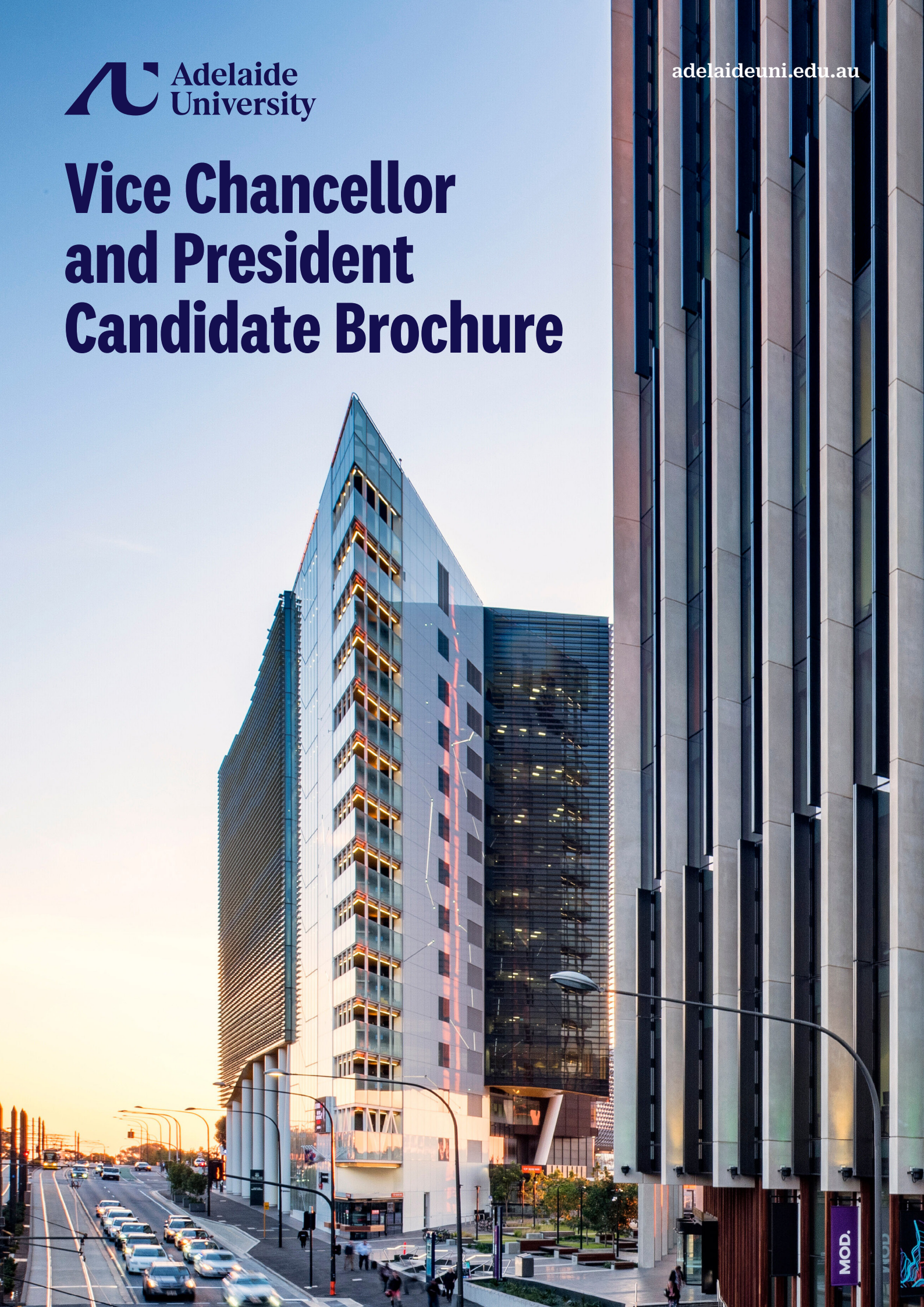


# Vice Chancellor and President Candidate Brochure





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We respectfully acknowledge the Kurna, Boandik, and Barngarla First Nations Peoples and their Elders past and present, who are the Traditional Owners of the lands that are home to our campuses across South Australia.

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**70,000+** students

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**11,000+** staff

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**\$2 billion** in revenue



**Member of the Group of Eight**

Invitation to join Australia's leading research-intensive universities.



**Top 100 globally**

Determined to be recognised among the world's top 100 universities on an ongoing basis.



**Top in Australia for student employment**

Aims to be sustainably ranked as the best university nationally for student employment outcomes.



**Top 5 nationally for student experience**

Aims to be sustainably ranked in Australia's top 5 universities for student experience.



**Adelaide University's activities will contribute an estimated \$4.7 billion a year to the Australian economy.**

# Welcome from the Chancellor

**A**delaide University is a university for the future – focused on making a transformative impact in our world – and yours.

Built on the standout achievements of our foundation universities, the University of South Australia and the University of Adelaide, it combines our strengths to unlock a new for-purpose university that will create brighter futures for contemporary learners and global citizens, along with future-making research of scale and focus that shapes the relevant shifts our society needs.

We believe in the impact of education and research in empowering whole-of-communities, accelerating the path to betterment through cohesion and prosperity.

Adelaide University will rise to the occasion by delivering nation-leading curriculum and exceptional student experience, pursuing greater educational equality, expanding research partnerships and outcomes, aligning with industry, and generating significant value for the state of South Australia.

As Australia's new comprehensive public university, we have set a strategic direction that will optimise and pursue our ambitions on the global stage as a member of the prestigious Group of Eight (Go8) and we aim to be ranked in the top 100 universities worldwide on a sustainable basis.

Together, we will build on the 180 years of collective experience from our founding institutions to create a new driving force that will propel the next generation of leaders towards their world of significant 'firsts'.

***“Adelaide University will be a pre-eminent, leading and contemporary university of global standing with a vision and mission that is dedicated to ensuring the wellbeing and cohesion of society – to become an enduring destination of strength, innovation and impact for generations to come.”***



And we will deliver on some of our own transformative firsts, including Adelaide University being the first university in Australia to have provision for an Aboriginal name in its founding legislation.

With a transformational education and research agenda to 2034, it's an exciting time to appoint the Vice Chancellor of Adelaide University, who will help us to achieve our vision and lead our university as we deliver on our decadal ambitions. The amalgamation program to create Adelaide University has achieved all critical milestones to date and we are on track to open our doors on 1 January 2026.

We welcome your interest in this rare opportunity, one which offers a career-defining strategic agenda, a compelling heritage to build forward from, and an unrivalled lifestyle in one of the most beautiful regions and cities in the world. We look forward to hearing about your vision for our university of the future.

**Pauline Carr**  
Chancellor  
Adelaide University Transition Council

# About Adelaide University

**The first new major Australian university in a generation, transforming education, research and innovation with impact that transcends borders around the world. Contemporary and comprehensive, Adelaide University is breaking new ground.**

## Our mission

**A**ustralia's new for-purpose university is a leading contemporary comprehensive university of global standing. We are dedicated to ensuring the prosperity, wellbeing and cohesion of society by addressing educational inequality through our actions and through the success and impact of our students, staff and alumni. Partnering with the communities we serve, we conduct outstanding future-making research of scale and focus.

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## Our values



**Trust**



**Inclusivity**



**Ambition**



**Respect**



**Discovery**









# Transformational teaching and learning

## Enabling educational achievement

Our overarching aspiration is to enable individuals and society to become the best they can be – towards a better Australia.

Our suite of more than 300 programs will produce career-ready employable graduates from all walks of life, aligned to disciplines and jobs in future areas of demand.

Through comprehensive and contemporary curriculum, Adelaide University is designed for lifelong knowledge seekers. Our approach is shaped in partnership with industry, embedded with work-integrated learning, digitally underpinned, internationally informed and connected, reflective of our research, and geared to respond to skills shortages that are central to economic growth and the betterment of communities, globally.

## The Adelaide Attainment Model

Adelaide University is redefining the teaching and learning experience by developing Australia's most accessible, contemporary, and future-focused curriculum. This is underpinned by the Adelaide Attainment Model with distinctive features that support student access, participation, and success as lifelong learners from preparation to high achievers, including:

- modular and stackable learning
- a flexible academic calendar
- digitally forward learning environment
- integrated learning
- embedded graduate qualities; and
- universal common core courses that will build transferable skills and a shared learning experience for all students.



## Pursuing educational equality

Education can transform lives and livelihoods. Adelaide University will provide opportunities and prepare graduates from different backgrounds to break the cycle of inequality. We will forever change the role that Australian universities play in providing equity and access to higher education through flexible entry, pathways, scholarships, and dedicated student support.

## Embedding First Nations knowledges

Adelaide University will meaningfully embed First Nations knowledges into all curricula through purposeful collaboration with Elders and Aboriginal Communities and Knowledge Holders. This approach will emphasise cultural safety, strengths-based methods, and the centrality of Aboriginal voices and ways of knowing across all disciplines.

## The Adelaide Academy

The Adelaide Academy will enhance, enrich, and extend high potential students through inter-curricular, co-curricular, and extra-curricular activities across areas such as personal discovery, equity and social change, innovation, leadership for the future, and widening perspectives, along with additional mentoring and work integrated learning.



# Exceptional student experience

## Holistic student journey

Adelaide University will be home to the largest domestic base of students and encompass approximately 70,000 students in total.

We will empower students to transform themselves, their communities and the world. We will achieve this through a holistic and integrated approach, relentlessly pursuing accessibility and inclusion, and collaborating to create rich and engaging communities.

We will foster an environment where students not only develop academically but also cultivate the skills, values and mindset needed to effect positive change.

By connecting every dimension of their unique journeys, we will encourage students to explore their passions and identities, unlock their potential, and discover their purpose.



## Our aspirations

Adelaide University is a place for excellence and equity and we will place higher education in the reach of students from all walks of life and they will be highly supported in their success.

Adelaide University will embed work integrated learning and enhance employability throughout the student experience. This will be delivered through curriculum and experiential learning, proactive career support, sector leading services, and rewarding opportunities to connect and network with industry and our communities.

We aim to be the best university in Australia for graduate employment outcomes, deliver inclusive online education to more students than any other Australian university, educate more students from low socioeconomic backgrounds than any other higher education institution in the nation, and be ranked within the top five in Australia for overall student experience.

To support increased access and participation in higher education, a \$120 million Equity Scholarship Fund and \$30 million international Marketing Grant have been established in partnership with the South Australian Government, to provide additional support for students to achieve educational success and to further attract talent to our state.

# Reimagined research

## Our research ambitions

Adelaide University will deliver future-making and partnered research of scale, focus and excellence to transform the South Australian economy and contribute to solving global challenges.

We will advance signature research institutes and centres – research concentrations within and across our academic structures – and work across the full value chain from discovery to translation and commercialisation spanning a breadth of domains and through multidisciplinary and transdisciplinary research activities.

Our approach to research training will be nation-leading, with a dedicated Adelaide University Graduate Research School to support our research students through contemporary, accessible and flexible pathways to internationally recognised research qualifications.

In 2024, Adelaide University's foundation institutions produced nearly 8,500 publications, with 73% of these appearing in top-quartile journals. More than half of these outputs featured international collaborations, and the institutions achieved a Field-Weighted Citation Impact of 2.48, outperforming all other Group of Eight universities (SciVal). Based on current data, Adelaide University on opening will be home to 26 Clarivate Highly Cited Researchers. Underpinning these research efforts is a combined external research funding revenue in excess of \$500 million (2024).



## Signature themes

Adelaide University will conduct research of the highest global standard through five signature research themes, which are focused on research impact and founded on excellence. Research and translation will be delivered in partnership and collaboration with industry and the community. Our signature research themes include:

- Creative & Cultural
- Defence & National Security
- Food, Agriculture & Wine
- Personal & Societal Health
- Sustainable Green Transition

Adelaide University aims to accelerate the recognition of South Australia as a critical testbed for innovation. This will be realised through connected theme strategies and research activities across the institution. Our research activities will be further supported by a \$200 million Research Fund established with the South Australian Government.



# Powerful partnerships

## Impactful and engaged

With an ambition to be Australia's most connected university, the impact that Adelaide University has in the wider world will transcend the internal structures which enable it. We aim to become the leading destination for the best global innovators, thinkers, entrepreneurs and researchers as Australia's most connected university – partnering with the communities we serve and an engine for innovation, greater social cohesion and economic development.

Through more than 3,000 powerful partnerships with end-users, industry, government and the broader community – locally, nationally and internationally – we will break down barriers and unlock new ways of thinking and doing.

## Our alumni network

From day one, Adelaide University will connect more than 400,000 alumni from 150 countries – making it one of the largest alumni groups in Australia. A global network that is unified by the legacies of their graduating institutions and coming together as part of a new generation sharing experiences, stories, memories, and networks around the world.



## Going global

Our network of strategic global partnerships with world-leading higher education institutions, research centres, corporations and government agencies will enable knowledge sharing, capacity development and collaboration at scale to collectively tackle the most pressing global needs and to achieve greater positive impact for all.

## Community and cultural connections

Adelaide University will be a visible cornerstone in the communities we serve through collaboration, partnerships and outreach. Our cultural institutions and precincts share a rich and modern history, celebrating knowledge, curiosity, meaning and expression. This includes the Elder Conservatorium of Music, the futuristic museum of discovery (MOD.), the Samstag Museum of Art, Special Collections and Archives, the Bob Hawke Prime Ministerial Centre, the Julia Gillard Prime Ministerial Library, Kaurna Warra Pintyanthi, the Architecture Museum, and the Museum of Classical Archaeology.

# Our campus footprint

**A**delaide University will proudly hold the largest campus footprint in South Australia, spanning six metropolitan and three regional campuses, along with local, rural, interstate and transnational destinations, hubs and pathway colleges.

Through a detailed masterplan, we will optimise our combined property portfolio to deliver engaging and activated campuses that provide unique experiences reflective of its character and intended purpose, along with facilitating the desired co-location of academic activities to grow and support synergies with industry, aligned to major priorities.

Our students, researchers and staff will have access to state-of-the-art facilities equipped with industry-standard tools and technologies. Adelaide University will also offer an extended suite of leading online study options.

## Campuses

- Adelaide City
- Magill
- Mawson Lakes
- Roseworthy
- Waite
- Mount Gambier
- Whyalla

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### Mawson Lakes Campus





Adelaide City Campus



Roseworthy Campus





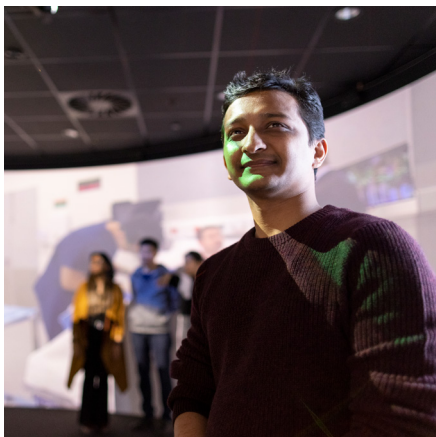
# Higher education in Australia

Australia is a global study destination known for delivering contemporary and industry-relevant qualifications of the highest world standard. Australia is a place for emerging scientists, entrepreneurs, thinkers, designers, creators and humanitarians – where groundbreaking knowledge and innovations are made through impactful partnerships and collaborations across the globe.

Education is also a major economic driver. It's the nation's second largest export outside of mining, worth almost \$50 billion and supports around 250,000 jobs.

Australia is home to 42 universities with many continuing to rank amongst the world's best for quality education, student satisfaction and overall global reputation according to leading bodies such as Times Higher Education (THE), Quacquarelli Symonds (QS), and the Academic Ranking of World Universities (ARWU).

Furthermore, Australia has more of the global top 75 universities per capita than other leading nations, including the United States, United Kingdom and Canada. Australia is also highly rated in the U21 Ranking of National Higher Education Systems, ahead of France, Germany, Norway and Japan.



The Australian education system is highly popular, with a majority of local young adults choosing to pursue tertiary learning. Recent OECD data shows an increase of 51% in the number of young Australians with a tertiary degree – up 9% in the last decade and well above the OECD average of 44%. This is reflected in Australia's low unemployment and highly skilled workforce.

The Excellence in Research for Australia (ERA) Report produced by the Australian Research Council (ARC) demonstrates that much of Australia's research is rated above world standard. Australia also accounts for more than 3% of the world's top 10% of most-cited scientific publications, competitive with Canada, Japan and France.

Australian universities are an indispensable partner in the delivery of a brighter future for all. The sector is keeping pace with the evolution of society, which is continuing at an unprecedented rate with the effects of digitalisation, artificial intelligence, decarbonisation, climate change, national security, growing populations, and the need for greater access to healthcare. Globally, we are facing intergenerational challenges – and we are at the forefront of finding solutions for a better world.









# Living and working in Adelaide

## A driving force

Adelaide is continually ranked as one of the most liveable and beautiful cities in the world, shaped by compelling stories told over more than 65,000 years. The first of these stories were created by the Kaurna people of the Adelaide Plains.

Our stories have led to big ideas, challenged convention, and brought people together. Adelaide has always been a point of convergence – a space for art, history, culture, innovation, education and conversation – and significant firsts. From recognising women’s voting rights in 1894 to the Sex Discrimination Act of 1975, from electing a First Nations voice to our State Parliament to banning single-use plastics – we are known for making monumental shifts in history.

South Australia has high ambitions and a growth agenda that is smart, sustainable and inclusive. We embrace innovation and connectivity through ever-expanding industry and research collaborations driving impact beyond our borders. South Australia is a global destination for green transition, a defence partner of choice in a fragmented world, and a place for emerging technologies and breakthroughs in health.



### City in a park

Designed around 760 hectares of parklands.



### Sustainable future

Committed to zero waste, a circular economy and carbon neutral future.



### Shining bright

QS top 30 city worldwide for exceptional student viewpoint and diversity.



## A vibrant city

Adelaide is a celebration of diversity and inclusion with a strong sense of community. It's boutique and accessible, balancing the best of urban living with striking natural landscapes and a close connection to the South Australian regions. From picturesque coastlines and rolling hills to open parklands, plains and vineyards – you are never too far away.

There is an ever-evolving skyline and an urban renewal that boasts brilliant hospitality, cultural and sporting institutions, and reimagined precincts – presenting the perfect backdrop and host city for national and international events. We are known for our Mediterranean-like climate, modern public transport, bicycle-friendly lifestyle, and Adelaide Airport has been recognised as the best in Australia and within the Asia-Pacific.



Image above: South Australian Tourism Commission  
Image top right: joeyjoenes



## A spirit of discovery

We are a society that embraces technological opportunities in education, energy, space, advanced manufacturing, food and wine, creative industries and health services. It's a learner's city for curious minds. We are transformational, setting our own pace for life through advancement and discovery.

Adelaide has always been a forward-thinking city. Optimism and investment from private and public sectors have created innovation districts such as Lot Fourteen and Adelaide Bio-Med City, which is the largest health and medical precinct in the southern hemisphere attracting world-leading talent to North Terrace where our city campus is located. It's a small wonder then that Adelaide was ranked first as the best place to do business in the Business Council of Australia's Regulation Rumble Report for 2024.





## Our employer brand

### Why us?

At Adelaide University, we create the opportunities you need to meet your ambitions – because when you thrive, we thrive.

We are pioneers, driven to build a university that leads to a better tomorrow by creating Australia's dynamic change makers.

To achieve this, we exemplify excellence, champion unique perspectives, and celebrate your achievements.

You will be our biggest strength.

Here, you will be respected and valued, for the pivotal part you play inspiring, educating and forging a new generation of global leaders and delivering transformational, future-making research.

You are a force for positive change. Together, we will define Adelaide University.



# The Adelaide University Difference

## A university defined by you

You will have a once in a generation opportunity to build a leading global university. Be a trailblazer – define your career and shape your impact in a place that has the scale and energy to match your ambition.

## A place, made for you

You will flourish in South Australia, one of the world's most creative and liveable global regions. Our university campuses are connected by our vibrant social, cultural and educational ecosystem.

## A work culture co-designed by you

You will enjoy a flexible and empowered workplace, where feedback is encouraged, innovation is valued, and your wellbeing is paramount. We look to you, to help us co-create a safe space where achievements are celebrated and challenged are tackled together.

## Championing diversity

We are steadfast in our commitment to prioritising access and creating a culturally safe environment for everyone. We recognise, respect and champion your diversity, offering a truly inclusive career where anyone with ambition can thrive.





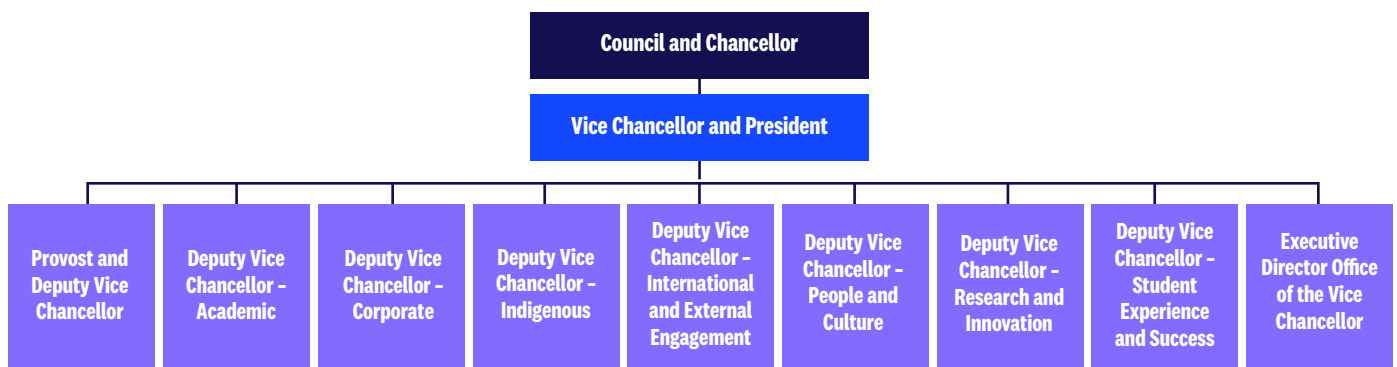
# Governance

The Adelaide University Transition Council was established under the *Adelaide University Act 2023*, with provision made for the membership of 16 Council Members. The Adelaide University Transition Council is overseeing the creation of and transition to the new institution's vision and ensuring the successful delivery of Adelaide University's vision and ambitions. The *Adelaide University Act 2023* prescribes the composition of the Council of Adelaide University members, which includes the Vice Chancellor (ex officio).

The Vice Chancellor will work collaboratively with the Chancellor and Vice Chancellor Executive Leadership Group (VCELG) to ensure that senior leadership are well informed and to facilitate advice and counsel on:

- strategic, operational and legal matters; and
- national and international developments in higher education strategy and government policies.

## Adelaide University Executive Structure



## Adelaide University Colleges

Our academic and educational offerings are intended to be organised within six colleges and discipline based schools and complemented by our research institutes and centres.

### College of Business and Law

School of Economics  
 School of Accounting and Finance  
 School of Law  
 School of Management  
 School of Marketing

### College of Creative Arts, Design and Humanities

School of Architecture and Building  
 School of Communication, Media and Journalism  
 School of Humanities  
 School of Performing Arts and Elder  
 Conservatorium of Music  
 School of Visual Arts and Design

### College of Engineering and Information Technology

School of Chemical Engineering  
 School of Civil Engineering  
 School of Computer Science and Information Technology  
 School of Electrical and Mechanical Engineering

### College of Health

School of Allied Health and Human Performance  
 School of Pharmacy and Biomedical Science  
 School of Dentistry  
 School of Medicine  
 School of Nursing and Midwifery  
 School of Public Health

### College of Science

School of Agriculture, Food and Wine  
 School of Biological Sciences  
 School of Mathematical Sciences  
 School of Physics, Chemistry and Earth Sciences  
 School of Veterinary and Animal Sciences

### College of Education, Behavioural and Social Sciences

School of Education  
 School of Psychology  
 School of Society and Culture  
 School of Social Work and Social Care



# Position description

## Purpose

The Vice Chancellor and President (Vice Chancellor) of Adelaide University is the chief executive officer of the newly created Adelaide University, providing inspiring leadership through the University's transformation phase and institutional oversight to propagate a high-performance culture that delivers exceptional outcomes. This role is pivotal in realising the benefits and strong transformational opportunities presented by the amalgamation of The University of Adelaide and the University of South Australia (foundation universities). The Vice Chancellor will build a distinctive institutional culture, deliver and implement against agreed and emerging strategic priorities. In addition, the Vice Chancellor will harmonise operational policies, practices, and systems to capitalise on the creation of a new university with a nation-leading comprehensive curriculum, an outstanding student experience, and world-class research excellence – towards delivery of a transformed enterprise that sustainably ranks Adelaide University among the world's top 100 universities.

As set out in the *Adelaide University Act 2023*, the Vice Chancellor is the principal academic and chief executive officer and is accountable to the Adelaide University Council for maintaining academic standards, effective management and administration of Adelaide University, ensuring alignment with its mission and vision.

Working collaboratively with the members of the Adelaide University Council, its Committees and Academic Board, the Vice Chancellor will be responsible for delivering the institution's transformative strategies.

The Vice Chancellor will embrace the challenge of leading Australia's new comprehensive public university and be responsible for the fiscally sustainable realisation of the agreed goals articulated in the University's *Strategic Ambition and Direction 2024-2034*, bringing the necessary skills, focus, energy and determination for this purpose. To achieve the *Strategic Ambition and Direction 2024-2034*, the Vice Chancellor must inspire and engage a newly formed community of colleges, staff, and students, and engage with the wider community, demonstrating strong strategic thinking and problem-solving capabilities.

In addition to having an open and constructive working relationship with Council, the Vice Chancellor will establish and model the highest personal integrity and professional standards for Adelaide University's services, operations, administration, governance, and culture.





## Adelaide University

Adelaide University is Australia's new public comprehensive university. By combining the strengths of the University of South Australia and The University of Adelaide, Adelaide University will, as a new member of Australia's Group of Eight research intensive universities, deliver a nation-leading comprehensive curriculum, an outstanding student experience, and create world-class partnered research excellence. Opening its doors for the first time in January 2026, Adelaide University strives to be both proven and audacious and will immediately rank among the world's very best young universities from Day One of its operation.

Adelaide University's decadal ambitions are set out in our strategic plan, Adelaide University: *Our Strategic Ambition and Direction 2024-2034*. Through our ambition, we will drive the innovation and scale needed to make transformational investments for South Australia and beyond. We are building a future-focused, for purpose University, committed to achieving greater access to education, transforming lives and livelihoods, and breaking the cycle of inequality through flexible entry, pathways, scholarships, and dedicated student support.

Our founding legislation appropriately recognises the significance and innovation of Aboriginal and Torres Strait Islander communities and makes provision for Adelaide University to be Australia's first tertiary education institution to have a legislated Aboriginal name. We will meaningfully embed First Nations knowledges into our curricula through purposeful collaborations with Elders, Aboriginal communities, and knowledge holders.

We will shape a contemporary university that is connected to priority industries, producing graduates that are highly sought after around the world. Adelaide University will embed work integrated learning and enhance employability throughout the student experience. A new university of global standing sustainably ranked among the world's top 100 universities, Adelaide University will create brighter futures for contemporary learners and global citizens which, along with partnered future-making research of scale, excellence and focus, will strengthen our prosperity and propel the next generation of leaders towards their own significant 'firsts'.

## Our values

Adelaide University's values create a shared purpose and understanding of who we are, what we stand for, and how we act.

The values will guide us every day as we strive to achieve our strategic aspirations. Each value has been brought to life through an accompanying descriptor that will guide our behaviours and interactions with each other, our students and partners.

<b>Trust</b>	We are authentic in our interactions and act with integrity and reliability.
<b>Inclusivity</b>	We embrace the uniqueness of each member of our community.
<b>Ambition</b>	Together, we are bold and energetic in our pursuit of excellence and opportunity.
<b>Respect</b>	We listen and learn through respectful dialogue and debate.
<b>Discovery</b>	We move beyond boundaries with curiosity and innovation.

## Key relationships

Reports to the Adelaide University Council, through the Chancellor.

Direct reports include:

- Provost and Deputy Vice Chancellor
- Deputy Vice Chancellor - Academic
- Deputy Vice Chancellor - Corporate
- Deputy Vice Chancellor - Indigenous
- Deputy Vice Chancellor - International & External Engagement
- Deputy Vice Chancellor - People and Culture
- Deputy Vice Chancellor - Research and Innovation
- Deputy Vice Chancellor - Student Experience and Success
- Executive Director Office of the Vice Chancellor



## Position description

External stakeholders include:

- Alumni
  - Australian Commonwealth Government
  - Australia's Group of Eight research intensive universities
  - Business and Industry Partners
  - Philanthropic Donors
  - South Australian community leaders and Aboriginal and Torres Strait Islander Elders and leaders
  - South Australian State Government
  - Universities Australia
- Build a compelling value proposition to leverage a network of over 400,000 existing alumni from the foundation universities and develop a connected and cohesive Adelaide University alumni identity and offering.
  - Lead innovative advancement campaigns and donor engagement strategies to enhance the institutional reputation, connection and endowment corpus while also generating new income streams to support the University to achieve its ambitions.
  - Be approachable and visible, fostering collaboration by engaging with individuals at all levels - both within Adelaide University and across external boundaries.

## Principal responsibilities

### Strategic leadership and impact

- Drive and deliver the Adelaide University Transformation Agenda against its *Strategic Ambition and Direction 2024-2034* to provide focus and cohesion across the institution and position it for success as it establishes itself in operation from 2026.
  - Build on the institution's strong foundational financial position and chart the course for continued prosperity through financially sustainable growth and diverse revenue streams, resolutely determining the University's priorities and goals and the strategic investment of resources to achieve them.
  - Champion those opportunities that will serve to heighten the economic prosperity and social cohesion of South Australia and create a better Australia through impactful and engaged partnerships.
  - Lead the institutional strategy to significantly increase participation on campus and online as Australia's largest domestic higher education provider and enact strategies and systems to enhance student success through deliberate investments that extend access and equity of opportunity.
  - Steer the recognition and strengthening of Aboriginal peoples and knowledges across all facets of the University's operations and services through deep, meaningful engagement and collaboration.
- Implement a comprehensive framework for measuring and evaluating the impact of strategic initiatives, ensuring accountability and transparency in achieving Adelaide University's goals.
  - Sponsor diversity, equity, and inclusion within the Adelaide University community, ensuring that all voices are heard and valued in decision-making processes.
  - Foster a strong, united, and collaborative Vice Chancellor's Executive Leadership Group (VCELG) that drives delivery against Adelaide University's strategic vision and enhances institutional effectiveness.

### Academic excellence and purpose

- Drive connections between education, research, industry, and the wider community, implementing the new University's unique attainment model as the cornerstone of a contemporary and comprehensive curriculum to meet the needs of lifelong learners and leveraging the scale of the institution through disciplinary depth and interdisciplinary collaboration.
- Foster a culture of academic innovation and excellence by encouraging engagement in cutting-edge research and the adoption of best practices in teaching and learning methodologies.

## Position description

- Catalyse the potential of Adelaide University's research strengths to generate globally relevant impact, outcomes and enterprise through a culture of research translation, meeting the needs of communities both across Australia and internationally.
- Set and ensure the highest standards of academic quality, integrity and enquiry, and scholarship, positioning Adelaide University as a pre-eminent teaching, learning and research institution.
- Gear the institution to deliver inspiring work integrated learning and an outstanding student experience, ensuring Adelaide University students are equipped with future-facing capabilities and always provided with an inclusive and safe campus and online learning environment as well as world class facilities.
- Promote transparency and ethical decision-making in all operational processes, ensuring that governance practices align with Adelaide University's values and mission.
- Commit to and create a culture of continuous improvement and renewal to build organisational capacity to anticipate and respond to external influences and challenges that will ensure the resilience and future trajectory of the University.

### **Operational leadership and governance**

- Lead, coach, and collaborate with members of the VCELG to strengthen the integration of education, research, and services creating a culture of operational and service excellence and high performance.
- Set the expectation for and ensure compliance with Adelaide University's strategic, policy, and risk frameworks, registration and accreditation requirements, and legislative obligations while modelling the highest professional and academic standards.
- Oversight the operational efficacy and efficiency of Adelaide University's operating models ensuring appropriate consistency of structures, ways of working and delegated authorities, that enable organisational agility and integrity of services.
- Through the VCELG, establish clear performance metrics and accountability frameworks for all operational areas, ensuring that progress is regularly monitored and reported to stakeholders.
- Implement risk management strategies that proactively identify and mitigate potential challenges, ensuring Adelaide University is prepared for unforeseen circumstances.
- Facilitate the evolution of a strong, distinct and new shared Adelaide University cultural identity by leading initiatives which build from the cultures of the foundation universities and promote shared vision and values which foster unity and collaboration among college, staff and students.
- Ensure the establishment of a robust communication plan to keep all stakeholders informed and engaged throughout delivery of the University's transformation agenda, ensuring transparency and addressing concerns effectively.
- With the VCELG develop and execute change management strategies that facilitate the transformation deliverables of the new institution, ensuring that all staff and students are supported throughout, without diminution of experience or outcomes.
- Establish metrics and evaluation processes to assess the effectiveness of the integration, adjusting as necessary, to ensure the University meets its strategic goals.
- Build and enhance partnerships with industry, government, and other educational institutions to create opportunities for collaboration, funding, and resource sharing that benefit the University.

### **Change leadership**



## People and culture

- Attract and retain the highest performing talent by providing best in class facilities, flexible working practices, enabling policies, an inclusive and safe working environment, and a commitment to 'culture first' institutional strategies that enable Adelaide University's people to fulfil their potential.
- Connect people to the vision and ambition of the University and oversee the development of strategies that enable collegiality, collaboration, and growth to lift Adelaide University's performance, nurture innovation, drive its competitiveness and generate pride in what Adelaide University stands for.
- Set clear expectations that all members of the Adelaide University community will uphold the University's core values in all aspects of their work and interactions with colleagues, students, partners, and stakeholders.
- Ensure Adelaide University delivers on its Employer Brand by scaffolding co-creation at the heart of the institution's practice, ensuring the voices of our staff and students are actively encouraged and responded to, and that their achievements are always appropriately celebrated.
- Ensure that all staff, students, and partners of the institution embrace diversity as an engine of innovation and aspiration. Personally promote a commitment to harnessing Aboriginal knowledges and the development of cultural awareness, mutual respect, and recognition as a hallmark of the Adelaide University institutional culture.
- Set the expectation that a physically and virtually safe environment in which to work and study is a key priority for which all Adelaide University community members take responsibility.

## Advocacy and external engagement

- Earn the support of the University community as a trusted and authentic leader who champions their institution and its success.
- Play a leadership role in the higher education sector to ensure that Adelaide University's interests are effectively represented, by collaborating with network partners, alumni and other universities, engaging with, and influencing government, and being a leading voice in discussions on Australian higher education policy.
- Establish and maintain credibility within the higher education sector globally.
- Promote and bolster the profile and future standing of Adelaide University by building on the strengths of the foundation institutions and pursuing and cultivating State, national and international partnerships aligned to Adelaide University's mission and vision.
- Represent the institution in advocating for universities and the future direction of higher education policy in Australia as a member of the Group of Eight research intensive universities, Universities Australia, and across the wider community.

## Key selection criteria

### Qualifications

- A recognised higher degree or an outstanding record of scholarship and/or professional standing and profile.

### Role-specific requirements

- An extensive and evidenced track record of successful inspirational and visionary strategic leadership and executive management and the capability to execute and deliver in a multi-faceted, complex environment of comparable scale and context.
- Successful leadership of transformational change at a whole of institution level to enhance performance, prosper strategic intent, and deliver tangible benefits and outcomes.
- Proven aptitude and skills to build a cohesive and constructive culture together with a physically and psychologically safe working and learning environment.
- A proven track record of inspiring teamwork and shared ownership through effective delegation and engagement. Evidence of a personal commitment to discovery and intellectual enquiry and proven ability to build the respect of academic colleagues and to foster and enable academic and intellectual freedom within a comprehensive institution.
- Demonstrated understanding of the global higher education sector's complexities, opportunities, challenges, and competitive tensions, along with the confidence to navigate them, ensuring Adelaide University is positioned and remains in the top 100 of universities worldwide.
- Demonstrated strong commercial acumen, evidenced ability to diversify, generate and grow revenue streams, proven fiscal probity and a record of extensive experience and delivery in strategic planning, management, and administration.
- Demonstrated track record of successful institutional level decision-making and prioritisation across people, financial, and commercial considerations that leads to organisational performance and prosperity.
- Evidenced substantial success in leading or partnering with complex research institutions and in embedding research translation that delivers social impact and commercialisation opportunities.
- Track record of successful fundraising and expanding philanthropic donations together with proactive donor and alumni engagement.
- Exceptional advocacy and communication skills, and demonstrably able to act as a credible voice capable of influencing policy and forming partnerships across government and industry by effectively considering multiple perspectives.
- Demonstrated authenticity, integrity, resilience, dynamism, and commitment to being a visible role model for Adelaide University's core values, upholding the highest ethical standards in leadership.
- Evidence of commitment to, and demonstrated respect for, First Nations Peoples and Indigenous knowledges and diversity, equity and inclusion resulting in tangible outcomes.
- Demonstrably responsive to feedback, personally resilient and tenacious with a proven capacity to navigate uncertainty and complexity through the highest levels of self-management.



# Application process

## How to apply

Adelaide University is being supported in this global search by executive search partner, Korn Ferry.

For a confidential discussion about this rare opportunity, please contact Dr Courtenay Atwell on +61 403 553 836 or at [adelaideuniversityvc@kornferry.com](mailto:adelaideuniversityvc@kornferry.com)

Please do not provide original documents as part of your application.

## Timelines

The closing date for applications is Tuesday 18 March 2025.

## Confidentiality

All applications and personal data will remain confidential. For more information please email [adelaideuniversityvc@kornferry.com](mailto:adelaideuniversityvc@kornferry.com)

## Resources

- ↓ [Adelaide University Strategic Ambition and Direction 2024-2034](#)
- ↓ [Adelaide University Corporate Brochure](#)
- ↓ [Adelaide University Act 2023](#)
- ↓ [Australian Universities Accord](#)

