Flinders University

Dean (People and Resources)

College of Medicine and Public Health

Candidate Brochure & Information





Flinders University acknowledges the Traditional Owners and Custodians of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kaurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

Today, over **400 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS** are enrolled in courses at Flinders University.

A message from the Interim Vice-President and Executive Dean

Flinders University | Medicine & Public Health



Our College demonstrates outstanding strengths in the collegiality of its people and their commitment to Flinders. Building on a longstanding partnership with Flinders Medical Centre, the College is recognised for innovation in teaching and its strong, evolving relationships with healthcare providers across South Australia, Darwin, and the Central Australian Corridor.

Our fundamental vision is to improve the health of our communities.

We are now inviting applications for an exceptional opportunity to fulfil the role of Dean (People and Resources) within the College of Medicine and Public Health. This influential leadership position offers the opportunity to shape the College's academic workforce strategy and drive the people, capability and resource agenda that underpins excellence in teaching, research and impact. We look forward to you joining Flinders University and making an invaluble difference to community health outcomes together.

Our research, teaching and learning changes the lives of individuals and communities. We deliver clinical, population and lab-based research, integrated teaching programs and high quality clinical services. Our research and teaching aims to equip the next generation of leaders and innovators with the skill, commitment and vision to protect vulnerable communities and truly advance health outcomes.

Aboriginal and Torres Strait Islander health is a priority area for Flinders University and the College, with initiatives in Aboriginal and Torres Strait Islander Health distributed across a diverse central Australian Flinders University corridor.

We promote research in health services, systems improvements, public and population health, improved clinical care and laboratory and precision medicine. This approach has seen us investigate everything from community health problems to the smallest of molecules that influence human disease.

Our ambition is that University life should be enjoyable and enriching for all students, and our campuses should be energising places to work - that's why we've been transforming, and investing in cutting edge facilities to ensure learning and workspaces are stimulating and satisfying, friendly and fun. Flinders is the destination for those committed to teaching and research excellence, and student success.

Members of the College of Medicine and Public Health at Flinders University are in an enormously privileged position; to make a difference to the health of the communities we serve through the transformative power of research, education and care.

Professor Karen Lower
Interim Vice-President and Executive Dean

About Flinders

Flinders University is a globally focused, locally engaged institution where a focus on our people and culture, engagement and impact drives world-class education and research.







Since 1966, Flinders University has been at the forefront of innovation in Australian higher education, shaping the future through bold ideas, pioneering research and transformative learning experiences. We are transforming and investing in people and facilities to create contemporary, stimulating and satisfying learning and work environments that reflect our core values of excellence, innovation, courage and integrity.

At Flinders, we put students at the heart of everything we do. Our commitment to their success is reflected in an educational experience shaped by innovative teaching, pioneering research and a culture that inspires curiosity and lifelong impact. This focus on contemporary teaching is reflected in our courses that provide students with best-practice technologies and teaching methods to suit their fields, lifestyles and study preferences.

Our research is contributing to discoveries in biomedical and clinical sciences, culture and society, health and human behaviour, molecular science and technology, and water and the environment. With 90 per cent of this research rated world-class or above by the Australian Government's Excellence in Research for Australia, our students know they are exposed to internationally renowned academic expertise while enjoying a challenging and inspiring student experience.

Flinders has some 25,000+ students enrolled in more than 150 undergraduate and almost 300 postgraduate courses, as well as higher degree research supervision across all disciplines. Nearly 5,000 international students from almost 90 countries make up 13 per cent of our on-campus population; 1,500 are enrolled in our numerous offshore programs. Our ambition to grow our national and global footprint in accessible online modes and multi-site, physical locations is ever-strong.

Flinders is committed to genuine equity, as well as celebrating and increasing representation of diversity by providing a wide range of special access schemes. This is highlighted through our five SAGE Cygnet Awards - the first University in South Australia to achieve this notable milestone.

Agenda 2035.

Impact. With Purpose.

At Flinders University, our purpose is to change lives and change the world. We bring this ambition to life through a deep commitment to our students and our communities, by understanding the transformative role that education and research play in shaping a better future.

Over the past decade, our Making a Difference strategy has strengthened our capacity, expanded our reach, and deepened our impact. Building on these foundations, our new strategic plan looks to 2035 with a clear focus on creating positive change at even greater scale though the life-changing power of the education we provide, and the reach and relevance of the work we do.

Our 2035 Agenda was developed through a collective imagination and collaborative process.
This is Insight to Impact.

1,500+
students, staff and partners participated

50,000
words of ideas and aspirations collected

25+
workshops and events

4+
workshop locations, across Adelaide & Darwin

Our Strategic Drivers

- Students First
- The university for industry and enterprise
- Research that matters

Our Core Enablers

- Vibrant culture
- Fast and flexible
- Ethical tech
- Here for good
- Stronger together

Our Values

- Integrity
- Courage
- Innovation
- Excellence

Flinders at a Glance: Fast Facts

#1 in SA for undergraduate

Learning Resources

The Good Universities Guide 2025 (undergraduate), public SA-founded universities.

#1 in SA for postgraduate

Full Time Employment

The Good Universities Guide 2025 (postgraduate), public SA-founded universities.

#3 in Australia for student teacher ratio

The Good Universities Guide 2025.

#8 in the world for gender equality

Times Higher Education University Impact Rankings 2024.

#10 in the world for reduced inequalities

Times Higher Education University Impact Rankings 2024.

5 stars in education and training for learner engagement

The Good Universities Guide 2025 (undergraduate), public SA-founded universities.

5 stars in education and training for learning resources and teaching quality

The Good Universities Guide 2025 (postgraduate), public SA-founded universities.

Over $133 million in research income

Students

25,062

18,661 domestic
6,401 international
15,925 female
3,828 low SES
3,747 rural and remote

International students

6,401

4,857 onshore
1,544 offshore

Staff

3,063

1,368 academic
1,695 professional
from 99 countries

Alumni

135,000+

in 130 countries

Campuses and locations

South Australia

Adelaide CBD
Bedford Park
Barossa
Berri
Mount Gambier
Murray Bridge
Renmark
Tonsley
Victor Harbor

Northern Territory

Alice Springs
Casurina Royal
Darwin Hospital
Katherine
Nhulunbuy
Tennant Creek

About the College of Medicine and Public Health

The College of Medicine and Public Health is dedicated to improving health outcomes through world-class education, impactful research, and workforce development. Our integrated approach, spanning clinical training, population health, and laboratory science, supports the health and wellbeing of individuals and communities across Australia.

With a distinctive footprint stretching from metropolitan Adelaide through rural South Australia to remote communities in the Northern Territory, we are deeply embedded in the regions we serve. This unique reach underpins our strong commitment to health equity and ensures that our programs, research, and partnerships reflect the needs and priorities of diverse populations.

At the heart of the College, the Flinders Health and Medical Research Institute (FHMRI) is leading life-changing research that connects molecular discovery with community-led health initiatives. FHMRI addresses the most pressing health challenges by advancing precision medicine, innovating clinical care, strengthening health systems, and driving public and population health outcomes.

Our strategic research priorities are reflected in our Flagship Programs - Sleep Health and Eye and Vision - as well as Impact Programs in Health Equity and Cancer. These initiatives embody our focus on real-world impact and evidence-based solutions.

FHMRI's bold vision to eliminate disease and reduce health inequities is powered by cutting-edge investigations and collaborative partnerships. Researchers work closely with health practitioners, patients, and global networks, supported by state-of-the-art facilities and a culture of innovation, inclusion, and excellence.

We are proud to lead nationally in Indigenous and Rural and Remote Health research, partnering with communities to close the gap and improve outcomes where the need is greatest.

Through our commitment to education, the College is shaping the next generation of doctors, clinicians, and health professionals. Our graduates are equipped with the knowledge, skills, and compassion to build a healthier, fairer future.

At the College of Medicine and Public Health, our work doesn't just generate knowledge - it enriches communities and transforms lives.

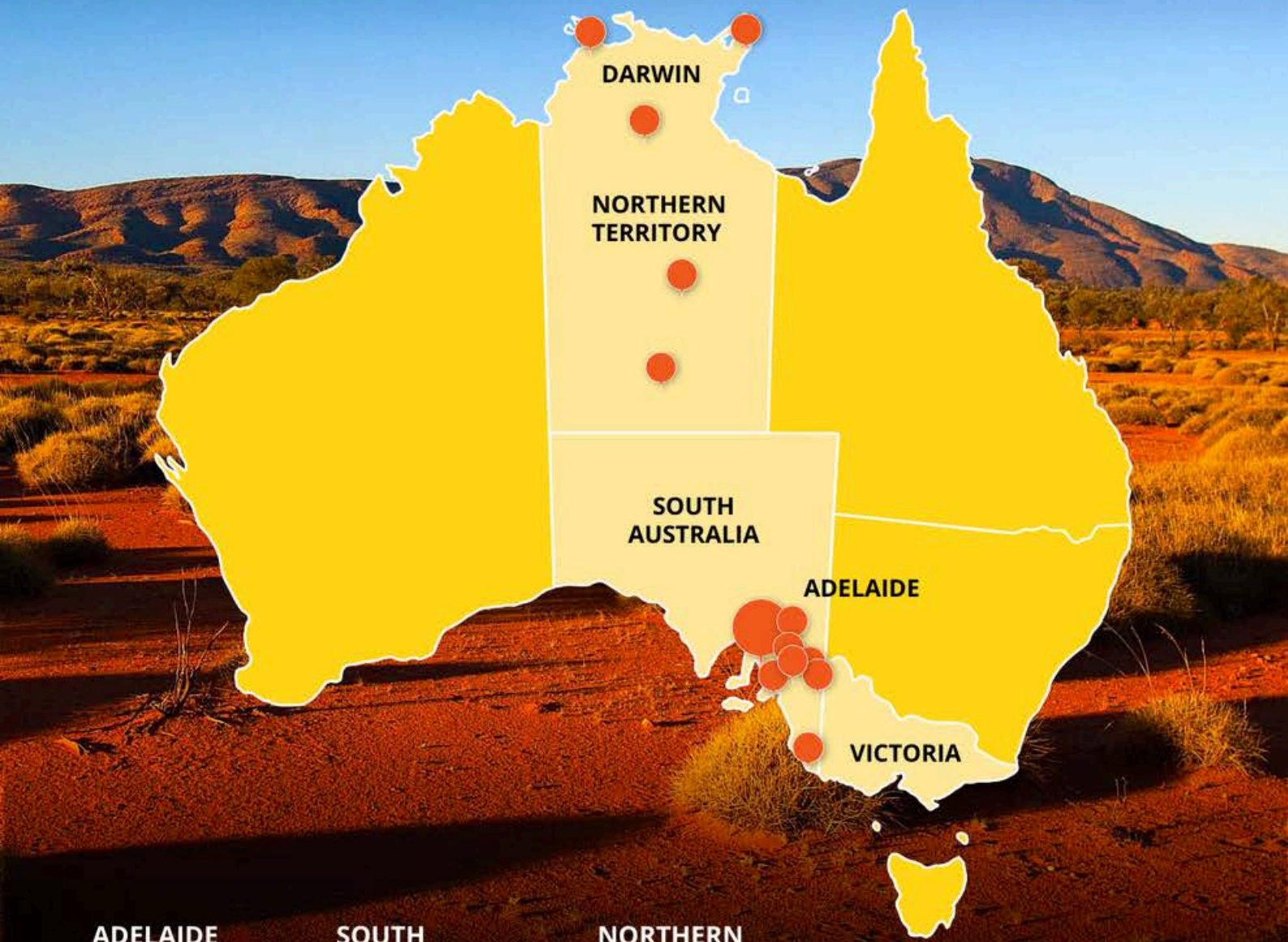






Rural and Remote Health SA & NT geographic footprint

Headquartered in Adelaide, South Australia, one of the defining features of Flinders University is their geographic footprint across the Australian Central Corridor. Flinders Rural and Remote Health SA and NT facilitates high quality multidisciplinary health education with regional academic programs and research positively impacting some of the most diverse and culturally rich communities in Australia.



ADELAIDE
Bedford Park
Tonsley
Victoria Square

SOUTH AUSTRALIA
Mt Gambier
Victor Harbor
Murray Bridge
Nuriootpa
Renmark
Berri

NORTHERN TERRITORY
Alice Springs
Darwin
Katherine
Nhulunbuy
Tennant Creek

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About the Role

Flinders University | Medicine & Public Health

Dean (People and Resources)

College of Medicine and Public Health

As a key member of the College Executive Team, the Dean (People and Resources) plays a pivotal role in shaping the academic workforce and resource strategy that underpins the College's success. Partnering closely with the Vice-President and Executive Dean, the role provides strategic leadership and expert advice on the people, capabilities and resources required to achieve the College's ambitious research, education and engagement objectives. Working across a diverse and high-performing academic community, the Dean (People and Resources) drives workforce planning, talent development and organisational effectiveness, fostering an environment where excellence, innovation and collaboration can thrive.

Key Position Responsibilities

- Provide effective leadership in developing, designing and supporting the implementation of academic staffing plans across the College to deliver the University's strategic objectives and achieve the College's key performance indicators.
- Participate in the development of strategic directions for the College within the context of the University's planning framework and the University's overarching strategies.
- Develop and implement proactive staff attraction and retention plans, which ensure that the College has the right numbers and configurations of appropriately skilled and motivated academic staff for both short and long term activities, priorities and targets.
- Lead on the development, implementation and monitoring of key performance indicators, capabilities and provide staffing information to facilitate improved individual and College performance.
- Provide leadership in ensuring appropriate development opportunities are available to academic staff and provide advice to the Vice-President & Executive Dean in relation to performance management, complaints and/or disciplinary matters in relation to academic staff.
- Ensure there is a clear and transparent framework in place for appraisal and performance management of individuals, including establishing performance expectations and monitoring the use of the framework to ensure effective people management and performance in the College.
- Provide leadership in relation to the planning and allocation of academic workloads, space and other resources.
- Any other responsibilities in line with the level of the role as assigned by the Vice-President and Executive Dean and/or the University.

Key Position Capabilities

- A PhD, or equivalent qualifications.
- Demonstrated ability to contribute constructively to the overall strategic performance and positioning of the College, as a member of the College's Senior Leadership Team.
- Highly developed strategic, organisational and management skills and ability to manage and lead staff in a demanding and changing global higher education environment.
- Proven ability to translate strategic objectives into deliverable operational plans resulting in high performance outcomes in a highly demanding and complex higher education / health environment.
- Proven ability to analyse, interpret and present complex data and build business cases supported by clear evidence, making recommendations and contributing to the development of staffing and operational plans.
- Demonstrated knowledge of the diversity and equality agenda, and appreciation of a proactive approach to diversity within a complex organisation.
- Experience in managing, leading, coaching and mentoring staff, including the management of academic workload in accordance with agreed workload models.
- Highly developed leadership, negotiation and influencing skills with the ability to motivate, challenge and engage individuals and teams.
- High level interpersonal, communication and problem-solving skills including the ability to consult, network and build relationships within the organisation and externally.
- Demonstrated ability to work effectively in a collegiate environment, develop and achieve shared goals and objectives and negotiate agreed directions and outcomes.

How to Apply

Flinders University | Medicine & Public Health

Dean (People and Resources)

College of Medicine and Public Health

The Dean (People and Resources) is more than just a leadership role; it is an opportunity to lead the College of Medicine and Public Health through an exciting phase of strategic and organisational change. If you are ready to take on this exciting challenge and have the experience and confidence in managing change within complex academic environments, we invite you to bring your expertise and vision to Flinders University's College of Medicine and Public Health.

Information for prospective applicants

For more information about working at Flinders University, visit the flinders.edu.au/joinflinders website.

Information about Flinders University can be found at: flinders.edu.au

Additional information about South Australia can be found at: southaustralia.com

How to apply

To find out more information and to apply online, please visit Jobs@Flinders and search: JR0000017991.

- Applications should consist of a full curriculum vitae detailing academic and professional qualifications, full employment history and relevant achievements. CVs should be accompanied by a suitability statement addressing all key position capabilities as listed in the position description.
- If you believe there are synergies between your knowledge, skills and experience and the opportunity, please contact: julie.rayner@flinders.edu.au for a confidential discussion about the position to be set up with Interim Vice-President and Executive Dean, Professor Karen Lower.
- For questions or queries related to the recruitment process, please contact Alessia Rotolo via email at: alessia.rotolo@flinders.edu.au
- If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.
- This position is open to international and domestic candidates. Relocation and visa support is available.

Please note, in light of the imminent festive period, shortlisted candidates will be contacted before Christmas, with interviews to be hosted in mid-Janurary. We thank you for your patience and understanding throughout this time.

The closing date is 11:59pm, ACDT, Monday 7/12/2026.

Health and Medical Research Building (HMRB)

Renowned as innovative and progressive, Flinders University knows bringing the brightest minds together with industry can change the world. That's why we've invested in and built a new Health and Medical Research Building (HMRB) as the centrepiece of our exciting Flinders Village development.

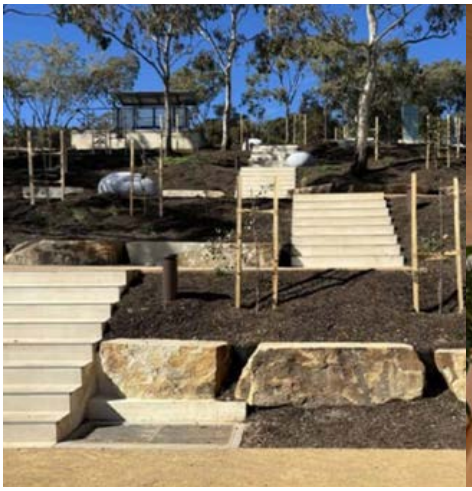
The HMRB enables researchers, practitioners and industry partners to work together more closely than ever before, creating a hub of collaboration within southern Adelaide's own biomedical research precinct. Located adjacent to Flinders Medical Centre and Flinders Private Hospital, it is the focal point of research informed by genuine patient need, positioned to make an immediate improvement to people's health and wellbeing.



Building on more than 50 years of exceptional health and medical teaching, the HMRB is a once-in-a-generation initiative that is transforming how we understand, diagnose and treat illness. The HMRB is a defining achievement in Flinders University's history; a landmark investment in the health and wellbeing of all South Australians and the next step in undertaking research that will change lives and change the world.

Fast Facts

- Accommodates staff from Flinders' Colleges of Medicine and Public Health and Health and Enablement
- Located just 50m from the Flinders Medical Centre and Flinders Private Hospital, it provides a unique relationship between research, education, clinical expertise and community.
- For people arriving by train, the impressive HMRB marks a new gateway to our campus via the new pedestrian connection through to University Drive and beyond.







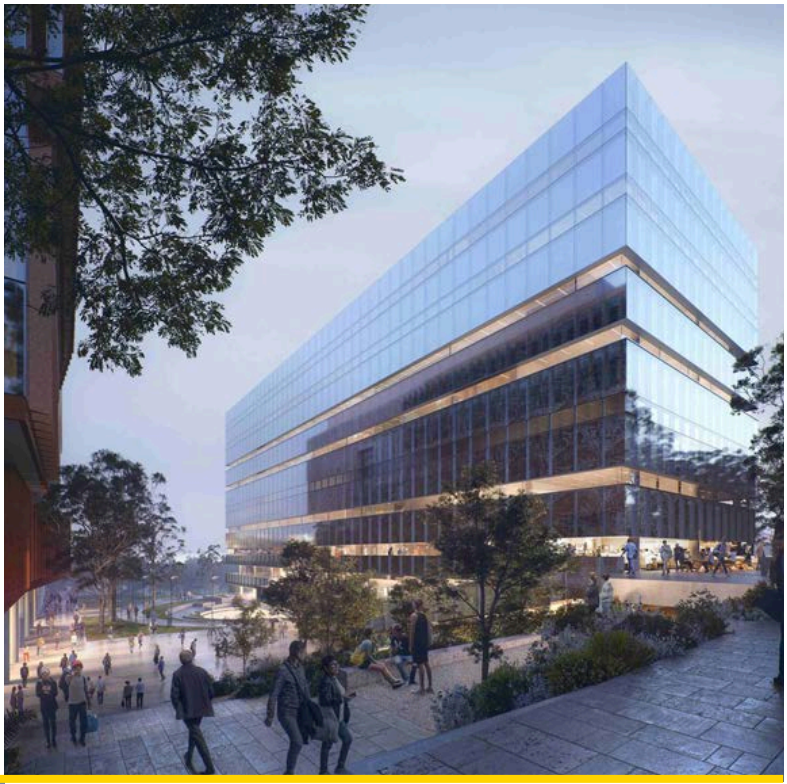
Flinders University HealthCare Centre

Flinders University will embark on a new state-of-the-art health service for South Adelaide: the Flinders HealthCARE Centre

The new 10-storey facility in the Flinders Health Precinct in Bedford Park will provide locals with 10,000 health appointments and see an additional 1,300 health professionals graduate each year.

The Flinders HealthCARE Centre, will feature three floors of state-of-the-art clinical space that will be able to treat 100 patients simultaneously.

Flinders University Vice-Chancellor Professor Colin Stirling says “the Flinders HealthCARE Centre is a game changer for our community, delivering better care, faster access, and a stronger health workforce.”





Research and training facilities at the Centre will mean Flinders University can produce an additional 1,300 work-ready graduates each year, including:

- 490 nurses
- 250 social workers
- 128 occupational therapists and speech pathologists
- 101 paramedics
- 60 physiotherapists
- More than 50 midwives
- 24 clinical psychologists
- 180 other allied health professionals

Design and development has begun this year, with Flinders University targeting construction to start in 2027 and the new facility scheduled to open early 2029.

LIVING IN ADELAIDE: a place to explore, relax and enjoy

Adelaide is the capital of South Australia and has a population of over 1.4million people. Adelaide's Mediterranean climate guarantees plenty of interest from people seeking to build a new life in Australia. Combine Adelaide's superb climate, busy festival calendar and unmatched food and wine culture, and you discover a proposition that is increasingly attractive to migrants seeking to improve their quality of life.

Adelaide welcomes the skills of professionals from wider Australia and the world at-large. If you are ready to indulge in world-class wine, gourmet food and the unrivalled opportunities to explore the outdoors thanks to a climate that is mild and conducive to all things adventure, come join us. Not only will you revel in the simple things that make life meaningful, but also enjoy highly satisfying work-life balance.

Bursting with culture, flavours, events, entertainment, pristine beaches, wildlife sanctuaries and more, we know being close to the things that make Adelaide great is important. As such, Flinders University's main campus is merely five kilometres from some of Adelaide's best beaches and only a stone's throw from the southern foothills so you can choose a lifestyle that suits you while remaining close to work.

Safe, welcoming communities coupled with a diverse range of nationally acclaimed public and private schools to best suit your family needs makes Adelaide an irresistible destination for families.

No longer a secret, Adelaide is a highly attractive city in which to live life to the fullest.

To live and workin Australia, you and any dependants will require an Australian Government Visa. Once you have accepted an offer of employment, Flinders University will, where appropriate, nominate you for a visa through the Australian Department of Home Affairs. The kind of visa applicable is determined by the type of offer received.

Flinders University provides relocation assistance to eligible Academic and Professional staff. An additional contribution will be made for appointees relocating with dependents.

For more information, visit: https://www.flinders.edu.au/employment/why-work-at-flinders/living-in-adelaide.

For more information about South Australia at large, visit: southaustralia.com.



Flinders University

Disclaimer: Every effort has been made to ensure the accuracy of information in this publication.
For further information visit Flinders.edu.au

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