



Position Description

Dean, Learning and Teaching Innovation

Division of Learning and Teaching

Classification Senior Manager Level 4

Delegation band [Delegations and Authorisations Policy \(see Section 3\)](#)

Nature of Employment Fixed Term – up to 5 years

Date last reviewed May 2022



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none"> • Commencing progress rate • Student experience
Our Research	<ul style="list-style-type: none"> • Research income • Research quality and impact
Our People	<ul style="list-style-type: none"> • All injury frequency rate • Engagement
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment



Division of Learning and Teaching

The Division of Learning and Teaching (DLT) works in partnership with faculties, schools and divisions to deliver exceptional learning and teaching experiences for our staff and students. We do this through providing leadership and support in course and subject design and development, academic development, and learning technologies with a focus on academic quality. We support learning through leadership and expertise in online, face to face, blended and hi-flex delivery.

The division sits within the Academic portfolio and reports to the Deputy Vice-Chancellor (Academic). There are three main portfolios within the division all led by a respective Sub-Dean:

Academic Development: This team offers leadership in excellence in teaching in courses and subjects ensuring quality learning experiences for all our students. It provides leadership in a range of programs that provide professional learning and development for teaching; Academic career development; reward and recognition of excellence in teaching; and scholarship of learning and teaching.

Design and Development: This team provides leadership and support to the faculties in course and subject design and development. It facilitates course and subject review, design, and development; consultation on, and evaluation of curriculum, assessment, and pedagogy; and the creation of high-quality digital learning resources to enhance the student learning experience.

Learning Technology: This team provides leadership to the faculties on the latest learning technologies, innovations, and developments, while also delivering professional development programs and resources for professional and academic staff. It focuses on using learning technologies and learning analytics to enable high-quality design, development, and teaching.

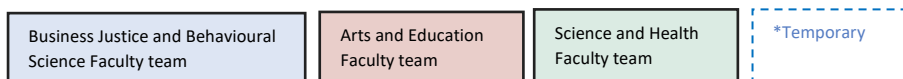
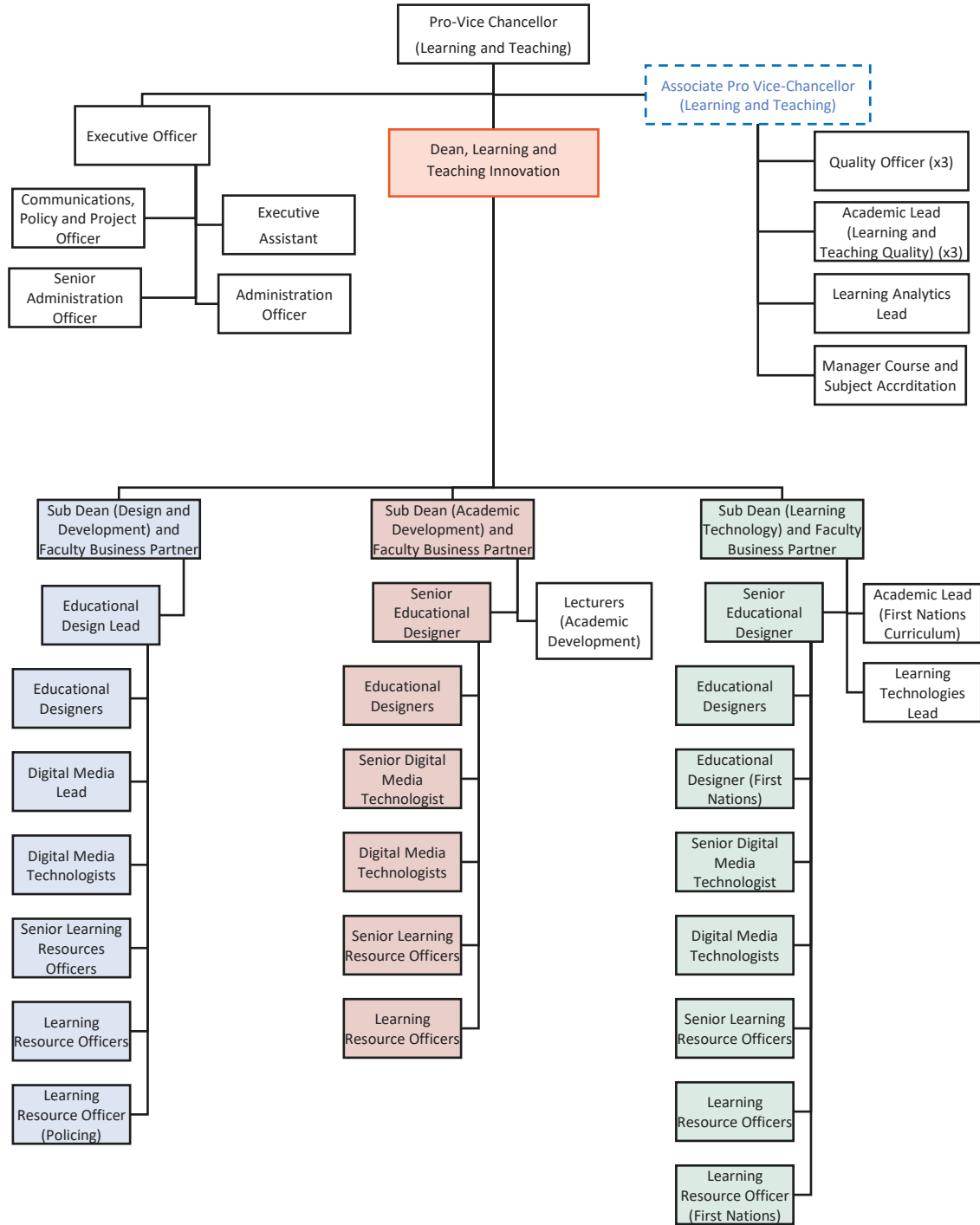
Gulaay: This First Nations curriculum and resources team supports First Nations content in courses and provides training, learning materials and curates a collection of resources. Gulaay oversee the Indigenous Cultural Competency Program (ICCP) and provide cultural immersion experiences to support staff on their journey to cultural competence. Gulaay is a Wiradjuri word for 'bridge' or 'to cross over' and was given by Aunty Gloria Dindima Rogers to acknowledge the work being done across cultures. Gulaay reflects the division's ongoing commitment to Indigenous curriculum and cultural competency.

Academic Quality: This team provides quality advice and monitors course and subject design, review, accreditation, and development processes to ensure internal and external standards and policies are met. They liaise with professional and academic teams to collaboratively address emergent issues pertaining to academic quality assurance, academic quality enhancement, the Australian Qualifications Framework, Higher Education Standards Framework, and/or internal policies and practices affecting academic quality. They produce reports and investigate trends through a variety of data metrics, related to TEQSA and supports Charles Sturt's reaccreditation requirements. They design and deliver a range of professional development programs and resources and encourage staff to engage in scholarly activity and research to improve academic quality.

The division exists as a matrix structure with academic and professional staff working across these portfolios and in three faculty-aligned service teams.



Organisational chart





Reporting relationship

This position reports to: Pro Vice-Chancellor (Learning and Teaching)

This position supervises: Sub Dean (Design and Development) and Faculty Business Partner
Sub Dean (Academic Development) and Faculty Business Partner
Sub Dean (Learning Technology) and Faculty Business Partner

Key working relationships

- Deputy Vice-Chancellor (Academic)
- Members of the Senior Executive
- Chair, Academic Senate
- Faculty Executive Deans
- Faculty Deputy Deans
- Associate Deans Academic
- Heads of School
- Associate Heads of School, Learning and Teaching
- Executive Director, Division of Information Technology
- Executive Director of Library Services
- Executive Director, Student Success

Position overview

As a senior leadership position within the Division of Learning and Teaching, the Dean (Learning and Teaching Innovation) will drive transformation of our learning and teaching focussing on excellence, academic quality, and education innovation. They will achieve this through oversight, planning and monitoring the performance of our operations as well as through leadership, influence, and negotiation with other stakeholders to direct successful implementation of the university strategy and continuous improvement projects. The Dean, Education Innovation will lead the development and implementation of our digital strategy for learning and teaching to firmly establish our sector leading course profile. They will help to ensure this is driven by a hi-flex, student centred approach to engaging and accessible digital learning experiences with the right technology, processes, and skills in place. The Dean, Education Innovation will also have a role in ensuring the operational management of the division is aligned to our strategic objectives, fostering a strong partnership with faculties, and will represent and promote the division both within and outside the university.



Principal responsibilities

- Advising and assisting the PVC in the overall leadership of the division through day to day management of staff, including matrix management of the divisional leadership team and management of stakeholder relationships.
- Driving digital innovation and transformation of our learning and teaching, including leading the development and implementation of our digital strategy within the context of the university's planning framework and overarching strategies.
- Supporting the PVC to co-ordinate the implementation, evaluation and refinement of learning and teaching strategies, in areas such as quality assurance and the higher education standards framework, course and subject design, learning and teaching support in online, face to face and seamless blended and hi-flex learning.
- Leading and advising on the selection, design, and implementation of learning technologies and learning analytics systems to meet faculty educational design, development, and delivery needs.
- Creating an inclusive and performance focussed culture that embraces and brings to life the matrix structure and that encourages staff engagement and motivation to deliver agreed outcomes.
- Contributing to the management of staff performance and the provision of staff development opportunities including cultural awareness and competence.
- Ensuring the implementation of effective governance arrangements within the division and University, and compliance with university by-laws, policies, and delegations.
- Assisting the PVC in developing and refining learning and teaching policies and in contributing to university governance and management committees.
- Representing the division at internal and external meetings and events.
- Contributing to the management of the resources of the division, within the terms of the approved budget, and actively pursuing ways to increase revenue and contain expenses at the divisional level.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role.

Focus on service	Strive to meet needs and exceed expectations of our students, communities, and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Apply expertise and technology	Apply, develop, and share specialist and detailed technical expertise, understanding other organisational disciplines.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources, and people, monitor progress.
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Formulate strategies and concepts	Work strategically, set strategies, have vision, think broadly about the organisation.

Physical capabilities

The incumbent may be required to perform the following:

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Working on screens for extended periods.



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A PhD with an outstanding record of scholarship in a field relevant to innovation and excellence in learning and teaching in contemporary environments and a thorough understanding of cutting edge approaches to academic program design, delivery, and improvement that harnesses high-quality digital learning in program delivery.
- B. Demonstrated experience in a leadership role with significant staffing and resource management responsibility, successful matrix model management and managing change.
- C. Demonstrated experience in successfully leading transformation that resulted in high impact.
- D. Comprehensive knowledge of the tertiary education sector, including the characteristics of a contemporary student, scholarship and sector trends in curriculum design, the political and policy landscape, academic governance, quality assurance, academic and administrative processes.
- E. Demonstration of successful development and implementation of innovative, creative, and evidence-based solutions that leverage best practice in areas such as course and subject design, online learning resource development, embedded digital technologies, use of learning analytics, academic development, and education for sustainability.
- F. Demonstrated excellence in interpersonal skills and fostering relationships with the capacity to successfully influence and negotiate while working collaboratively across all areas of an organisation to achieve mutually beneficial outcomes.

Application instructions

To apply, please go to fisherleadership.com and choose 'APPLY ONLINE' from the menu. Submit your cover letter and resume to Andrew Norton, Managing Partner or Kirsten Henderson, Associate Partner, quoting reference CSUdlt0522, or call 1300 347 437 for further information.

The closing date for applications is 30 June 2022.



● Brisbane

New South Wales

● Dubbo

● Port Macquarie

● Orange

● Bathurst

Goulburn
NSW Police Academy ●

● Sydney

● Wagga Wagga

● Canberra

● Albury-Wodonga

● Wangaratta
Regional Study Centre

Victoria

● Melbourne

● - Capital city ● - Campus location

