

UTS Position Description

UTS: FACULTY OF ENGINEERING AND INFORMATION TECHNOLOGY

Position Title	Associate Dean (Indigenous Leadership and Engagement)
Unit/Division or Faculty	Faculty of Engineering and IT
Position Number (if known)	
Level	SSG 3
Date	Sep 2026
ANZSCO Code	

POSITION PURPOSE

The Associate Dean (Indigenous Leadership and Engagement) reports to the Dean and plays a pivotal leadership role within the faculty and the wider UTS community.

They are responsible for leading the development, implementation, and monitoring of the Faculty's Indigenous education, research, and employment strategy and related initiatives, set out in the Indigenous Education and Research Strategy 2025-2030 and the Wingara Indigenous Employment Strategy 2019-2026 (the UTS Strategies) with the aim of maximising Indigenous engagement and success across the Faculty.

As the primary source of Indigenous strategic advice within the Faculty, the Associate Dean advises the Dean and senior leadership on matters of Indigenous significance, including establishment of a Faculty Indigenous Strategies Committee and development of a Faculty Indigenous Implementation Plan aligned with the UTS Strategies, UTS Indigenous Policy and other University-wide Indigenous initiatives.

They promote and support the Faculty's Indigenous initiatives across the University, enhancing capability and supporting alignment with University priorities.

The incumbent has an indirect reporting line to and works in close collaboration with the Pro-Vice-Chancellor (Indigenous Leadership and Engagement) to ensure alignment with university-wide priorities and to contribute meaningfully to UTS's long-term strategic goals.

ENVIRONMENT AND DIMENSIONS

University of Technology Sydney (UTS) is a leading university of technology with a distinct model of learning, strong research performance and a leading reputation for engagement with industry and the professions.

With around 50,000 students and 9000 staff, including ongoing, fixed term and casual positions. UTS is one of Australia's leading universities of technology, recognised for its global impact. UTS is defined by its support for the economic, social and cultural prosperity of its communities. It is measured by the success of its partners, staff and students and committed to research, innovation and the dissemination of knowledge of public value.

The Faculty of Engineering & IT aims to deliver rigorous, practical, and industry focused education and research that encourages disruptive technologies and cultivates exceptional engineering and information technology professionals. Our faculty has built a solid reputation for delivering exceptional practice-based, industry connected teaching and learning infused with the best in real world research.

In 2026, the faculty transitioned to a three school model with a presence at UTS Tech Lab as well as the city campus on Broadway. Hosting over 10,000 undergraduate and non-award students and over 1,000 HDR students, the faculty has a lively and rigorous culture and has found success in meeting its research income targets.

RELATIONSHIPS

Supervision

The Associate Dean (Indigenous Leadership and Engagement) reports to the Dean. This position is one of the faculty's senior executive positions accountable to the Dean. The others include the Deputy Dean, Associate Deans (Research), Associate Dean (Education and Students), Associate Dean (International), Heads of School and Faculty General Manager.

The Associate Dean (Indigenous Leadership and Engagement) has an indirect reporting line to the Pro Vice Chancellor (Indigenous Leadership and Engagement) and is often sought on to contribute to and advise on pan university Indigenous initiatives.

Membership of Committees

The Associate Dean (Indigenous Leadership and Engagement) is an *ex officio* member of the Faculty Leadership Team and the Faculty Indigenous Strategies Committee.

The Associate Dean (Indigenous Leadership and Engagement) will also join UTS Indigenous Committees (Indigenous Teaching and Learning Committee, Indigenous Research Committee, Vice Chancellor's Indigenous Strategies Committee and Indigenous Employment Committee} and other UTS Working Groups, contributing as requested or as appropriate.

Collaboration and Communication

Internal

The Associate Dean (Indigenous Leadership and Engagement) works closely with the faculty leadership team and other key stakeholders including Indigenous academics and professional staff.

The Associate Dean (Indigenous Leadership and Engagement) works collaboratively with fellow Associate Deans, Deputy Dean and Heads of School to coordinate planning and decision-making, ensuring cohesive academic leadership, ensuring alignment of Faculty priorities and consistent implementation across Schools.

This includes integrating portfolio initiatives with UTS, Faculty and School priorities, promoting shared ownership of outcomes, and supporting a unified approach to teaching, research and engagement across the faculty.

They collaborate with Associate Deans (Indigenous Leadership and Engagement) from other Faculties, the University senior management team, Directors and managers of the central administration's divisions and units.

They collaborate closely with the Pro Vice-Chancellor (Indigenous Leadership and Engagement), senior staff of the Jumbunna Institute for Indigenous Education and Research and Jumbunna Indigenous Students and Engagement.

MAJOR RESPONSIBILITIES

1. Strategic Leadership and Management

- Develop and implement the faculty's strategic priorities identified in the UTS Strategies to lead and drive transformational change and meet the KPIs identified in the UTS Strategies.
- Contribute to the broader Faculty strategic direction.
- Provide advice to the Dean and faculty leadership on matters of Indigenous strategic importance, within the University and across the sector.
- Collaborate with the Pro Vice-Chancellor (Indigenous Leadership and Engagement) to ensure Faculty Indigenous Implementation Plans, initiatives, strategies and internal targets align with university-wide Indigenous policy, strategy, and key performance indicators.
- Provide Indigenous academic leadership with respect to the development and maintenance of

Indigenous initiatives across the faculty, with a view to maximising Faculty Indigenous strategic engagement and success.

- Develop and implement a multi-year Faculty Indigenous Implementation Plan that addressed a range of initiatives.
- Direct, monitor and provide recommendations on the faculty's performance and progress on the University's Indigenous education, research, and employment strategies, objectives and KPIs with the Dean maintaining ultimate accountability.
- Assist in the preparation of Indigenous performance reports to the Vice-Chancellor's Indigenous Strategies Committee, Academic Board, UTS Council, and other bodies as appropriate.
- Develop and maintain mechanisms to promote and ensure diversity, equity, inclusion, and wellbeing for staff and students.
- Maintain academic standing and engagement through active participation in research and /or teaching, including but not limited to publication, grant activity, supervision, teaching delivery, and curriculum leadership.
- Monitor and manage portfolio risk in line with the university's frameworks.

2. People, Culture and Leadership

- Work with the Dean, Faculty Leadership Team, the PVC and other senior Indigenous Leaders across UTS, to foster a high-performance, inclusive and collegial culture that supports staff engagement, wellbeing, accountability and continuous improvement across the faculty and wider UTS community.
- Provide senior leadership, coaching and guidance to academic and professional leaders influencing through credibility, collaboration and institutional perspective rather than direct line authority.
- Model effective leadership behaviours consistent with university values and expectations of senior executive roles, promoting a positive, ethical and high-trust culture.

3. Teaching and Learning

- Provide academic leadership concerning Indigenous contributions to the faculty's award courses, short forms of learning and other programs. This includes development, delivery and review of the faculty's Gulawa Program (or similar aspiration raising or pathway programs) and oversight over the faculty's coursework Indigenous Graduate Attribute and Course Intended Learning Outcomes for each course.
- Act as a mentor and support for the faculty Indigenous Liaison Officer (ILO). Foster effective collaborative relationships across the faculty and broader UTS community.
- Provide advice to Associate Dean (Education and Students) and relevant areas concerning strategies for the development of the future Indigenous coursework student pipeline, and their retention and success in their studies and future employment.

4. Research and Scholarship

- Provide advice to the Associate Dean (Research) and other key stakeholders concerning strategies for the development of a pipeline for future Indigenous Higher Degree by Research students and their retention in the university.
- Develop strategies to improve the retention and success of indigenous academic staff and their pursuit of academic excellence.
- Work with the faculty leaders to develop targeted mentoring programs and research support mechanisms for indigenous academic staff.
- Work solely or collaboratively towards obtaining and managing national and international competitive grants to support Indigenous research. Take a leadership role in the scholarly community, for example, through relevant conferences, journal contributions, and professional and industry associations.

5. Team Leadership and Management

- Lead staff and manage resources, where required, within the allocated budget and other relevant parameters to achieve high quality outcomes. This includes workforce planning, recruitment,

workload management, performance management, training, development, reward and recognition, and complaint resolution.

- Promote and ensure health, safety, diversity, equity, inclusion, and wellbeing for staff and students.
- Oversee the portfolios financial planning, ensuring efficient budgeting and prudent expenditure aligned with strategic goals. Ensure compliance with financial policies, processes, and regulations.

6. Represent and Promote the Faculty

- Represent the faculty on university committees and working groups as required.
- Promote and support implementation of the Faculty Indigenous Implementation Plan and University Indigenous strategies within UTS.
- Foster productive relationships across Faculties, Schools and central units to advance Indigenous education, research and employment outcomes.
- Serve as a member of the Faculty Leadership Team and other University committees as required.

The role should allow flexibility for managing time and pursuing personal passions with individual contributions and responsibilities negotiable to best align with the role's purpose and the individual's expertise.

POSITION CHALLENGES

The major challenges for the position will be to: -

- Influence and lead academics and professional staff in the absence of a direct line of reporting, respecting the supervisory structure of the faculty and competing needs of other portfolios.
- Foster collaboration between the Indigenous portfolio and other areas of the faculty.
- Work within an environment of resource constraints.
- Promote a culture of excellence that enhances Indigenous research, teaching and learning, and employment.
- Think and act across the entire University, not be limited to the faculty alone.
- Influence the strategic agenda of the University in the area of Indigenous education, research and employment.
- Collaborate with the Pro Vice-Chancellor (Indigenous Leadership and Engagement) to ensure alignment with university priorities
- Effective relationship development and management across Faculties, Schools and University stakeholders.

AUTHORITY

The ADILE is expected to act autonomously within broad guidelines set by the Dean and University senior leadership. Within the parameters laid down in university policy and delegations and by Faculty Board, the Associate Dean has wide discretion in the development and implementation of practices within the faculty.

The ADILE may approve budget expenditure for the faculty consistent with the role's delegated financial authority.

EMPLOYEE VALUE PROPOSITION

The University of Technology Sydney (UTS) has established itself as a leading university of technology located in the heart of Sydney's innovation precinct. With more than 50,000 students, UTS is among the top 100 universities in the world and holds a reputation as a successful partner for research, industry and business. Championing social impact and sustainability, UTS has built a creative and innovative university with deep connections to its communities to affect positive change locally, nationally and globally. [Read](#)

[more about our Employee Value Proposition here.](#)

HEALTH AND SAFETY

All staff must:

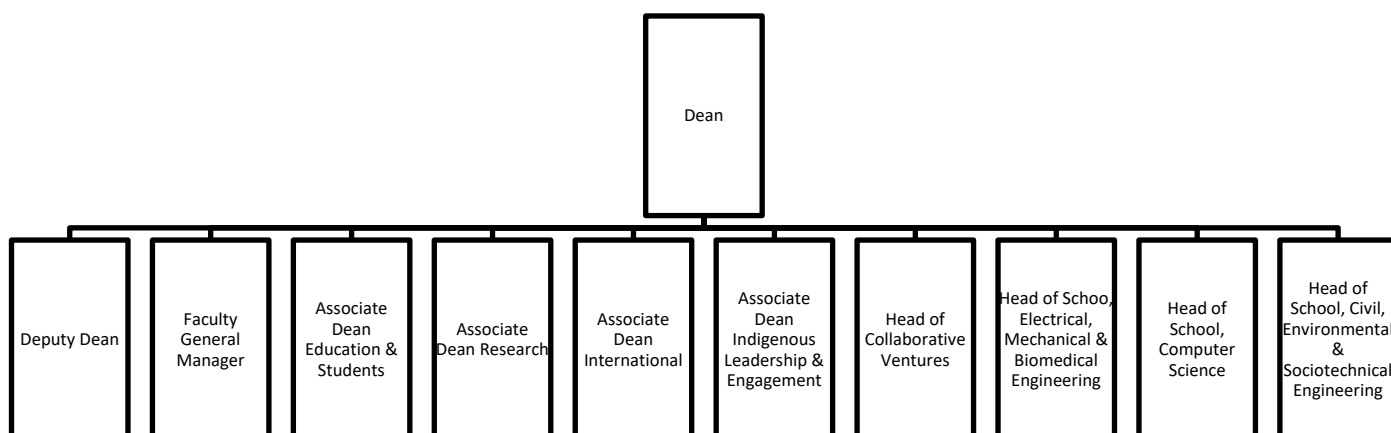
- Take reasonable care of, and cooperate with actions taken to protect, the health and safety of both them and others.
- Follow specific health and safety procedures as directed.
- Thoroughly understand the UTS Health & Safety Management System, and how to implement the UTS Health and Safety Policy and related risk management programs that apply to the area of responsibility.
- Understand the major hazards, risks profile, compliance requirements and correct safe work procedures in their area of responsibility, including the reporting of hazards and incidents.
- Ensure that staff receive the necessary induction, training and instruction about health and safety.
- Assist the Dean in developing, implementing and monitoring the local area Health and Safety Plan
- Fulfil any assigned responsibilities under the UTS and local area Health and Safety Plan, including communication and consultation with stakeholders regarding work health and safety risks in their area of responsibility.
- Demonstrate a proactive approach to health and safety by challenging unsafe behaviour/attitudes and providing leadership on work health and safety matters.

RECORDS MANAGEMENT

Managers

Staff members at a management level are responsible for overseeing the Records Management Program for their faculty or area.

ORGANISATION CHART



UTS KEY SELECTION CRITERIA

UTS: FACULTY OF ENGINEERING & IT

POSITION: Associate Dean (Indigenous Leadership and Engagement)
FACULTY/UNIT: Faculty of Engineering & IT

Eligibility

Under the provisions of section 126 of the *Anti-Discrimination Act 1977* (NSW), an exemption is given from sections 8, 25 and 51 of the *Anti-Discrimination Act 1977* (NSW) to University of Technology Sydney to advertise, designate and recruit targeted roles for Aboriginal and Torres Islander persons only as part of the strategic target of reaching 3% Aboriginal and Torres Strait Islander staff by 2023.

Skills and Attributes

- Demonstrated capacity to provide strategic and operational advice to the Dean, Faculty, PVC (Indigenous Leadership & Engagement), Committees and others as required.
- Strategic thinking, the ability to provide leadership and guidance for the academic directions of the faculty which implement UTS wide commitments set out in the UTS Strategies.
- Superior organisational and management skills and ability to lead in a demanding and changing environment.
- Demonstrated capacity to contribute to the management of the faculty and to the broader strategic direction of the University.
- Demonstrated capacity to identify new opportunities and build collaborative relationships within the faculty, across UTS and externally to promote the faculty's research/educational strengths with industry and community partners.
- Excellent liaison, interpersonal, communication and negotiation skills with the ability to interact effectively with a range of staff in a complex environment.
- Demonstrated academic leadership experience in the context of Indigenous education and research.
- Proven ability to operate strategically, build relationships and positive rapport with a range of stakeholders, effectively manage and develop academic and professional staff, operate within set budget parameters and deliver identified key performance outcomes.
- Demonstrated ability to promote and support an intellectually stimulating culture in relation to Indigenous education and research.
- Demonstrated record of developing and promoting positive academic culture, wellbeing, diversity and inclusion.

Knowledge

- Strong understanding of the challenges and professional, industry and community issues and trends in relation to Indigenous higher education.
- In-depth knowledge and understanding of contemporary institutional, national and international contexts for education, research, research training in Indigenous knowledge, histories and traditional culture.
- Exemplary Indigenous knowledge, which comprises a deep personal awareness of Indigenous ways of knowing, being and doing (especially within the context of a strong personal Indigenous network).
- Strong personal commitment to Indigenous cultural values and integrity.
- Solid knowledge of health and safety and experience in providing leadership in and promoting a strong health and safety culture within UTS, and a safe working environment for Indigenous staff and students.
- Knowledge of contemporary developments in education in higher education settings.

- Knowledge of professional and industry issues and trends relevant to the faculty. Good understanding of inclusion policies and legislation as it pertains to higher education and their role remit, including maintaining a knowledge of good practice for promoting inclusive practices in their work.

Qualifications

- High level academic and/or professional qualifications in a relevant discipline area or equivalent accreditation and standing.
- Interest in and commitment to the range of areas taught and researched within the faculty.
- Strong record of leadership and impact in research, teaching and academic initiatives across a range of disciplines.

Experience

- Experience in the progression of Indigenous strategic objectives within a complex and varying environment.
- Demonstrated experience in or capacity for academic leadership at the tertiary level and in supporting senior staff in policy and strategy development and execution.
- Experience with curriculum design and coordinating and evaluating educational programs.
- Experience in conflict resolution, negotiation and mediation, coaching and mentoring.
- Experience in developing and implementing strategies which promote excellence and continuous improvement.
- A sustained track record in research in a relevant discipline, as demonstrated in publications and completed projects.
- Research focus that contributes to the research strengths UTS, with a capacity for attracting research funding.
- Strong record of academic and/or management achievement in a discipline of the faculty.
- Demonstrated experience in identifying new opportunities and building collaborative relationships.