

Deputy Vice Chancellor
Division of Tropical Environments and Societies

Candidate Package



VC Message

Thank you for your interest in an academic leadership position at James Cook University. JCU was established more than 40 years ago as Australia's university for the tropics, it was a far-sighted move. A vast geographic zone, the tropics is now home to more than 40 per cent of the world's population. Its share of world economic output is growing rapidly.

Once dubbed by Aristotle as 'the torrid zone', the tropics are emerging as a global focus for some of the critical challenges and opportunities of our time.

JCU is playing a key role in creating a 'brighter future for life in the tropics worldwide' (JCU Statement of Strategic Intent). The University is a global leader in research in the tropics and is ranked among the top four percent of higher education institutions in the world (ARWU 2014). With approximately 22,000 students, the University operates across three tropical campuses – in Cairns, Singapore and Townsville.

The University's scholarly work is focused around four themes:

- Tropical ecosystems and environment;
- Industries and economies in the tropics;
- People and societies in the tropics;
- Tropical health, medicine and biosecurity.

We pride ourselves in being "human scale" at JCU and life in tropical north Queensland brings many rewarding experiences, including easy access to the World Heritage areas of the Great Barrier Reef and the Wet Tropics rainforest. We are very fortunate that these wonderful locations are also outstanding learning and research sites, which our students and researchers are able to easily access and explore.

The University has recently reorganised into seven Colleges and two academic Divisions. The successful candidate for the role of the Deputy Vice Chancellor (Tropical Environments and Societies) will have a unique opportunity to shape an exciting future in teaching and research for the Division and the University.

The Division represents a broad sweep of disciplines, extending across the natural and physical sciences, the arts and social sciences, education, business studies and law. The Division accounts for the majority of JCU's research outcomes, with internationally renowned strengths in marine biology, ecology and environmental sciences. The University has invested heavily in growing our research capabilities in the social sciences, through the establishment of the Cairns Institute. Against the background of a significant investment in strategic planning by the University, the Division is well positioned to deliver innovation and substantial growth in its scholarly activities.

The Deputy Vice Chancellor has the responsibility to facilitate the work of the four College Deans by providing strategic oversight and guidance in curriculum development, learning and teaching, and the advancement of the Division's research portfolio. The successful applicant will have the opportunity to lead significant innovation in curriculum that takes advantage of the disciplinary breadth of this new Division. The successful applicant will also lead innovation in the delivery of learning and teaching, building on significant and ongoing developments in learning and teaching infrastructure and technologies. In research, identifying and nurturing nascent

strengths will be as important as maintaining those areas that are already of genuine international standing. The DVC also holds the responsibility to ensure the effective and efficient delivery of professional services and operational support, thereby allowing the Colleges to focus on their core activities of research, learning and teaching.

We are looking for an individual who has the capability to deliver scholarly and administrative leadership across a broad sweep of disciplines and areas of study. To be effective in this senior leadership role, the person must understand and appreciate the diversity of scholarly traditions that are represented within the Division. The successful applicant will also have the capability to establish a context in which innovation flourishes, collaboration is encouraged, and performance is embedded firmly within the organisational culture. A commitment to cooperation and collaboration is essential. Acknowledging the University's strategic positioning, the successful applicant will be a person for whom our orientation to the tropics resonates powerfully and provides inspiration.

I appreciate your interest in this exciting opportunity in academic leadership and I look forward to receiving an application from you.

Professor Sandra Harding
Vice Chancellor and President



About James Cook University

JCU is Queensland's second oldest university. We started our journey as the University College of Townsville in 1961, under the stewardship of the University of Queensland. In 1970, James Cook University was established with our founding legislation providing the mandate for the strategic direction the University has pursued over the last forty years namely:

- To encourage study and research generally and, in particular, in subjects of special importance to the people of the tropics; and
- To provide courses of study and instruction (at the levels of achievement the council considers appropriate) to meet the needs of the community

Our main campuses are in the heart of the tropics – Cairns, Singapore and Townsville. Our campuses are complemented and extended by regional and remote study centres and research stations. Our Australian campuses and field stations are located near the world heritage listed Great Barrier Reef Marine Park and the rainforests of the Wet Tropics region. This unique environment attracts students from throughout the world.

We are defined by the tropics. We are unique among Australian universities, woven into the intellectual, economic

and social fabric of our tropical location. We seek knowledge-based ways to help the world's tropical regions prosper.

We play a key role in preparing the professional workforce for northern Australia and offer a comprehensive suite of professionally accredited programs including medicine, dentistry, pharmacy, physiotherapy, occupational therapy, speech therapy, veterinary sciences, psychology, nursing, sport and exercise science, engineering, law, education and a range of programs in business, science, social science and humanities.

We enjoy an international reputation for the quality of our teaching and research, with particular strengths in environmental and earth sciences, marine science, climate change and tropical health. We are ranked among the top 4 per cent of the universities worldwide* and have consistently received a five star rank for graduate success in getting a job#.

We recognise that knowledge has the power to change lives and we are committed to meeting the learning and support needs of all students. In particular, we strive to improve access and retention of Aboriginal and Torres Strait Islander students and students from non-traditional and disadvantaged backgrounds.

* The Academic Ranking of World Universities 2013
Good Universities Guide



Statement of Strategic Intent

ONE UNIVERSITY – TWO COUNTRIES – THREE TROPICAL CAMPUSES

Creating a brighter future for life in the tropics world-wide through graduates and discoveries that make a difference.

Comprehensive, but focussed

We are a comprehensive university. Our teaching and research focuses on four themes:

- Tropical Ecosystems and Environment
- Industries and Economies in the Tropics
- Peoples and Societies in the Tropics
- Tropical Health, Medicine and Biosecurity

Place is powerful

The Tropics is our place: a vast geographic area that Aristotle called the Torrid Zone. Our three tropical campuses are complemented and extended by regional and remote study centres and research stations.

Students are at the heart of our university and we inspire them to make a difference in their fields of endeavour and in their communities by:

- delivering high quality teaching and learning programs in a research-rich environment and
- fostering their professional expertise and intellectual curiosity.

Our world-class research generates new knowledge and understanding to meet the challenges facing the peoples of the tropics.

Diversity and reconciliation

Embracing the diversity of the communities we serve in two countries, we work with them to create opportunities and enduring benefits for our regions and beyond.

Acknowledging the First Nation peoples of the world, their rich cultures and their knowledge of the natural environment, we pay particular respect to Aboriginal and Torres Strait Islander peoples, the traditional custodians of the lands and waters of Australia.

We are pledged to achieve genuine and sustainable reconciliation between the Aboriginal and Torres Strait Islander peoples and the wider community.

Sustainability

Committed to the principles of sustainability, we will ensure that our actions today do not limit the range of social, cultural, environmental and economic options open to future generations.

An international university as reflected in our people, our places, and our research, we take quiet pride in being recognised as a leading tertiary institution in Australia, our Asia-Pacific region and among the universities of the world.

Our values and beliefs

Our actions are underpinned by our values and beliefs:

Values:

- Excellence
- Authenticity
- Integrity
- Sustainability
- Mutual Respect
- Discovery

Beliefs:

- We recognise that knowledge has the power to change lives
- We ignite and support a passion for learning in our community
- We are enriched by and celebrate our communities' diversity
- We understand that a sustainable environment is central to our lives and our work
- We uphold our commitments



University Plan 2013-2017

The University Plan builds upon our Strategic Intent, stating our priorities and setting out the aims and objectives in relation to our core business and the 'enablers' – the resources, services and capabilities that underpin the activities of the University.

Our Priorities

A University for the Tropics, World-Wide

Our aim is to position James Cook University as a national and international leader in teaching and research, addressing critical challenges facing the tropics worldwide.

One University, Two Countries, Three Tropical Campuses

Through our three tropical campuses – Cairns, Townsville and Singapore – James Cook University will become a tri-city university at which internationalisation is integral to our intent and our make-up.

People and Place

We want James Cook University to be an employer of choice for staff and a university of choice for students. We are committed to building an environment that makes excellence possible, that promotes performance and productivity, values equity and diversity, and fosters community spirit and personal wellbeing.

Development, More Sustainably

We believe that social, environmental and economic sustainability must be embedded in our daily practices and integrated in everything we do. In seeking a brighter future for people in the tropics worldwide, James Cook University staff and students will work to ensure that our actions today do not limit the range of social, cultural, environmental and economic options of future generations.

Connecting, Locally and Globally

As a regionally-based university, we recognise our obligation to engage with industry and government and to share our research findings. We will continue to respond proactively in terms of our civic responsibilities, interacting with our stakeholders in mutually beneficial ways to ensure that our regions grow and prosper sustainably.



Australian Aboriginal and Torres Strait Islander people

At James Cook University we acknowledge Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which JCU campuses and study centres are located and where we conduct our business.

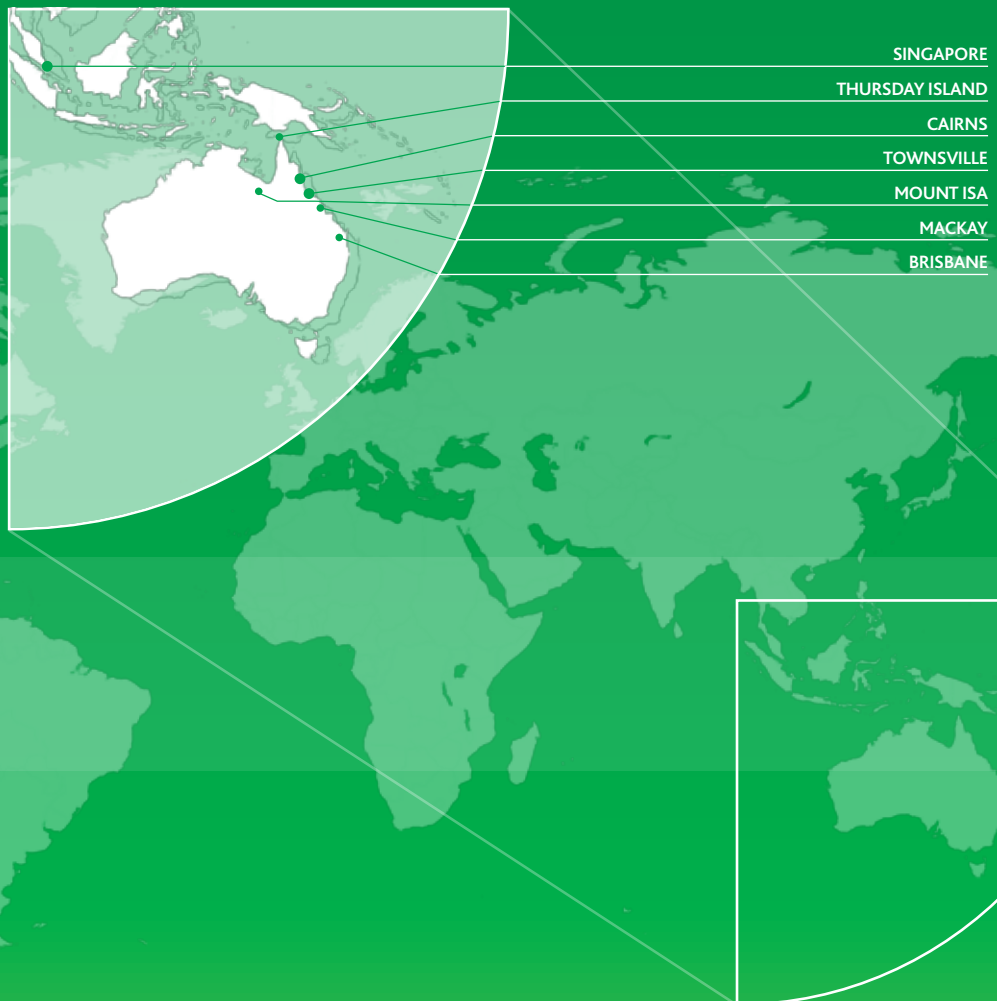
We pay our respects to ancestors and elders, past, present and future. JCU is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to JCU and society.

We believe in creating a university environment where Aboriginal and Torres Strait Islander peoples and members of the wider campus community, work, study and live together with mutual respect and understanding.

We aim to incorporate Aboriginal and Torres Strait Islander art and cultures within the physical structures and spaces of the University, and integrate Aboriginal and Torres Strait Islander knowledge about cultural, relationship to land and history, along with perspectives and experience throughout our core business activities.

Within our region we contribute to the efforts to strengthen the employment and economic outlook for Aboriginal people and Torres Strait Islanders by engaging people across all facets of our core business activities.

Locations



Townsville

Around 12,500 students study at JCU Townsville, including about 1,500 international students. The campus is located in the suburb of Douglas, in a 386-hectare natural bush and parkland setting, 13 kilometres (8 miles) from the central business district.

Cairns

Over 4,000 students study at JCU Cairns, including about 400 international students. The campus location is spectacular – surrounded on three sides by rainforest-covered mountains. Located near the northern beaches in the suburb of Smithfield, the campus is 15 kilometres (9 miles) north of the city centre.

Singapore

JCU Singapore was established in 2003 as JCU's first international campus. Bringing programs direct from Australia and resident senior academic staff from JCU to ensure academic quality, students studying at JCU Singapore can complete their studies in a shorter duration (usually two years) than conventional Australian degrees.

Brisbane

(operated by Russo Higher Education)

JCU Brisbane offers bachelor degrees and postgraduate programs in business and information technology for international students. Students can complete their studies in a shorter time due to the academic calendar of three trimesters per year.

Mackay

The Mackay Education and Research Centre (MERC) located at the Mackay Base Hospital accommodates the teaching of our Social Work degree and provides a larger facility for medical and dental clinical placements.

Mount Isa

The **Mount Isa Centre for Rural and Remote Health (MICRRH)** creates access to health education for the remote west region of Queensland.

Thursday Island

JCU Thursday Island provides teaching and learning facilities for nursing and education students in the Torres Strait region at the northern tip of Australia.

Statistical Profile

Equivalent Full Time Student Load (EFTSL) by Location

	Domestic	International	Total
Townsville	7,856 (86.3%)	1,250 (13.7%)	9,106 (54.25%)
Singapore	1 (0.0%)	3,135 (100.0%)	3,136 (18.7%)
Cairns	2,577 (88.0%)	352 (12%)	2,930 (17.45%)
Brisbane	52 (4.1%)	1,216 (95.9%)	1,268 (7.55%)
Beijing	0 (0.0%)	266 (100.0%)	266 (1.55%)
Mackay	54 (100.0%)	0 (0.0%)	54 (0.35%)
Mount Isa	19 (100.0%)	0 (0.0%)	19 (0.11%)
Thursday Is	7 (100.0%)	0 (0.0%)	7 (0.05%)
TOTAL (%)	10,566 (63%)	6,219 (37%)	16,785 (100%)

Equivalent full time student load (EFTSL) by Course Level

	Domestic	International	Total
UG	9,362 (88.7%)	3,162 (57.9%)	12,524 (78.2%)
PG	791 (7.5%)	1,852 (33.9%)	2,643 (16.5%)
HDR	350 (3.3%)	263 (4.8%)	613 (3.8%)
Other	53 (0.5%)	181 (3.3%)	234 (1.5%)
TOTAL(%)	10,556 (65.9%)	5,458 (34.1%)	16,014 (100%)

Publications (2013)

Books Authored	14
Book Chapters	133
Journal Papers	1,529
Conference Papers	154
Total	1,830

Research Income (2013)

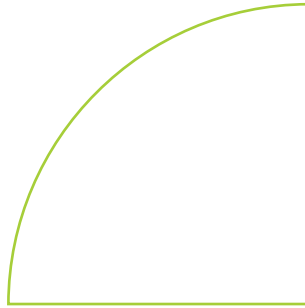
National Competitive	\$21.929m
Other Public Sector	\$14.375m
Industry and Other Funding	\$10.805m
Co-operative Research Centre Funding	\$5.059m
Total HERDC Income	\$52.168m
Other Research	\$4.804m
Total Research Project Income	\$56.972m
Block Research Grants (DIICSRTE)	\$16.892m
Total Research Income	\$73.864m

Research Student Completions

PhD	87
Masters	11
Total	98

Colleges at a Glance

College	2013 EFTSL Townsville, Cairns and Singapore	2013 EFTSL Townsville and Cairns	2013 Teaching Income Townsville and Cairns	2013 Research Income Townsville and Cairns	2013 FTE Staff Townsville and Cairns
College of Arts, Society and Education	2,641	2,492	38,367,028	2,205,620	113
College of Business, Law and Governance	4,038	2,092	29,150,719	1,388,203	89
College of Healthcare Sciences	2,633	1,977	36,104,855	362,815	97
College of Marine and Environmental Sciences	1,086	1,071	24,032,679	26,533,926	231
College of Medicine and Dentistry	1,393	1,407	41,748,143	3,852,979	172
College of Public Health, Medical and Veterinary Sciences	1,417	1,420	35,330,588	9,248,915	226
College of Science, Technology and Engineering	1,246	1,229	28,147,668	3,237,875	86
Divisional Offices				468,399	53
TOTAL	14,455	11,688	232,881,680	47,298,732	1067



Research

James Cook University (JCU) is Australia's leading research university with an explicit and distinctive focus on research addressing the critical challenges facing natural and human systems in the tropics, world-wide.

The University has internationally recognised research strengths in the fields of environmental science and management, coral reef science, ecology, biology and biochemistry, plant and animal science, geosciences, tropical health and medicine, high speed wind engineering, Indigenous knowledge, linguistics and tourism.

A defining feature of JCU is its tropical location, with the Townsville and Cairns campuses adjacent to two UNESCO World Heritage sites – the Great Barrier Reef and the Wet Tropics Rainforests of Northern Queensland. The University's Singapore campus provides important strategic opportunities to enhance JCU's presence in the region.

The University is ranked:

- In the top 400 universities in the world in the authoritative Academic Ranking of World Universities (ARWU) and in the 101 – 150 band in life and agriculture sciences
- Number 1 institution in the world for citations in coral reef science (ISI essential science indicators)
- 158th globally and 5th in Australia in the 2014 citations-based Leiden rankings and 2nd in Australia for life sciences
- 5th highest research institution in Australia and 30th in the Asia Pacific region in the *Nature Publishing Index 2012*

- 31st in the world and 2nd in Australia for research in ecology and environment in the National Taiwan University rankings

The University values collaboration, with more than 40% of all publications having international co-authors; the 3rd highest of Australian universities (SCImago). JCU collaborates with other research organisations, often co-locating key research staff and infrastructure, to support its research endeavours and increase research capacity in the northern Queensland region including:

- The ARC Centre of Excellence for Coral Reef Studies, hosted by JCU; partners include the University of Queensland, University of Western Australia, Australian Institute of Marine Science (AIMS) and Australian National University
- AIMS@JCU brings together JCU and AIMS to focus on collaborative marine research and research training. Currently, there are 90 HDR students being co-supervised and/or accessing research infrastructure
- The Tropical Landscapes Joint Venture (TLJV); a collaborative program of ecosystems research between JCU and CSIRO located in the Australian Tropical Science and Innovation Precinct (ATSIP) in Townsville and the Australian Tropical Forest Institute (ATFI) in Cairns
- Queensland Tropical Health Alliance (QTHA); a collaboration led by JCU, with

the Queensland Institute of Medical Research, University of Queensland, the Queensland University of Technology and Griffith University

- Australian Tropical Herbarium based at the Cairns campus – a joint venture between JCU, CSIRO and the Queensland Government
- Tropical Research Network; a JCU led collaboration of eight Australian Universities with HDR programs in issues relating to life in the tropics.

JCU maintains a suite of world-class research infrastructure facilities including research stations in, or adjacent to, the world heritage sites including Orpheus Island and the Daintree Research Observatory; marine and aquaculture research facilities; research vessels; advanced analytical and microscopy equipment, and e-research and big data facilities including the Tropical Data Hub.

The University's research efforts are focused in three National Centres of Excellence, two research institutes – the Australian Institute of Tropical Health and Medicine and the Cairns Institute (social sciences and humanities) – and 17 research centres that range across tropical ecosystems, climate change, aquaculture, algal biofuels, tropical infectious diseases, nursing, Indigenous health and linguistics.

Research Field Stations

Orpheus Island Research Station

Orpheus Island is located in the central Great Barrier Reef, east of Hinchinbrook Island. The station is surrounded by diverse biota and a variety of habitats including mangroves and fringing reefs, with a range of mid-shelf reefs nearby separated by sand and mud bottoms.

The facility has accommodation for up to 56 people and includes wet and dry labs, outdoor tanks and research vessels, providing researchers with outstanding access to diverse marine environments.

Fletcherview Research Station

Fletcherview is a working cattle station located 98km southwest of Townsville. It is used for beef cattle production and reproduction research. The station incorporates laboratory facilities and accommodation.

While JCU's Australian Institute of Tropical Veterinary and Animal Science predominantly make use of its facilities, Fletcherview is also visited by field biology, earth and environmental researchers. Regional high schools stop by for field trips and local beef cattle producers meet here for discussion days and workshops.

Paluma Rainforest Field Station

Situated in the township at the top of the Paluma range, this field station provides an excellent base from which researchers can access a wide spectrum of rainforest and dry forest environments. The Paluma State Forest is in the Wet Tropics World Heritage Area and protects valuable remnants of upland rainforest along the Paluma and Seaview Ranges, while just to the west the landscape progressively changes to dry sclerophyll forest of Hidden Valley.

Daintree Rainforest Observatory

Situated in lowland tropical rainforest at Cape Tribulation, the facilities include a Canopy Crane with access to the highest branches of the Daintree Rainforest, the only one of its type in Australia. The 47 metre tall construction crane uses a gondola to transport researchers into the highest trees providing direct access to the diversity of life in the forest canopy.





Learning and Teaching

Our Learning and Teaching is informed by our strategic intent, stated graduate attributes and the recommendations articulated in the *Crystallising our Purpose* Report as the *JCU Model*:

- Focused on the tropics
- Research rich
- Student focused
- Connected to community
- Internationally engaged
- Culturally informed

Face-to-face and on-campus delivery, including the promotion of place-based learning at our tropical and world heritage located campuses and field locations, is an important aspect of the JCU student experience.

We engage with blended learning designs that improve the student experience and build connections between staff and students and across student groups.

These blended learning designs include the use of online affordances to enhance (for example, deliver additional materials to supplement face to face experiences) or fundamentally transform (for example, 'flipped classroom' or entirely online) learning. In all cases, intentional student centred blended learning design is our goal, informed and supported by:

- Our *Blended Learning Policy*
- Sound and fit for purpose infrastructure
- A strong research and evidence base, and
- A sharp focus on the student voice – from student evaluations of learning and teaching as well as a range of proactive student engagement strategies.

Over the next three years we will seek to actively engage academic staff in the development of learning designs and pedagogies that encourage students to 'make a difference' in response to the grand challenges facing the tropics. These include work-integrated learning, problem-based learning, service learning, field experiences and learning in remote, regional and international settings. These more 'activist' and experiential pedagogies are consistent with our strategic intent to make a difference in the tropics.

The student experience will be enabled by professional and academic partnerships that support student learning, career development and transitions in, through and out to the workforce and further study.

Division of Tropical Environments and Societies

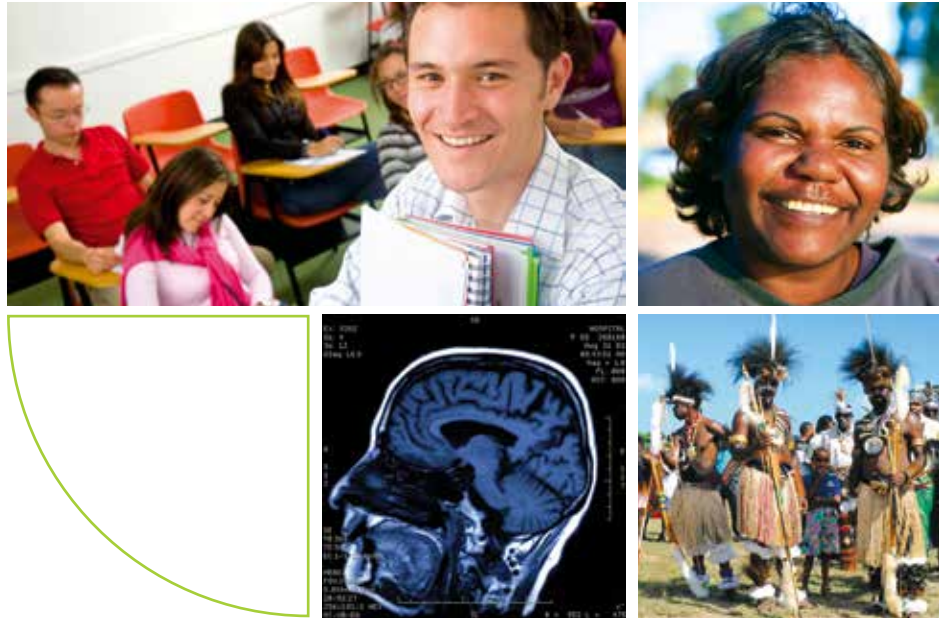
Tropical Environments and Societies is a diverse academic Division comprised of four Colleges, which span the natural and physical sciences, social sciences, arts and humanities, business and law. The Division delivers teaching and learning to more than 10,000 EFTSL across three campuses and two countries. The Townsville and Cairns campuses cater for around 7000 EFTSL, of which 15 per cent is international. At the Singapore campus the Division delivers programs in Education, Business, IT, and Environmental Science. The postgraduate cohort is around 1100 EFTSL of which more than 400 are higher degree by research students (Masters and PhD). The Division supports five Level 1 Research Centres, and research is also delivered through the Cairns Institute and in association with the Australian Research Council Centre of Excellence in Coral Reef Studies (CoE). Annual research income (excluding the CoE) exceeds \$33m pa.

The Division is internationally recognised for its international standing in marine biology, environment, ecology, aquaculture, and tourism. Many fields of research have ERA (Excellence in Research for Australia) rankings that are above world average. Research excellence and impact are underpinned by

outstanding research facilities such as Orpheus Island Research Station, the Daintree Rainforest Observatory, Marine Aquaculture Research Facility Unit, the RV Kirby research vessel, the largest algal and carbon sequestration facility in the southern hemisphere, and by virtue of the fact that the Townsville and Cairns Campuses are located adjacent to two World Heritage sites: the Great Barrier Reef and the Wet Tropics. The Division employs approximately 540 academic and professional and technical staff. The annual budget is in the vicinity of \$61m pa.

The Division of Tropical Environments and Societies recognises the grand challenges facing the world today and the particular challenges and opportunities that will be played out in the tropics. There, more than anywhere else, environments and societies will see dramatic changes in population growth, life expectancy, economic development, environmental quality, and food and resource security.

The Division of Tropical Environments and Societies is uniquely positioned to deliver excellence across teaching and learning and research in response to these challenges and opportunities in the tropics.



College of Arts, Society and Education

The College of Arts, Societies and Education at JCU offers a learning environment where staff and students from diverse cultural, demographic and learning backgrounds are welcomed and supported to excel in scholarship, research and professional development with particular emphasis on research into issues of relevance to people, identity and places in the tropics.

The College includes creative arts, social sciences, social welfare, the humanities and education. These areas are the intellectual heart of a university. They challenge our beliefs and make us take a step back and look at the world through other perspectives. At JCU you will find an exciting blend of traditional and contemporary approaches to study. Our academics are scholars and researchers who want to make a difference.

Undergraduate and postgraduate courses are offered to over 4000 students at campuses in Cairns, Mackay, Townsville, Thursday Island and Singapore and in remote learning centres throughout Queensland. Courses are also available externally throughout Australia and overseas. Given the diversity of students across the College, there is strong support for staff to develop innovative curriculum and

teaching, delivered through a range of modes and technologies. This is supported through the provision of award winning learning spaces in some locations.

JCU's commitment to research excellence is reflected in the reputation of researchers. CASE researchers are committed to supporting the University's vision of a better life for people living in the tropics, worldwide. Through our research on People and Societies in the Tropics (People, Identity and Place) we focus on the social dynamics of change and quality of life in the tropics through research on communication, creativity and cultural expression; Indigenous and minority futures; understanding the past and cultural heritage; environmental change and climate variability; health and lifespan development; promoting an innovation culture and economy through education; social justice and community well-being; governance political innovation and regional development.

This strong research focus provides a stimulating atmosphere for students and encourages the development of research and critical thinking skills, essential in any career. The enthusiasm generated by researchers also creates a great teaching and learning

environment enjoyed by both staff and students.

Within all academic areas within CASE, academics are continuously receiving small and large domestic and international research grants and contributing to Australian and international scholarship through their participation as journal editors and members of editorial boards.

While many programs offered seek to engage students with issues relevant to life in tropical northern Australia and the Asia Pacific region, significant consideration is also given to important social, cultural and political issues in a wider global context. Graduates are prepared to pursue careers throughout the world and many do.

The career options available to graduates are as diverse as the graduates themselves. Our emphasis is on providing graduates with the skills, knowledge and innovation that allow them to follow any, and as many, career paths as they choose.

The College's role, reputation and links within the community are extensive and durable.



College of Business, Law and Governance

The College of Business, Law & Governance is the largest of the four Colleges in the Division of Tropical Environments & Societies at JCU with programs delivered across Townsville, Cairns and Singapore campuses as well as with education partners in Brisbane and China. The College was formed in 2014 through the amalgamation of Law, Business, IT and Political Science to provide new opportunities and collaborations for both education and research.

The College has many active researchers including concentrations in Economics as well as Tourism and Law which have been independently measured and ranked as world class.

Business

With a broad range of undergraduate and postgraduate coursework programs and an active research profile in honours and doctoral programs, Business at JCU prepares students to lead in times of change and uncertainty. JCU has extensive industry networks across a broad range of businesses and organisations, giving students the opportunity to experience placements and projects in a variety of workplaces.

There is a focus in the Business programs on ethics, sustainability, and governance as well as an understanding of complete business systems. We also utilise our multi-campus locations to bring an international perspective to our classrooms and most coursework programs are also available by external delivery. Our flexible learning

environments are innovative, engaging and supportive and designed to facilitate professional and personal development.

Law and Conflict Management and Resolution

JCU Law's coursework and research degrees can enhance career prospects or develop an area of personal interest. Coupled with our world-class research ranking the opportunities are limitless.

Law at JCU provides a solid foundation in and awareness of the role of law in social, economic, environmental, cultural and political contexts. Students develop essential skills in legal writing, research, critical analysis and legal argument. The Law program and the varied range of electives prepare students for the complexities of local and global issues in government, business and community sectors. With a focus on practical skills and authentic experiences, including clinical legal placements, advocacy and industry project work, students have the opportunity to engage with a range of practising law professionals and experts throughout their degree.

The College offers masters and doctoral research degrees in Law and is recognised for a suite of coursework programs in conflict management and resolution, with most subjects available by external delivery.

Areas of legal study within Law include: Conflict Management and Resolution;

Corporate and Commercial Law; Criminal Law; Environmental Law; Human Rights Law; Sports Law; Taxation; and Workplace Relations Law.

JCU Law graduates find employment opportunities in private practice, corporations, government institutions and the community sector in a wide variety of legal areas and associated specialties.

Information Technology

The possibilities for Information Technology (IT) graduates are endless, offering employment opportunities worldwide. Our degrees teach the skills needed to keep up with rapid developments in technology. Students have the flexibility to study online, or even at our campus in Singapore.

Our Bachelor of Information Technology (BIT) enables students to:

- Tailor their course to suit the areas of IT they aspire to work in
- Apply skills to real-life projects and build on work experience through industry placements
- Join the Australian Computer Society (ACS).

Postgraduate programs in IT at JCU are designed for those wishing to upgrade existing IT skills or those who wish to gain IT qualifications when they have a non-IT background. We have accreditation by the Australian Computer Society and there are a variety of specialisations to choose from.



College of Marine and Environmental Sciences

The College of Marine and Environmental Sciences has research and teaching credentials of staff that represent a continuum of expertise from whole organism biology and ecology to the history and dynamics of the physical environments and the broad needs of society. The College's strategic intent is to be the leading research and education centre for the study of biology, environment and sustainable practices in the tropics.

The College has four broad academic groups located among three campuses (Townsville, Cairns and Singapore) consisting of Aquaculture and Fisheries, Marine Ecosystems and Impacts, Terrestrial Ecosystems and Climate Change, Sustainability and Environmental Design. Within these groups there are high profile researchers such as ARC Laureates, Future Fellows and DECRA's. Within these broad categories JCU has consistently demonstrated world leadership in Coral Reef Biology, Tropical Aquaculture, and Climate Change. The College has an outstanding publication rate; many articles were published in A* journals such as the Nature series and journals of the American Academy of Science;

The University is ranked in the top 101-150 Universities for Life Science and Agriculture and in 2012 (Shanghai Academic ranking of the World) and was 50th in the world in Environment & Ecology, ahead of both Yale and Cambridge (Reuters, Thomson 2012). Each year JCU is ranked number one or two for Australian Universities in ISI rankings for Ecology and Environment;

The College contributes to four Research Centres and receives funding from multiple external sources. The Research Centres comprise of the ARC Centre for Innovative Coral Reef Studies; Sustainable Fisheries and Aquaculture; Tropical Environmental Studies and Sustainability (TESS); Australian Centre for Tropical Freshwater Research (TropWater); Centre for Tropical Biodiversity and Climate Change (CTBCC);. The College has been very successful in receiving external funding ranging from high profile Federal agencies (e.g., Australian Research Council-ARC, ACIAR) and State Government to direct funding from Industry. Over the last two years total funding has ranged from \$16.5 to \$22Mpa.

The College offers a diversity of reputational courses, with a tropical emphasis, for undergraduate and postgraduate students. Our majors cover aquaculture, fisheries the sustainability of marine and terrestrial environments, conservation, planning and 'earth stewardship'. Our innovative approaches emphasise solutions to the world's grand challenges that include: responding to climate change, sustaining fisheries, reducing the impact of human activities, creating new industries in the tropics and conserving resources through sensible planning. Our courses reflect global needs for sustainable futures and the preservation of ecosystem services. Core disciplinary knowledge and skills are offered in the different areas of expertise as well as a diversity of electives that reflect student's broader interests. Students may choose pathways that involve research; our major research-focused offerings are the BSc Honours, Graduate Diploma of Research, and the Masters of Philosophy and PhD programs. Our students come from all over Australia and about 70 other countries. Students, therefore, join a multi-cultural group and they are taught and supervised by world leaders in their chosen field.



College of Science, Technology & Engineering

Our information-rich and technology heavy world increasingly relies on well-trained scientists and engineers with a global outlook and an eye on sustainable solutions to optimise resource use and develop our economy. As part of the Division of Tropical Environments and Societies, the College of Science, Technology and Engineering (CSTE) has a proud track record in providing job-ready graduates across a wide range of exciting career opportunities to students with an interest in the physical and earth sciences, and across a broad spectrum of engineering fields.

Located in Townsville and Cairns, central to the economic and logistical heart of north Queensland, and at the gateway to the world

class mineral fields of north-eastern Australia, Papua New Guinea and the West Pacific, the College of STE offers high quality courses in the basic sciences (Chemistry, Math and Physics), Engineering (Civil, Mechanical, Chemical, Computer systems and Electrical) and Earth Sciences (Geology, Environmental Earth Science), that are focused on real-world skills, and integrate a wide range of practical and industrial experiences.

Building on our traditional strengths in areas such as material science, economic geology, physical chemistry, math education, environmental earth science, and extreme weather engineering, research and training in the College is concentrated around 4 broad themes: Energy; Natural Resources

& Water; Natural Hazards & Mitigation and Sustainable Development. These themes represent areas we believe will be of major importance to the world in the next 20-30 years and are areas where science and engineering will play a defining role in developing our future in a world where opportunities are increasingly global.

Our research is underpinned by well-known and established research centres such as the Economic Geology Research Centre, the Cyclone Testing Station and the Centre for Tropical Environmental and Sustainability Science, and supported by world-class facilities and infrastructure.

Position Description

Position Overview

The Deputy Vice Chancellor, Tropical Environments and Societies is responsible to the Senior Deputy Vice Chancellor for the overall strategic leadership of the Division of Tropical Environments and Societies, and will ensure that the objectives and performance of the Division are integrated and aligned with the Strategic Intent and the University Plan.

As a member of the Vice Chancellor's Advisory Committee, the Deputy Vice Chancellor occupies a senior leadership role within the University and is expected to be involved in all aspects of University planning and to take a leading role in supporting and promoting the objectives and values of the University, actively contributing to the University's broader decision making, vision, policy and development.

The Deputy Vice Chancellor will have line management of the College Deans and will ensure that core operational and strategic goals are achieved and that a university wide learning and teaching and research environment is cultivated that aligns with JCU's Strategic Intent and which supports the values of excellence and relevance, including delivering and maintaining quality academic outcomes and high impact research and research education.

Internally, the Deputy Vice Chancellor will ensure that Colleges are able to focus on the core business of learning and teaching, research and engagement by providing leadership and direction to staff whom will be located in the Divisional Office to service all College administrative operations. Providing active leadership and promoting a partnership approach within the Division and across Divisions, the Deputy Vice Chancellor will establish and maintain a culture of teamwork, shared goals, transparency and openness, and strong communication channels.

The Deputy Vice Chancellor will develop and foster relevant relationships and strategic alliances and partnerships to actively engage in building and advancing the profile of the University globally, regionally and locally, mindful of the University's intent, values and world's best practice.

Principal Accountabilities

The principal accountabilities include but are not limited to:

1. Provide strategic direction to the Division of Tropical Environments and Societies and be accountable for the achievement of core operational goals and the Division's performance against its objectives and KPIs.
2. In collaboration with other Divisions, develop strategies to facilitate the development of interdisciplinary and cross-disciplinary academic programs and research and enhance growth and excellence in learning, teaching and research, ensuring that the accreditation requirements, relevance, viability and quality meet or exceed best practice standards.
3. In conjunction with other Divisions, support and promote professional development opportunities to ensure the capability and capacity to deliver, grow and maintain quality outcomes, high impact research and research education and academic programs.
4. In collaboration with the other Divisions, support and promote an active commitment to the continual development of quality service and learning environments for students to enhance and support the student experience and retention.
5. Provide strategic vision, leadership and direction for the operations of the Divisional Office, maintaining a culture of teamwork, transparency and openness, and ensuring administrative support activities for the Colleges are effective and efficient, and in conjunction with the Deputy Vice Chancellor, Tropical Health and Medicine are consistent across both Divisions to allow Colleges to focus on the core business of learning and teaching, research and engagement.
6. In conjunction with other senior executive staff, ensure appropriate business continuity and disaster recovery operations are maintained across areas of responsibility.
7. Oversee the development of risk management strategies, ensuring business risks are identified and effective processes are in place within the Division in accordance with University risk management frameworks.
8. Develop and maintain collaborative working relationships with the senior executive management and a broad range of stakeholders across the University community to build university capability in learning, teaching, research and engagement.
9. Develop and maintain strategic partnerships with international, industry, government, professional and community organisations, representing the University at various forums as required and actively engaging in building the profile of the University globally, regionally and locally.
10. Oversee compliance with internal and external quality, financial, registration and regulatory requirements, developing and promoting policies and practices which support and enhance an academic culture which is intellectually rigorous, a community culture and ethos and promotes the Strategic Intent and the University Plan.
11. Supervise and manage the College Deans, identifying areas in need of change and leading the change process, developing and fostering a partnership approach within the Division and across Divisions by providing strong, effective, leadership, establishing a culture of teamwork, shared goals, transparency and openness and maintaining strong communication channels to inspire, fully engage and motivate staff.
12. Manage the Division's budget, including the annual budget, expenditures against approved budget and contributing to the identification of processes which ensure budgets are allocated and expended so as to maximise the benefit to the University.
13. Make decisions and resolve a diversity of significant and complex issues which arise, or are delegated from the Senior Deputy Vice Chancellor.
14. Lead, promote and facilitate the integration of strategies and initiatives that support the University's commitment to the principles of reconciliation, which exemplify respect for Aboriginal and Torres Strait Islander heritage and the valuing of justice and equity for all Australians.
15. Demonstrate a commitment to the University values.
16. Lead and promote a culture that ensures that WH&S legislation is enforced across all areas of the Division and that staff have an understanding of their responsibilities in this area.
17. Lead, support, and promote the inclusion of sustainability initiatives in all aspects of operations, including supporting the principles of the TropEco Program and engaging in commitment to JCU sustainability goals and objectives.

Conditions of Appointment

Location of Appointment

The position can be based at either the Townsville or Cairns campus.

Term of Appointment

The initial appointment will be for five years. The University may offer reappointment for a further term after consultation with the appointee and following a performance review six months prior to the conclusion of the initial term. This is a full time appointment.

Position Title

The position holds the title Deputy Vice Chancellor (Tropical Environments and Societies) and the appointee will hold the title Professor.

Remuneration Package

The base salary is \$340,609 per annum with eligibility for an annual performance bonus of up to 10%. The base salary is reviewed annually.

Other Benefits

JCU offers a number of benefits that are highly valued by its staff, including 17% employer contribution to UniSuper, salary packaging options, and the below leave benefits:

- Five weeks annual leave for each completed year of service, plus leave loading
- Options for purchased leave, annual leave at half pay and cash out of annual leave in specific circumstances
- Generous personal/carer's leave and compassionate leave provisions
- Long Service Leave available after 7 years of continuous service, including recognition of service from another Australian University for the purposes of Long Service Leave
- Generous parental leave provisions.

Removal Expenses

The University will grant assistance towards removal expenses up to a maximum amount as determined by the country/state from which the appointee resides at the time of recruitment.

Official Travel

The Deputy Vice Chancellor may travel business class within Australia and on overseas travel.

Performance and Development

The appointee and the Senior Deputy Vice Chancellor will meet annually to develop a Performance Agreement that sets out key objectives and requirements and any development activities designed to assist the appointee.

Application Process

Candidates are asked to submit, in Word format, a full CV and a 6-8 page Statement of Claim addressing the following criteria:

1. Your vision and motivation for the role.
2. Relevant, senior level experiences including details of the scope and scale of entities you have led as well as some relevant outcomes which relate to this post.
3. What you perceive to be the opportunities and challenges, nationally and internationally, for this role and the University.
4. What you would suggest as the criteria by which the Vice Chancellor Professor Harding , Senior Deputy Vice Chancellor Professor Cocklin, the College Deans, staff, students, the University and key external stakeholders would judge success in the first, second and third year of your leadership.

NB: Short-listed candidates may be asked to participate in individual psychometric testing.

How to apply

For a confidential discussion and to receive further details about the role and the process please contact the consultant from Odgers Berndtson Executive Search who is advising the University:

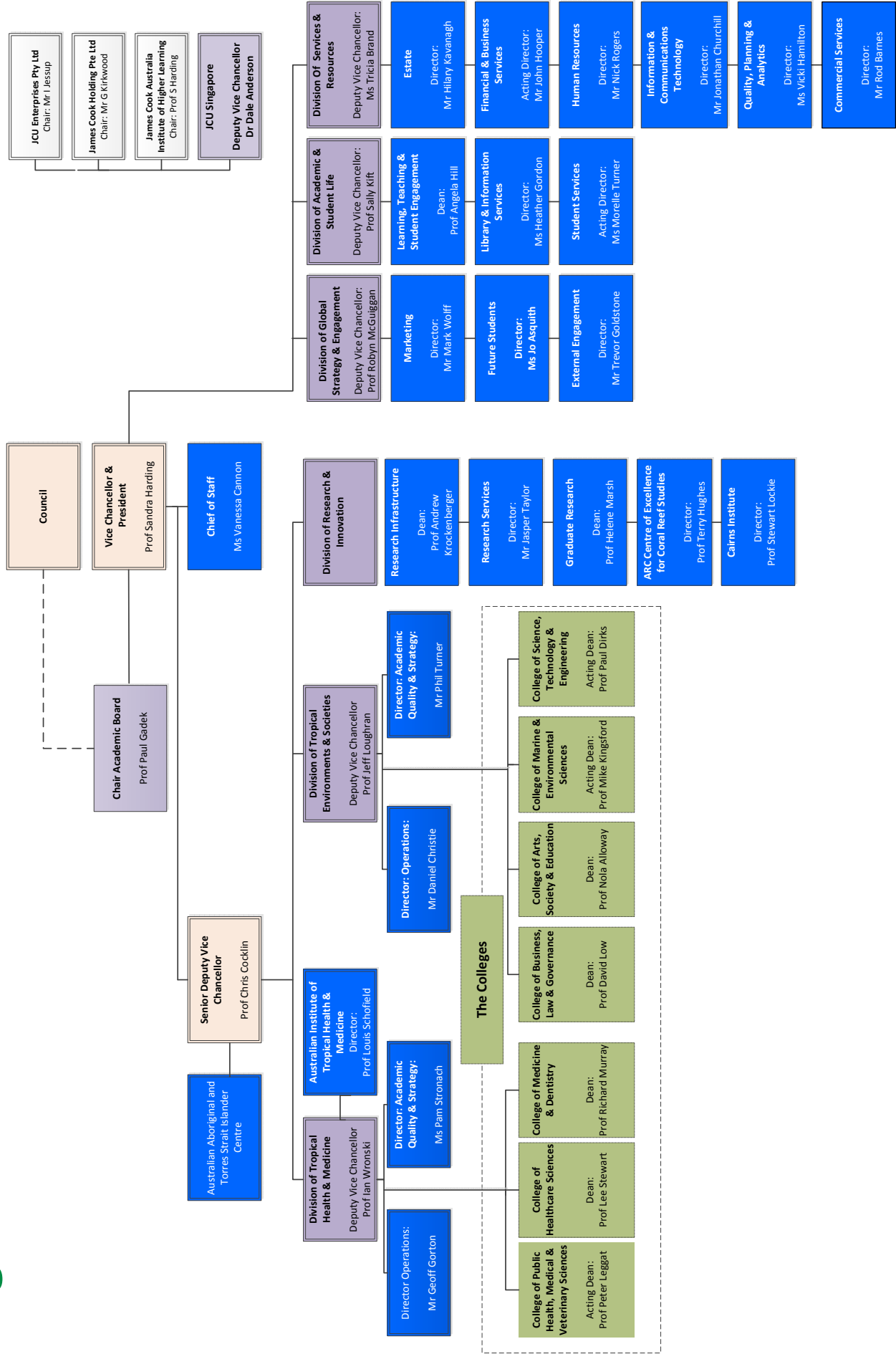
Julie Steiner
+61 2 9460 4505
JCUDVC@odgersberndtson.com

Closing date for applications

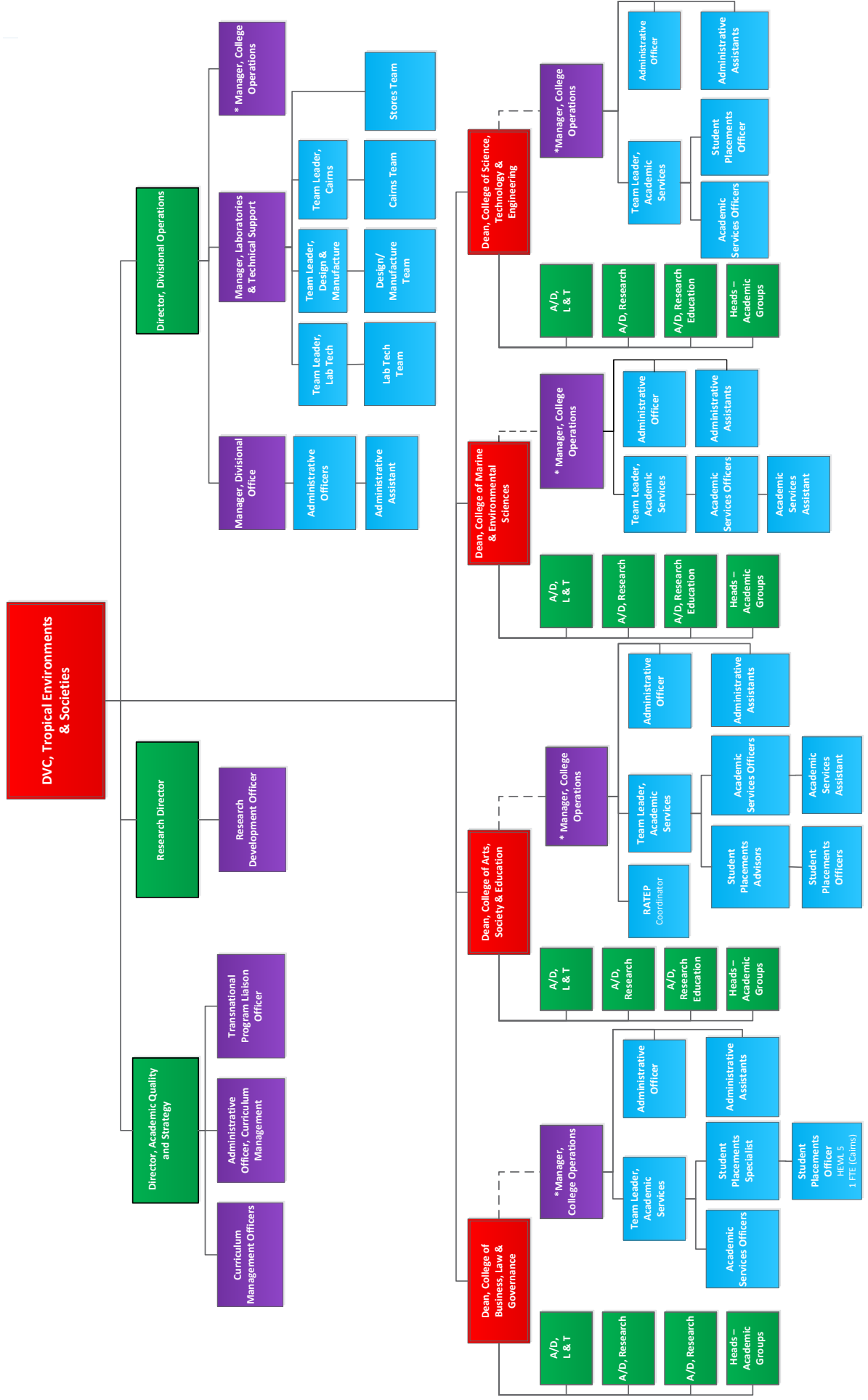
Wednesday 4th March 2015



Organisational Structure



Divisional Organisational Structure





Moving to Tropical North Queensland

About North Queensland

Australia's Wet Tropics is a band of tropical rainforest and associated vegetation that runs up the north east coast of Queensland from Townsville to Cooktown. The World Heritage property covers an area of approximately 894,000 hectares. It was inscribed on the World Heritage List in 1988 in recognition of its scenic beauty and biological importance.

The Great Barrier Reef is the largest reef in the world measuring 2011 km in length and 72 km across at its widest point, making it the world's largest World Heritage Area. The Reef became one of Australia's first World Heritage Areas. There are an estimated 1,500 species of fish, over 300 species of hard reef building corals, more than 4,000 mollusc species plus over 400 species of sponges have been identified.

North Queensland is home to some of the best weather year round that Australia has to offer.

Sunny days, warm waters, cool ocean breezes and generally comfortable climate are part of what make north Queensland such a popular place to live. The north Queensland climate

is characterised by two distinct seasons, with warm temperatures and a low rainfall during the winter period while summer sees higher rainfall and warmer, balmy temperatures.

Cairns

Cairns is among the top 10 fastest growing cities in Queensland with a population growth rate of 3.2 per cent. At September 2010 the population of Cairns grew to 164,356 with most of the population concentrated in the suburbs surrounding the city, along the Marlin coast and along the southern suburbs growth corridor.

It is renowned as the gateway to two of the world's greatest natural attractions: the Great Barrier Reef and the Wet Tropics Rainforest.

The area is a region of spectacular scenery and rugged topography with fast flowing rivers, deep gorges and numerous waterfalls. The mountain summits provide expansive vistas of undisturbed rainforests.

Further information on living in Cairns including educational facilities and healthcare can be found at www.cairns-australia.com/living-in-cairns.html.

Townsville

Townsville is located about halfway between the tip of Cape York and Brisbane.

The Ross River flows from the foothills of the Hervey and Mount Stuart ranges to its outlet in Cleveland Bay, where the CBD's skyline is dominated by the distinctive Castle Hill, and Magnetic Island lies just eight kilometres offshore.

The region is partly within and adjoins the Great Barrier Reef World Heritage Area, the Great Barrier Reef Marine Park and the Queensland State Marine Park.

Townsville has a strong and diverse economy in which significant industries include retail trade, health and education services, government administration and defence, construction, mining, manufacturing, and property and business services.

Further information on living in Townsville including educational facilities and healthcare can be found at www.townsvilleenterprise.com.au