

CQUNIVERSITY AUSTRALIA

**DEAN
SCHOOL OF ENGINEERING
AND TECHNOLOGY**

A career that
**CHANGES
LIVES**

A MESSAGE FROM THE VICE-CHANCELLOR



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
CQUniversity Australia

OUR VISION

To be Australia's most accessible, supportive and engaged university, recognised globally for innovative teaching and research excellence.

OUR PURPOSE

To provide world-class, transformative education and research for our students, partners and communities across Australia and internationally.

**OUR
future
is
you.**

OUR STRATEGIC PLAN

OUR VALUES

ENGAGEMENT

We strive to be Australia's most engaged university by connecting and collaborating with students, stakeholders, industry, and communities. We value strong, productive, and mutually beneficial partnerships that influence positive outcomes for those we seek to serve.

CAN DO

We exceed expectations and work together to identify opportunities and apply sustainable solutions to challenges. We support each other to be our best, with an ethos that is underpinned by evidence-based continual improvement. We aspire to greatness in everything we do and take decisive action to ensure we are meeting the needs of those we seek to serve.

OPENNESS

We empower everyone to be a problem solver and decision maker. We operate with integrity at all times and build trust through a commitment to consistency, fairness, quality, probity and transparency in everything we do.

LEADERSHIP

We exhibit courage in our leadership by daring to be different, being bold and responding to the needs of our students, staff, alumni, and communities. In doing so, we demonstrate excellence and innovation in learning, teaching, research, engagement, and governance. We accept our responsibility to be leaders both inside and outside the University and sector.

INCLUSIVENESS

We embrace and celebrate diversity and strive to improve access and participation. We promote respect, honesty, and unity with safe and inclusive environments. We work together to create positive and tangible change with our communities.

OUR STRATEGIC PILLARS

OUR STUDENTS



We're for students. The success of our students is the ultimate benchmark of our success and impact as a university.



OUR RESEARCH

Research creates knowledge that has the potential to drive community growth and improve the quality of life.



OUR PEOPLE

Our people are central to the delivery of our vision and purpose. They represent CQUniversity by exhibiting integrity and living by our values.



OUR COMMUNITIES

Our power of place delivers a unique advantage. Proactive and meaningful engagement with communities, both in Australia and overseas, will always inform our actions and offerings.



OUR REPUTATION

Our reputation is a measure of our quality and ability to differentiate our University. We exhibit this by sharing our unique vision and effecting transformational change in Australia and abroad.



OUR SUSTAINABILITY

To remain agile and responsive in an ever-changing and complex global environment, we will create a progressive organisation that is socially, culturally and environmentally responsible, whilst maintaining financial sustainability.

Read more about how CQUniversity is shaping the future
www.cqu.edu.au/about-us/about-cquniversity/strategic-plan-2019-2023

A photograph of four diverse students sitting on a colorful picnic blanket on a grassy lawn. In the background, large green letters spell out 'CQU', each decorated with various small icons. The students are smiling and looking towards the camera. One student is using a laptop on the blanket.

OUR UNIVERSITY

CQUniversity Australia has been on a phenomenal trajectory in recent years, and its remarkable growth in student numbers, new courses, new campuses, infrastructure and reputation has seen it emerge as one of Australia's truly great universities.

Originally founded in Rockhampton in 1967, as the Queensland Institute of Technology (QIT) Capricornia, it was granted full University status in 1992 and was named the University of Central Queensland. In 2014, CQUniversity merged with CQ TAFE, establishing one of Queensland's most comprehensive universities. CQUniversity now has more than 30 000 students and delivers more than 300 courses from Certificate to PhD level. The University has firmly established itself as one of the largest universities based in regional Australia and is the only university with a campus presence in every mainland state of Australia.

A renowned research institution and a benchmark leader for how universities should engage with their communities, its record of achievement is matched only by the ambitious aspirations it has set itself over the coming five years, with a continued expansion of student success, research excellence, social innovation and community engagement firmly in its sights.

CQUniversity is rated five stars by The Good Universities Guide 2023 for full-time employment, social equity, starting salary, overall undergraduate experience and undergraduate teaching quality, placing us in the top 20 per cent of universities in Australia in these categories. We are 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.

CQUniversity's unique vision for diversity, outreach, engagement, research, learning and teaching, and inclusiveness have led to it being recognised among the world's top universities by both the prestigious Times Higher Education World University Rankings and the QS World University Rankings.



CQUNIVERSITY AT A GLANCE



35 000+ STUDENTS AND 3000+ STAFF*

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



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.



WOMEN IN LEADERSHIP

The majority of leadership positions across CQU are held by women.



RANKED #74 GLOBALLY FOR SUSTAINABILITY IMPACT

Our commitment to the United Nations' Sustainable Development Goals sees us recognised in Times Higher Education's annual Impact Rankings 2023.



5 STARS FOR TEACHING QUALITY

Our small class sizes and excellent student feedback sees our teaching staff recognised nationally and globally.[†]



#1 IN QUEENSLAND AND #4 NATIONALLY FOR GRADUATE EMPLOYER SATISFACTION

The QILT Employer Satisfaction Survey 2022 shows our graduates are highly-regarded by employers.



WORLD-CLASS RESEARCH

CQUniversity's world-class research aligns with the UN's Sustainable Development Goals 2023 and contributes to CQU's rankings of #2 in Australia for Gender Equality (SDG5); #2 in Australia for Quality Education (SDG4); and #4 in Australia for Life Below Water (SDG15).[‡]



130 000+ ALUMNI

Build and maintain meaningful connections with our alumni community.



ACADEMIC ACHIEVEMENTS

We recognise excellence with 130+ academic prizes awarded annually.



COMMUNITY PARTNERSHIPS

Over 150 organisations donating through philanthropic partnerships contributing to CQU research, student support and outreach programs.

* This figure includes fixed-term, permanent and casual staff

† QS Stars Rating System 2024

‡ Times Higher Education University Impact Ranking 2023

Figures current as at July 2023



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

CQUniversity's research focus and engaged research agenda are already making positive impacts on individuals, communities and industries across the world. The University's research impact is apparent in improved industry processes, regional and economic development, business improvement, productivity and innovation, social advancement and equity and healthier communities.

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.

206%

increase in total research income over the past decade

45%

increase in nationally competitive grants over the past decade*

680+

annual peer reviewed research publications

638

research higher degree students

390

active researchers

2

research institutes

8

research centres

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



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

ABOUT THE POSITION

DEAN SCHOOL OF ENGINEERING AND TECHNOLOGY TERTIARY EDUCATION DIVISION

- » Fixed-term (5 years), Full-time
- » CQUniversity Rockhampton (Relocation support available)
- » Attractive remuneration package

CQUniversity is seeking an experienced and visionary leader to fill the position of Dean within the School of Engineering and Technology. As the Dean, you will hold a key leadership position within our Tertiary Education Division and be responsible for driving excellence in learning and teaching, research and innovation, and community engagement within the School. You will provide high-level strategic leadership, management, and enterprise development skills to ensure the success of the School in a large multi-campus environment. Your outstanding interpersonal and communication skills will be required to lead high performing teams in Engineering, Technology and Aviation. Reporting to the Vice-President – Academic, you will play a crucial role in planning the future of the School and will be leading, developing, and monitoring research performance and fostering a research culture within the School.

This is an exciting opportunity to make a significant impact in the field of Engineering and Technology education and research. As the Dean of the School of Engineering and Technology, you will play a vital role in shaping the future of our institution and developing our students into industry-ready professionals.

You will bring to the position:

- » A Doctoral qualification and academic standing relevant to a professorial standard of appointment with a record of high-quality leadership, research and scholarship relevant to Engineering and Technology.
- » Demonstrated excellence in leading, managing, and coordinating academic and research functions, including the ability to build strong, sustainable teams and manage resources within strategic objectives and budget.
- » A proven record of successful collaboration with executives, staff, and diverse stakeholders, including external organisations, industry groups, and the community.

- » Demonstrated knowledge and understanding of university management, governance, and quality assurance frameworks, including the legislative and accountability requirements of the Australian Higher Education and Vocational Education sectors.
- » A well-developed understanding of current and emerging trends in tertiary education, with a focus on effective HE and VET distance education and online delivery.
- » A willingness to travel both domestically and internationally.

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 Engineering and Technology into the future.

Applications Close:

11:59pm, Monday, 4 September 2023

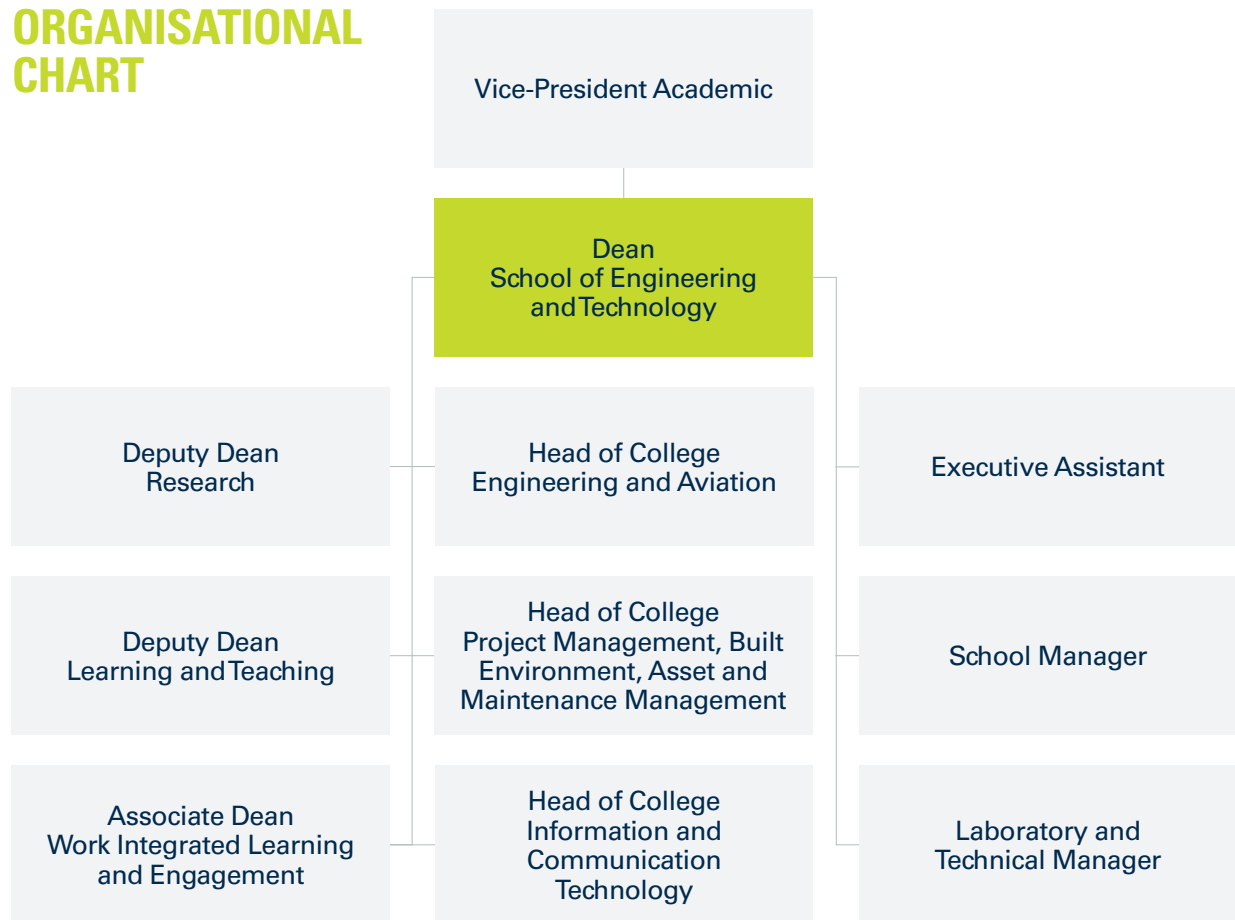
Position Enquiries:

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

Vacancy Reference Number: 3459

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



A career that
**CHANGES
LIVES**



Position Enquiries

Professor Michelle Bellingan
Vice-President – Academic
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www.cqu.edu.au

CONNECT

cqu.edu.au/connect



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ACKNOWLEDGEMENT OF COUNTRY

We respectfully acknowledge the Traditional Owners of the lands on which we work and learn. We pay respect to the First Nations peoples and their Elders, past, present and emerging for they hold the memories, the traditions, the culture and hopes of Indigenous Australians.

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The information in this publication was correct at time of printing, however is subject to change.

