footprint, and driving research and innovation to address the challenges of our time.

We are committed to advancing our stewardship to ensure a sustainable future for the University and, in turn, build sustainable regions through our presence and research that aligns with societal needs. We are focused on striking the right balance with our investment decisions to ensure a positive impact on the planet.

PARTNERSHIPS

Our success as a university relies on our engagement and collaboration with our partners. We recognise that we need to actively connect and collaborate to share knowledge and ideas that drive impact with mutual and wider benefit from our regions to the world.

We are committed to making a brighter future through drive and imagination in close partnership with our communities and stakeholders.

We recognise and value our partners and actively develop our partnerships for the benefit of all.

Our University



CQUniversity has achieved some amazing feats and emerged as one of Australia's truly great universities. Recognised for a unique focus on future-focused, learning and teaching, engaged research, industry and community engagement, social innovation and accessibility and inclusion, CQUniversity works hard to make the regions it serves better.

Founded in Rockhampton in 1967 as the Queensland Institute of Technology (QIT) Capricornia, CQUniversity Australia achieved full university status in 1992. Today, it serves more than 30 000 students across Australia, offering both online and on-campus study options.

CQUniversity is Queensland's only dual sector university and delivers more than 250 education and training offerings, from short courses to research higher degrees. Study areas include apprenticeships, trades and training, business and law, arts, education, humanities, community services, aviation, engineering and built environment, health, nursing, information technology, sport, science, environment, and work and study preparation.

The University values access and inclusion, with a diverse student cohort made up of some of the highest ratios of students from disadvantaged, mature age, First Nations, and first-in-family backgrounds. As a pioneer in the delivery of distance education, CQUniversity continues to be a leader in online study with around half of the current student cohort made up of students studying off-campus, many of whom are based in rural and remote areas.

This strong focus on participation and accessibility, has seen CQUniversity firmly establish itself as one of the largest universities based in regional Australia, and one of the only universities with a nationwide reach with campuses in 11 locations and direct partnerships with regional university centres.

After more than half a century working with stakeholders in regional Australia, CQUniversity is a renowned research institution in several key disciplines and the benchmark leader for how universities should engage and collaborate with communities and industry. The University's applied research focus is oriented towards impact and real-world outcomes, with the purpose of providing solutions to challenges and identifying new opportunities for advancement in regional Australia and beyond.



CQUniversity at a glance



30 000+ STUDENTS AND 3000+ STAFF

We're dedicated to growing and supporting our diverse student and staff community.¹



SOCIAL INNOVATION

We're recognised as Australia's first and only Changemaker Campus by global social innovation group Ashoka U and as Australia's only social enterprise university by Social Traders.



DRIVING SUSTAINABLE CHANGE

The University has risen from the 101-200 band in 2021 to 52nd in the 2024 Times Higher Education (THE) Impact Rankings, showcasing its commitment to making a positive, sustainable impact worldwide.



RANKED #52 GLOBALLY FOR IMPACT

Our commitment to the United Nations' Sustainable Development Goals sees us recognised as 52nd in the world for the Times Higher Education's annual Impact Rankings 2024.



GLOBALLY RECOGNISED 5 STAR INSTITUTION

Awarded five-star ratings in the teaching, employability, global engagement, facilities and overall categories, according to the QS Stars Rating System 2024.



FIVE-STAR RATING

CQUniversity Australia was awarded five-star ratings by The Good Universities Guide 2025 for social equity, student support and graduate salary for both undergraduate and postgraduate students.



WORLD-CLASS RESEARCH

CQUniversity's world-class research aligns with the UN's Sustainable Development Goals and contributes to CQU's rankings in the top 15 universities worldwide against three SDGs (ninth for SDG 10 Reduced Inequalities, 13th for SDG 17 Partnership for the Goals and 14th for SDG 3 Good Health and Wellbeing).²



APPROX 145 000 ALUMNI

Build and maintain meaningful connections with our alumni community.



ACADEMIC ACHIEVEMENTS

We recognise excellence with 130+ academic prizes awarded annually.



COMMUNITY PARTNERSHIPS

Over 175 organisations donating through philanthropic partnerships contributing to CQU research, student support and outreach programs.

¹ Figures include fixed-term, permanent and casual staff
² Times Higher Education University Impact Rankings 2024
 Figures current as at November 2024

Learning and Teaching



We have an unbreakable belief that quality education should be available to everyone – regardless of background, location or life circumstances. If you share our ethos, you will be inspired, challenged and rewarded here on a daily basis. We will provide you with genuine flexibility, generous benefits and practical resources so you can do what you do best. You will play a part in transforming people’s lives in ways that many of them have only dreamed of – that’s a priceless reward in itself.

CQUniversity aims to be recognised for its excellence, innovation and leadership in education and scholarship across all areas. We invest in our people and focus on exceptional learning and teaching capacity-building and supporting innovation for all our educators. We proudly offer a wide variety of TAFE and university qualifications with seamless pathways between short courses, certificates and diplomas, through to undergraduate, postgraduate, and research higher degrees.

STUDY AREAS INCLUDE:

- › allied health
- › business and accounting
- › creative, performing and visual arts
- › digital media, communication and arts
- › education, teaching and childcare
- › engineering, built environment and aviation
- › English and study pathways
- › information systems and technology
- › law, criminology and justice
- › nursing, paramedicine and health
- › psychology, social work and community services
- › safety sciences
- › science, environment and agriculture
- › service industries
- › short courses and microcredentials
- › trades.

Our Research

We're proud to be a benchmark leader for how universities should engage with industry to deliver research with true impact. Our focus on practical, applied research sees us deliver real-world solutions that make a difference to our communities both locally and globally.

A commitment to strong business and community partnerships allows us to develop constructive outcomes and identify new opportunities for advancement in a huge range of fields. This approach has seen us recognised as conducting research that is at, above or well above world standard in an impressive 22 categories in the most recent Excellence in Research Australia (ERA) results.

CQUniversity is engaging in world-class research in disciplines including but not limited to:

- › horticultural production
- › psychology and cognitive sciences
- › agricultural, land and farm management
- › engineering
- › nursing
- › public health and health services
- › environmental science and management
- › information and computing sciences
- › human movement and sports science
- › education.

\$31.088M

total Higher Education Research Data Collection (HERDC) Income.

45%

increase in nationally competitive grants over the past decade.¹

822

annual peer reviewed research publications.

579

research higher degree students.

340

active researchers.²

8

research centres.

2

research institutes.

Read more about how CQUniversity's research is making an impact www.cqu.edu.au/research

¹ Higher Education Research Data Collection (HERDC) Figures current as at July 2023

² Academic Categories: Teaching and Research, Research Focused, and Research Intensive



About the Position

Dean School of Business and Law

- › Fixed-Term (5 years), Full-time
- › School of Business and Law
- › CQUniversity Rockhampton ([Relocation support available](#))
- › Attractive remuneration package

Join an organisation with an unbreakable belief that quality education, training and research should be available to everyone – regardless of background, location or life circumstances.

ABOUT CQUNIVERSITY

As one of Australia's most inclusive and accessible universities, CQUniversity is a national leader in delivering both higher education and vocational training. As a proud dual-sector institution, we offer a diverse range of qualifications – from certificates and apprenticeships to undergraduate and postgraduate degrees – ensuring students have clear pathways to success at every stage of their careers. Our unique vision for diversity, outreach, engagement, research, and teaching has positioned us among the world's top universities. Our commitment to the United Nations' Sustainable Development Goals has positioned us in the top 52 universities in the participating in the recent globally recognised Times Higher Education University Impact Rankings 2024. With a strong emphasis on practical, real-world learning, we equip students across all levels of study with the skills and knowledge to succeed in their chosen fields.

CQUniversity is placed in the top 20 percent of universities in Australia and has been awarded five-star ratings by The Good Universities Guide 2024 for:

- › full-time employment,
- › social equity,
- › graduate starting salary,
- › student support,
- › proportion of first-generation domestic students,
- › postgraduate skills development,
- › postgraduate teaching quality, and
- › overall postgraduate experience.

We are also proud to be recognised as Australia's most inclusive university with the highest ratio of students from disadvantaged, mature age, Aboriginal and Torres Strait Islander, and first-in-family backgrounds. Our inclusive approach and commitment to access and participation means we are defined by who we embrace, rather than who we exclude.

ABOUT THE POSITION

As the Dean of the School of Business and Law, you will provide strategic leadership and drive excellence in education, research, and community engagement across a dynamic, multi-campus environment. With a strong vision for the future of business and legal education, you will foster a culture of innovation, academic integrity, and industry collaboration to ensure our graduates are future-ready professionals.

This influential role will see you shaping academic offerings, enhancing research impact, and strengthening partnerships with industry and government. Your ability to lead high-performing teams and develop sustainable strategies will contribute to the University's reputation as a leader in both higher education and vocational training. With a focus on continuous improvement, you will inspire quality learning outcomes, innovative research initiatives, and meaningful engagement with national and international stakeholders.

This is your opportunity to make a lasting impact on students, staff, and the broader business and legal community.

POSITION REQUIREMENTS

- › Professorial-level academic with a distinguished record of research and scholarship record in business and law.
- › Comprehensive knowledge of university governance, quality assurance, and regulatory compliance across Higher Education and Vocational Education sectors.
- › Proven leadership in large-scale academic and research initiatives, with the ability to drive innovation and build high-performing, sustainable teams.
- › Established networks across industry, government, and academia to enhance the School's reputation and influence.
- › Extensive experience in resource management, budgeting, and strategic planning to drive long-term institutional success.
- › A willingness to travel both domestically and internationally.
- › Successful assessment of a Fit and Proper Person Declaration under the Registered Training Organisations (RTOs) 2015 (Cth) (RTO Standards).

Further information on this opportunity can be found within the [Position Description](#).

WHEN SUBMITTING YOUR APPLICATION, PLEASE INCLUDE:

1. Your current CV.
2. A Cover Letter outlining your relevant skills, experience, and suitability for the position.
3. A video no longer than 10 minutes (included as a sharable link in your Cover Letter) responding to the following essential criteria. Instructions on how to upload your video can be found [here](#).
 - › Why you are a good fit for CQUniversity.
 - › Your current/recent experience demonstrating your capability to fulfil the requirements of the position.
 - › Your vision for the School of Business and Law into the future.

Applications close:

11:59pm, Sunday 13 April 2025

Please note due to public holidays and panel availability, shortlisting will take place mid-May 2025 and candidates will be updated accordingly.

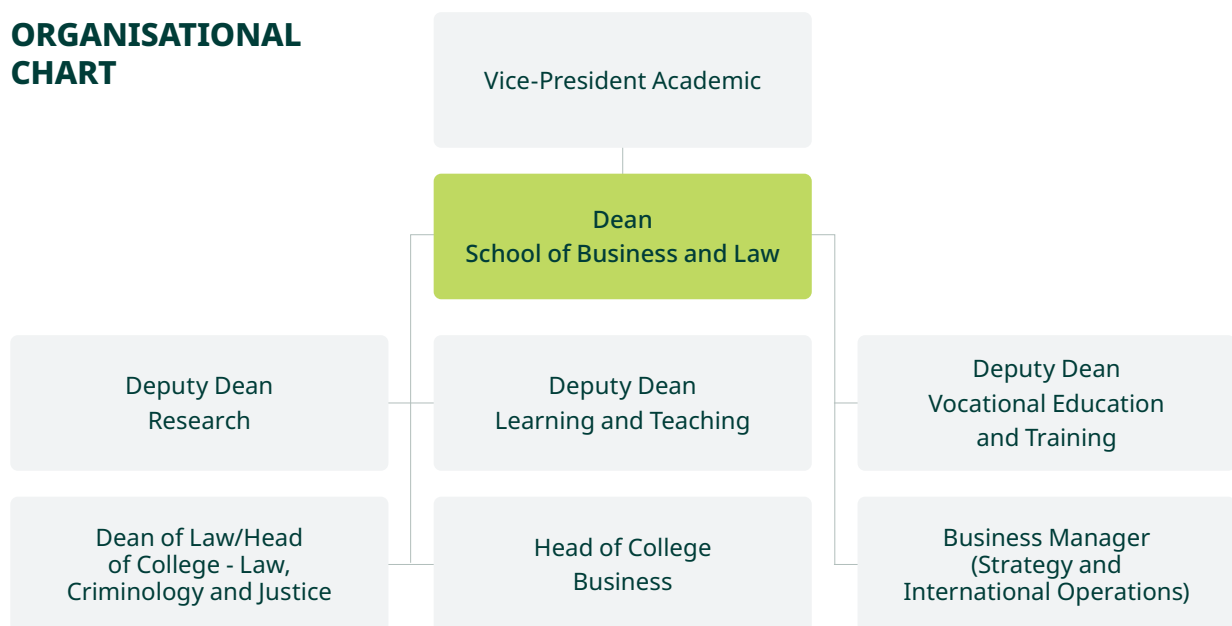
Position enquiries:

Professor Michelle Bellingan
Vice-President – Academic
vp-ted@cqu.edu.au

Job Requisition ID: 5739

CQUniversity is an equal opportunity employer and welcomes diversity in the workplace. Aboriginal and Torres Strait Islander people are encouraged to apply. Please note applicants for the position must have full time work rights.

ORGANISATIONAL CHART



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POSITION ENQUIRIES

Professor Michelle Bellingan
Vice-President – Academic
vp-ted@cqu.edu.au

FIND US ON SOCIAL MEDIA

cqu.edu.au/connect

CRICOS: 00219C | TEQSA: PRV12073 | RTO: 40939 | J BK_25100



Acknowledgement to Australia's First Nations Peoples.

CQUniversity recognises and acknowledges the important role First Nations Peoples make to our communities, and values Australian Indigenous knowledge systems as an integral part of our teachings.

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