

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

CQUniversity is placed in the top 20 percent of universities in Australia and has been awarded five-star ratings by The Good Universities Guide 2026 for:

- › full-time employment
- › social equity
- › student support
- › postgraduate skills development
- › postgraduate teaching quality
- › overall postgraduate experience.

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 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, Sydney or Melbourne (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.

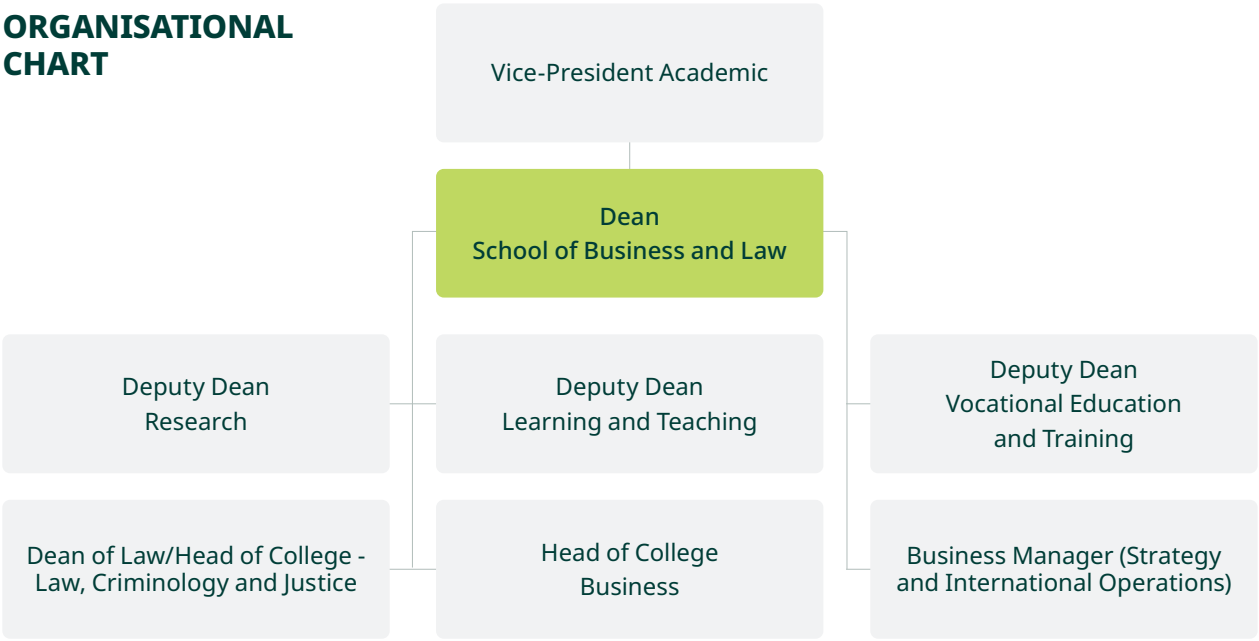
ABOUT CQUNIVERSITY

CQUniversity is a leading dual-sector University committed to providing inclusive education and ensuring students have clear pathways to success. We combine strong research capability with vocational and higher education qualifications, creating opportunities for collaboration and impact across teaching, research, and community engagement.

The School of Business and Law is dynamic, innovative and committed to delivering high-quality education and impactful research. The School offers a diverse range of programs in business, accounting, management, economics, and law, designed to prepare graduates for success in a rapidly evolving global environment.

This is an exciting opportunity to lead a multi-campus School with a global footprint. As Dean, you will shape innovative programs, foster a strong research culture, and build strategic partnerships that impact students and industry alike. Join us and play a pivotal role in driving excellence across research, vocational and higher education.

ORGANISATIONAL CHART



JOB PROFILE

Strategic Context	› Dual sector University delivering both HE and VET qualifications. › Multi-campus delivery across Queensland, New South Wales and Victoria. › Domestic and transnational education.	
Purpose	Responsible for ensuring the School's excellence in learning and teaching through comprehensive curricular course offerings, research advancement, innovation, and community engagement.	
Core Responsibilities	› Provide high-level strategic leadership, management enterprise development skills to drive strategic outcomes for the School. › Ensure the academic quality of courses and degree offerings from certificate to doctoral degree level for domestic and international cohorts. › Lead, develop and monitor School research performance to enhance the scholarly reputation of the School, Tertiary Education Division and the University. › Expand the vocational education and training goals of the School and wider university in collaboration with Vice-President (Academic). › Build networks and partnerships, nationally and internationally, to enhance the profile of CQUniversity.	
Success looks like:	› Effective multi-campus leadership and delivery of strategic objectives. › Quality course offerings leading to strong outcomes for graduates. › A strong research culture embedded across the School. › Positive, collaborative relationships with Senior Executive, peers, colleagues and relevant business, industry and community leaders. › Compliance with all required governance, quality assurance frameworks and legislation (e.g. TESQA/ASQA). › Appropriate oversight and management of School budget including expenditure, resource planning and allocation and accurate and timely reporting.	
Most important capabilities for success:	Skills: › Strategic planning: Develop and oversee School strategies ensuring alignment with University Strategic plan, budget and resourcing. › Budgeting and forecasting: Develop and manage budgets and forecasts to enable effective decision making and resource planning. › People management: Lead multiple teams to deliver on strategic objectives. Create a supportive work environment and resources to support delivery of objectives. › Relationship management: Establish long-term, strategic relationships with internal and external stakeholders to support the School's operational and strategic objectives.	Competencies: › Leadership: Guide and influence teams across the School to align actions with strategic goals and drive positive outcomes. › Collaboration: Lead collaboration with diverse stakeholder groups and build strong, influential connections with key internal and external contacts. › Communication: Communicate clearly with impact and credibility across all levels of the University and externally.
Experience	› Demonstrated record of high-quality scholarship and research at a professorial level, relevant to the School's operations. › A well-developed understanding of current and emerging trends in HE and VET with a focus on effective distance education and online delivery. › Experience in leading a broad range of academic and research functions in line with strategic objectives. › Knowledge and experience with university management, governance, and quality assurance frameworks including legislative and accountability requirements for HE and VET sectors. › Knowledge and experience with Australian regulatory and evaluation frameworks and any grant and aware schemes relevant to the VET sector.	
Key relationships and/or stakeholder groups	Internal: › Deputy Vice-President (VET and Business Development) › Other Deans and Deputy Deans › Research Division › Office of Education, Strategy and Quality	External: › National and state councils and advocacy groups relevant to the activities of the School of Business and Law. › Professional accrediting bodies in Business and Law.
Other job requirements	› You may be required to travel to other campuses and internationally. › You may be required to work weekends and evenings. › Successful assessment of a Fit and Proper Person Declaration under the Registered Training Organisations (RTOs) 2015 (Cth) (RTO Standards). The Fit and Proper Declaration is used to determine whether those persons who exercise a degree of control or influence over the management or operation of a training organisation are people in whom the public are likely to have confidence in their suitability to manage, or be involved with, an organisation that provides or assesses national VET qualifications.	

Dean School of Business and Law

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.25.100



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.

Published by CQUniversity Australia (January 2026). The information in this publication was correct at time of printing, however is subject to change.