

Dean (People and Resources)

College of Education, Psychology and Social Work

INFORMATION for CANDIDATES





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 Education, Psychology and Social Work



Professor Deborah West
Vice-President and Executive Dean
College of Education, Psychology and Social Work

The College of Education, Psychology and Social Work is dedicated to cultivating bright minds and inspiring innovative, passionate and highly skilled citizens for future ready careers, and delivering connections for life.

Through our world-class teaching and research, we equip students with the skill, commitment and vision to protect vulnerable communities and advance human development.

Our educators deliver an environment of inclusion, cooperation and opportunity that offers our graduates a learning experience that will last a lifetime.

We are a forward thinking, future focused place to research, study and work, supported by placement opportunities, innovative teaching and industry connected researchers.

Our vision is to create a dynamic and inclusive environment – a place where you can feel connected – that supports and encourages excellence and innovation in teaching and research. Our unique constellation of disciplines is our strength and allows us to deliver research and teaching that improves the lives of individuals and communities. Our disciplines are strong and connected, locally and internationally, our people are committed, innovative and empowered. Our College is driven by individual and community capacity building, aiming to lead social justice initiatives and educational social transformation.

The College of Education, Psychology and Social Work strives to be a dynamic and inclusive research and learning and teaching environment – a place where students and staff feel connected to each other, their courses, their discipline, chosen profession, the college and industry.

Applications are now sought for a Dean (People and Resources) for the College of Education, Psychology and Social Work to provide comprehensive support and advice on the academic staff profile required to deliver the strategic goals of the College and the University.

If this opportunity sounds of interest, I encourage you to submit an application.

If you would like a confidential discussion first, please contact cepsw.vped@flinders.edu.au to arrange a suitable time.

Professor Deborah West
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.

Flinders offers our students the opportunity to learn at a university recognised for an innovative approach to visionary research and education. 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. Ours is an innovative, creative and collaborative institution that works with government and industry partners to solve real-world problems.

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.

Flinders is committed to equity and provides a range of special access schemes to encourage and support all students. Our focus on contemporary teaching is reflected in the many Flinders courses that provide students with best-practice technologies and teaching methods to suit their fields, lifestyles and study preferences. Virtual and digital technologies support face-to-face teaching and enable students to study when and how they prefer, whether they are full-time or part-time students, and whatever the demands of their professional and personal circumstances.



College Mission

Through our world-class teaching and research, we equip students with the skill, commitment and vision to protect vulnerable communities and advance human development.

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.

Our College

The College of Education, Psychology and Social Work includes around 125 academic staff and 20 professional staff, supporting over 5,000 students. This includes 174 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).

Our Teaching

Education

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.

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.

Active Communities and Social Impact

Flinders Active Communities and Social Impact is a multi-disciplinary teaching program focused on promoting health and wellbeing across communities and harnessing cross-disciplinary opportunities. In response to a very strong demand in Australia and internationally to support mental health in various environments, Flinders now offers a certificate and graduate certificate in Mental Health and Wellbeing (Workplace and Community). This program is designed to help workplaces and communities thrive, by building the capacity of leaders, staff and volunteers to enact evidence-based mental health and wellbeing practice.

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.

We are a multi-disciplinary institute with six research pillars:

1. Enhancing resilience in children and young people
2. Interventions for disordered eating
3. Increasing resilience and reducing the impact of trauma across the lifespan
4. Improving the health and wellbeing of older people
5. Achieving wellbeing through sport and physical activity
6. Bolstering wellbeing of the community

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 nationally 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.

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.

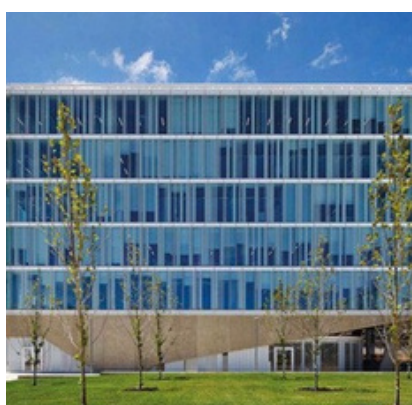


Flinders Adelaide Campuses



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 Education, Psychology and Social Work

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

The Dean (People and Resources), College of Education, Psychology and Social Work 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

The appeal of Adelaide has been a well-kept secret but is listed by the Economist Magazine as one of the world's top ten most liveable cities. The Lonely Planet described Adelaide as "effortlessly chic – and like a perfectly cellared red, it's ready to be uncorked and sampled".

A cosmopolitan, modern and affordable city in which to live, work and study, Adelaide has all the hallmarks of a major urban centre with modern and classical architecture, a bustling retail hub and a multicultural population.

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.

Characterised by its parks and green spaces, vibrant city life, quality cafes and restaurants, and surrounded by award-winning wine regions and an eclectic mix of weekend holiday destinations a short drive from the city's centre, it's little wonder Adelaide is consistently ranked as one of the world's most liveable and affordable cities. Nestled amid quiet, yet vital, suburbs, Adelaide sits between sandy suburban beaches and the picturesque Adelaide Hills - all within minutes of the central business district.

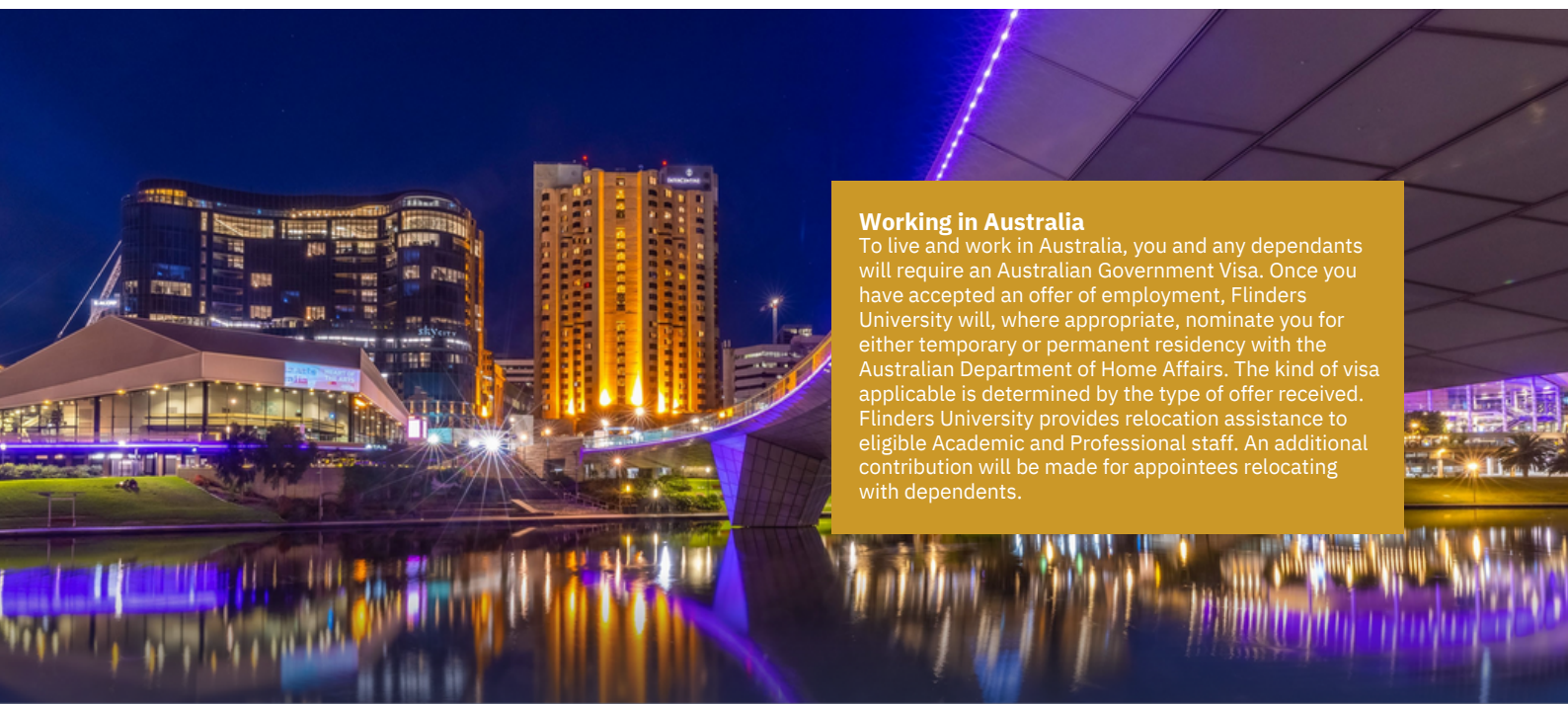
Adelaide's primary and secondary schools – both government and private – also boast a reputation for excellence and pastoral care.

The Flinders University main campus is connected to the city via a 22-minute train to the city centre. It is merely a few 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. With a Mediterranean climate, South Australia offers a mix of beautiful landscapes, sparkling beaches, rolling hills and a vibrant urban centre. It is often called 'The Festival State' because of the many arts, sporting and cultural events it holds each year.

No matter what your interests, there is always something to see and do in Adelaide:

- Spend the day shopping in Rundle Mall or Westfield Marion
- Take a tram to Glenelg beach for a swim
- Visit our world-famous wine regions
- Have a picnic in the Adelaide Botanic Gardens
- Listen to music from all over the world at WOMAdelaide
- Enjoy multicultural cuisine at the Adelaide Central Market
- Cheer on your favourite sports such as Santos Tour Down Under, AFL, Soccer and Basketball.
- Watch a show at the Adelaide Festival of Arts or the Adelaide Fringe Festival
- Spend the day at the Art Gallery of South Australia or the South Australian Museum

For more information visit: [SA Tourism Commission](#)



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.