

College of Human Sciences and Culture

CANDIDATE INFORMATION PACK

Dean (People and Resources)





We are on

KAURNA LAND

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, Kurna, 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.

College of Human Sciences and Culture



Professor Deborah West
Vice-President and Executive Dean
College of Human Sciences and Culture

The College of Human Sciences and Culture is dedicated to understanding people and social impact across psychology, education, sport, social work, humanities, and social sciences. We champion creative thinking, diverse ways of knowing, impactful research, and learning that changes lives. With student success at our core, we equip graduates to create meaningful change for individuals and society.

Our unique constellation of disciplines is our strength, enabling us to deliver research and teaching that improves the lives of individuals and communities. Our disciplines are both strong and interconnected, locally and internationally. Our people are committed, innovative and empowered, and our College is driven by individual and community capacity building, leading social justice initiatives and educational transformation.

We strive to be a dynamic and inclusive environment for research, learning and teaching — a place where students and staff feel connected to one another, their courses, their discipline, their chosen profession, the College and our industry partners.

Applications are now invited for the position of Dean (People and Resources), College of Human Sciences and Culture. This role provides comprehensive leadership, support and strategic advice on the academic staff profile and resource alignment required to deliver the strategic goals of the College and the University.

The Dean (People and Resources) plays a pivotal leadership role in advancing Flinders University's bold ambition of *Changing 10 Million Lives by 2035* and ensuring that *Every One Matters*. Through strategic stewardship of academic workforce planning, capability development and resource alignment, the role enables the College to deliver transformative education, impactful research and meaningful community engagement. Through people-focused leadership, the Dean (People and Resources) ensures the College is well positioned to achieve its ambitions, today and toward 2035.

If you are an experienced and strategic academic leader ready to shape the future workforce and capability of a dynamic and socially impactful College, we welcome your application.

For a confidential discussion about this opportunity and the contribution you could make to the College of Human Sciences and Culture, please contact cepsw.vped@flinders.edu.au to arrange a suitable time.

Professor Deborah West
Vice-President and Executive Dean

About Flinders

Delivering Our Strategy – Agenda 2035: Impact. With Purpose.

Flinders University is a globally focused, locally engaged institution driven by a clear and bold ambition: to change 10 million lives for the better by 2035.

Our Agenda 2035 strategy sets the direction for the next decade. It reflects our deep commitment to creating knowledge, opportunity and innovation that improves lives, strengthens communities and contributes to a fairer, more sustainable world.

As a public university entrusted with public and stakeholder funding, we are accountable for delivering meaningful impact. We measure our success not by size or status, but by the real difference we make but through education that transforms lives, research that solves complex problems, and partnerships that generate enduring social and economic benefit.

Our strategic drivers guide decision-making across the University, with academic colleges and operational portfolios developing aligned plans to collectively deliver on our shared ambition. Progress is tracked through clear measures of impact, with annual performance review cycles ensuring accountability and continuous improvement.

Flinders offers students the opportunity to learn at a university recognised for its innovative and collaborative approach to education and research. With more than 25,000 students enrolled across over 150 undergraduate and nearly 300 postgraduate courses, as well as higher degree research programs across all disciplines, we provide a challenging and inspiring student experience.

Our research spans biomedical and clinical sciences, culture and society, health and human behaviour, molecular science and technology, and water and the environment – with 90 per cent rated at world-class standard or above in Excellence in Research for Australia. We work closely with government, industry and community partners to translate research into real-world solutions.

Nearly 5,000 international students from close to 90 countries contribute to our diverse and vibrant community, alongside strong equity and access initiatives that ensure students from all backgrounds can succeed. Contemporary teaching approaches, supported by digital and virtual technologies, enable flexible and accessible learning experiences that respond to the needs of today's students.

Through Agenda 2035, Flinders remains focused on impact, with purpose, ensuring that everything we do contributes to improving lives locally, nationally and globally.



College Snapshot

Ranked No.1 in Australia

in Psychology for overall educational experience and teaching quality

The Good Universities Guide 2025 (undergraduate)

5 Stars

in Social Work for student support.

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

Ranked No.1 in S.A

in Education and Training for learning resources, overall educational experience and teaching quality.

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

Ranked No.1 in S.A

in Humanities & Social Sciences for learning resources, skills development, teaching quality, graduate salary and full-time employment.

The Good Universities Guide 2026 (undergraduate), public SA-founded universities only

Top 100 in the world

in Archaeology

QS World University Rankings 2023

Our College

The College of Human Science and Culture includes around 160 academic staff and 20 professional staff, supporting over 5,500 students. This includes 200 higher degree research students as well as students studying through our Transnational Education Programs in Beijing (Capital Normal University), Tianjin (Nankai University) and Singapore (Executive Counselling & Training Academy). The College comprises of four teaching programs, the Institute for Mental Health and Wellbeing and three research initiatives (Open Door, Blackbird and Generations).

We are a college dedicated to understanding people and social impact across psychology, education, sport, social work, humanities, and social sciences. We champion creative thinking, diverse ways of knowing, impactful research, and learning that changes lives. With student success at our core, we equip graduates to create meaningful change for individuals and society.

Our Teaching

Education, Sport and TESOL

Flinders Education offers undergraduate and postgraduate degrees to equip students with the skills and knowledge to become an advocate, a mentor, and an inspiration to others. Students gain job-ready skills with our transformative curriculum, guided by passionate teaching staff who have decades of experience.

Offerings include birth to 5, early childhood (birth to 8), primary or secondary levels of teaching. Students can expand their specialist knowledge in areas such as science, visual arts, physical education, language and mathematics, or pursue a degree in Inclusive and Specialised Education.

With placement opportunities giving students the chance to develop their skills in the classroom, they are ready to step into a range of school environments as an educator.

Applied Social Work

Flinders Social Work provides career-ready skills and knowledge to those people who are driven to create a society that is fair, supportive, and inclusive. The adaptable degrees incorporate learning from a range of disciplines, including psychology, sociology and social policy. The experienced teaching team show students what life as a social worker can be like and ensure students are graduate job-ready. We are committed to nurturing the next generation of social work professionals and have partnered with a range of organisations who play a crucial role in shaping the careers of passionate and dedicated students via placement.

Psychology

Flinders Psychology offers internationally recognised degrees that prepare graduates to apply psychological knowledge across a range of fields, making a positive impact on the world. The fully accredited Bachelor of Psychology (Honours) and Bachelor of Psychological Science offer exciting career opportunities: it could be students first step to becoming a practising psychologist, or set students up for roles in education, politics, business, sport, health, defence, research and more. The teaching team are highly regarded academics, researchers and psychologists. Students build real-world skills in dedicated laboratories and training clinics in areas like mental health, sleep, education, trauma, forensic psychology and social justice. The Flinders University Psychology Clinic provides a professional clinical space for Flinders' postgraduate provision psychologists to carry out assessments and therapy under the supervision of a registered clinical psychologist.

Humanities and Social Inquiry

Flinders Humanities and Social Sciences brings together a diverse and interconnected range of disciplines that examine culture, society, language, history, politics and the creative arts. These disciplines provide deep expertise in understanding people, systems and social change across local and global contexts.

The collective strength of Humanities and Social Sciences lies in its capacity to foster critical inquiry, ethical reasoning and cultural insight, while contributing research and scholarship that informs public debate, policy development and community engagement. The disciplines are connected through a shared commitment to rigorous analysis, diverse ways of knowing and creative expression.

Our Research

Our research aims to transform communities and empower people. We are equipping the next generation of educators, psychologists, social workers and leaders with the skills and knowledge to assist all members of society reach their full potential. Collaborating across disciplines, we are breaking ground on major social challenges such as eating disorders, improving protection for children, harnessing technology for the best teaching practices now and into the future, enhancing decision making and improving access to services in rural and remote locations. We are leading research to help build strong communities where everyone can participate.

Our Research Institute

Flinders Institute of Mental Health and Wellbeing

Inspired by the strength and resilience of those with lived experience, we bring together world leading researchers, service providers and communities to develop evidence-based solutions that create meaningful change. We invest in our people and work collaboratively to achieve our vision of mentally healthy and resilient communities. Taking a whole-of-person approach across the life span, we incorporate research from educational and preventative science, to service delivery models and experience in health systems.

Our Research Initiatives

Generations

With a basis in lifespan developmental psychology, Generations research aims to promote health and wellbeing, with a particular focus on middle- and older-adulthood. Generations includes a group of talented and committed staff and students working across diverse collaborative projects working with older people, the aged care workforce, and people with dementia.

Open Door

From helping to understand and navigate the transition to civilian life and supporting families through challenging times to getting at the root of causes of veteran suicide, Open Door is recognised national and internationally for tackling real-world problems and delivering evidence to drive impact across the life course.

Open Door works in partnership with current and former military and public safety personnel and their families to design and deliver world-leading health and wellbeing research, education and programs.

Our Research Centre

ARC Training Centre for Archaeology in the Resources Sector

The ARC Training Centre for Archaeology in the Resources Sector unites Traditional Owners, archaeologists, resources companies, and heritage experts to safeguard Indigenous cultural heritage. We train the next generation of cultural heritage professionals and develop innovative approaches to ensure resource development respects and preserves over 65,000 years of history.

Blackbird

Inspired by the pivotal line in Paul McCartney's song 'Blackbird' and Emily Dickinson's description of hope as the thing with feathers – That perches in the soul, Flinders University's Blackbird Initiative exists to conduct high-level research and develop effective, evidence-based interventions to improve the lives of people affected by disordered eating. The combination of passionate, skilled individuals and the resources of a major multi-disciplinary research institute has created an initiative focused on developing new approaches and evidence-based interventions to help people deal with the ramifications of disordered eating.



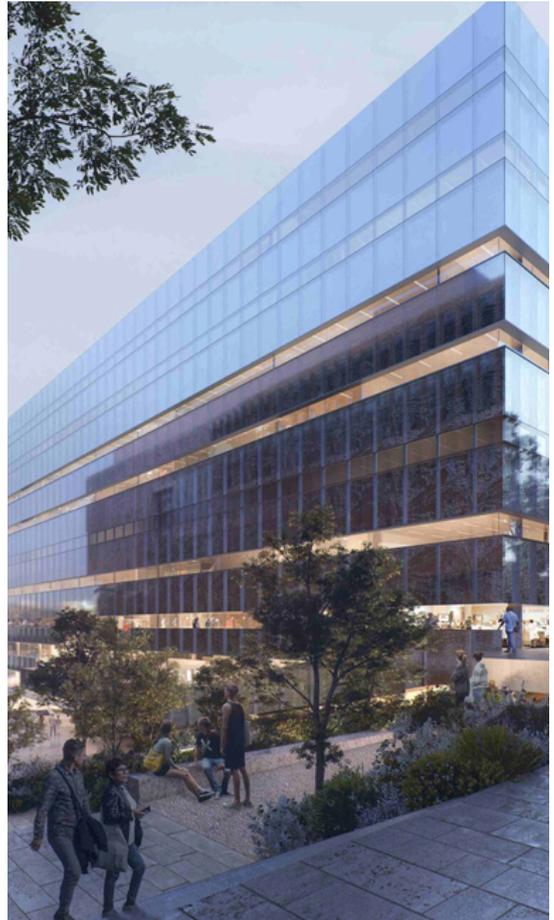
Recent Success

The co-funding of Flinders HealthCARE centre by Flinders University and the Commonwealth Government is a game changer for state-of-the-art health care in southern Adelaide. Research and training facilities at the Centre will mean Flinders University can produce an additional 1,300 work-ready graduates each year, including 250 social workers and 24 clinical psychologists.

Program delivery has expanded across Bedford Park, the City Campus, and online, ensuring accessibility for all students. Our Regional, Rural and Remote (RRR) footprint is also expanding through strengthened community engagement, particularly with Uni Hubs.

The re-design of Education programs has received commendation from accrediting bodies, strengthening ties with State and Federal Education Departments and peer institutions. In Social Work, a refreshed curriculum and new staff appointments have revitalised the discipline, enhancing national positioning.

Our social work programs have recently been re-accredited under the new professional standards receiving commendations for our future focused and industry engaged focus. In psychology our re-furnished and expanded public clinic has allowed us to expand our clinical and professional postgraduate programs.



Flinders Adelaide Campuses



Bedford Park

Flinders University's Bedford Park campus, located south of the city of Adelaide, is our main teaching and research campus. Set in natural bushland with stunning views and abundant wildlife, it offers a beautiful and inspiring place to study. The Student Hub provides 24/7 study spaces and access to all student services in one location.



Tonsley

Flinders at Tonsley is an innovation hub for teaching, research and industry in computer science, IT, engineering and maths. It's home to the New Venture Institute start-up incubator and Line Zero research hub. The Flinders Factory of the Future advanced manufacturing test site, co-located on campus, is set to open mid-2025.



Flinders City Campus

The cutting-edge vertical campus in the heart of Adelaide's CBD offers a new way of learning. With collaborative, state-of-the-art learning areas and open-plan event spaces, it delivers an optimal learning experience. Just steps from industry, it connects students to real-world opportunities.

Dean (People and Resources)

College of Human Sciences and Culture

Senior Manager, Full-time, Fixed Term for 5 years

The Dean (People and Resources), College of Human Sciences and Culture provides comprehensive support and advice to the Vice-President and Executive Dean on the Academic staff profile required to deliver the Strategic goals of the College and the University. The role oversees the development and management of academic staff within the College to support achievement of the College strategic objectives in a manner consistent with the University's vision and values.

The Dean (People and Resources) will also provide high level advice to the Vice-President and Executive Dean in relation to the academic staff and resources required to deliver effective College operations.

It is expected that the Dean (People and Resources) will work collaboratively with the Vice-President and Executive Dean, other Deans, Professoriate, research leaders, discipline leaders, course coordinators, academic and administrative staff to ensure that the research and educational objectives of the College are achieved.

Key Position Responsibilities

The Dean (People and Resources) works in collaboration with, and under the guidance and direction of, the Vice- President and Executive Dean, to:

- 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 and effective engagement of academic affiliates.
- 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 the identification, development, and implementation of organisational change management in collaboration with College leadership and University stakeholders.
- 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, allocation and effective management 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.



Position Capabilities

- Completion of a PhD, or equivalent qualification.
- Outstanding record of academic achievement with a track record of success consistent with the University's vision and expectations.
- 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, including the ability to plan and lead change 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 global higher education environment.
- Demonstrated knowledge and understanding of employee relations/industrial relations' legislative and regulatory requirements and processes and how this applies in the higher education context.
- 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.

For a confidential discussion, contact Professor Deborah West via email at cepsw.vped@flinders.edu.au.

To apply visit Flinders website Flinders.edu.au/employment

Living in Adelaide

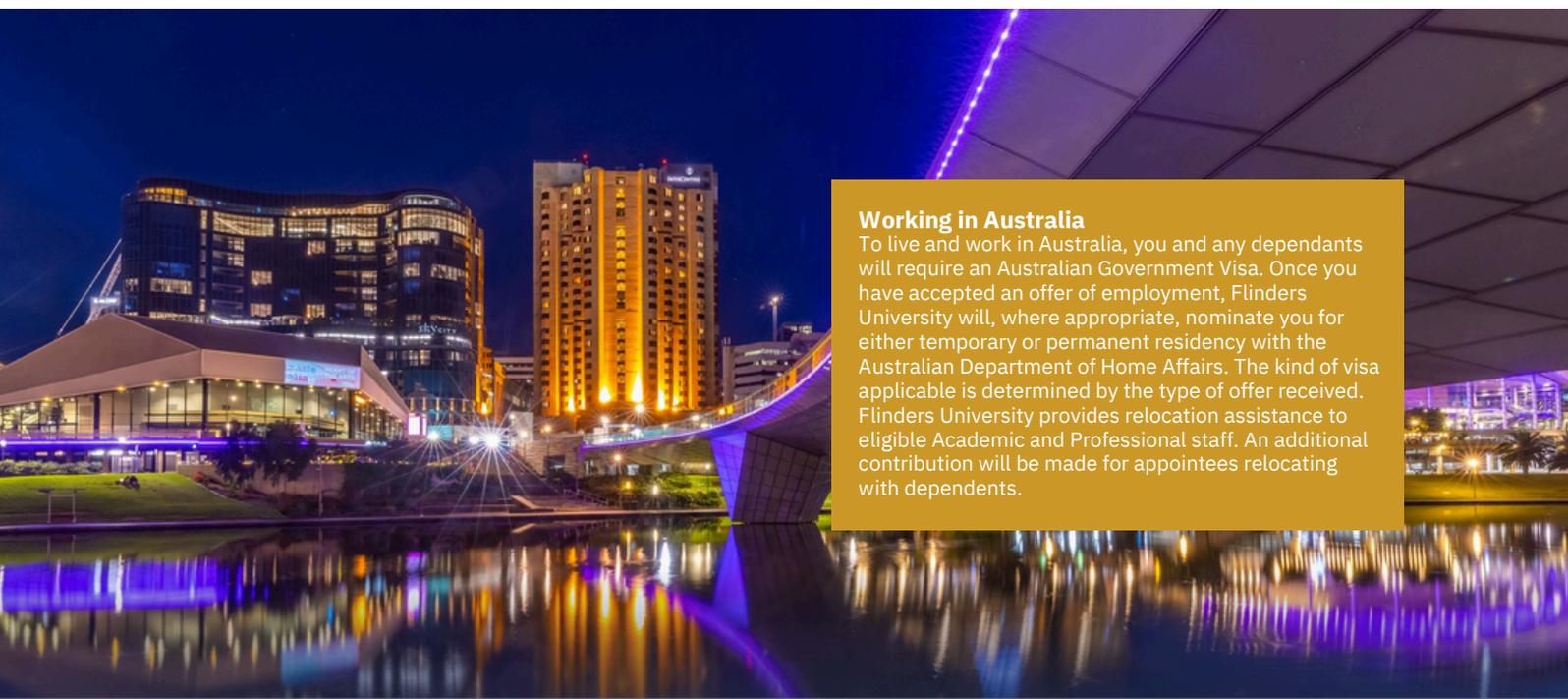
Adelaide is the capital of South Australia and has a population of 1.3 million people. Adelaide's Mediterranean climate guarantees plenty of interest from people seeking to build a new life in Australia. Combine Adelaide's superb climate with the lowest house prices of any Australian major state capital and you discover a proposition that is increasingly attractive to migrants seeking to improve their lifestyles. Adelaide is Australia's most affordable big city.

Adelaide needs the skills of around 5,000 new people from overseas each year to further develop its economy. Recently, South Australia's economy ranked 2nd in the nation. World-class wine, gourmet food and natural attractions are all close at hand and the city offers entertainment and arts festivals that attract performers and visitors from across the globe. With a climate that is conducive to exploring the natural environment and enjoying the finest foods and wines, Adelaide and South Australia offer unrivalled opportunities to achieve a highly satisfying work-life balance.

Bursting with culture, flavours, events, entertainment, pristine beaches, wildlife sanctuaries and more. 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. There are many levels of accommodation available in Adelaide, all relatively affordable compared with other Australian capital cities. No longer a secret, Adelaide is a highly attractive city in which to live life to the fullest.

To live and work in 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 either 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>.



Working in Australia

To live and work in 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 either temporary or permanent residency with 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.

