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THE UNIVERSITY OF  
**SYDNEY**

**Head of School,  
School of Physics**



# Head of School, School of Physics

**Reference number:** 1689/1016

**Closing date:** 16 January 2017

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# Advertisement

## Head of School, School of Physics Faculty of Science Reference no. 1689/1016

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The University of Sydney is Australia's first university and has an outstanding global reputation for academic and research excellence. We employ over 7600 permanent staff, supporting over 60,000 students.

This is a unique opportunity to join the University of Sydney at an exciting time with the release of a new strategic direction, which will build upon our outstanding global reputation of educational and research excellence and innovation.

The School of Physics is recognised for the high quality and breadth of its research programs, as well as its leadership roles in the national research agenda and in major international scientific collaborations. In addition to well-established discipline-based fundamental research, the school has also embraced emerging interdisciplinary and industry-focused research that directly addresses some of the most challenging problems facing society today. The School of Physics also values excellence in teaching and research training and consistently attracts high-achieving students to its undergraduate and postgraduate programs.

To fill the Head of School role, we are seeking a candidate who shares our core values for excellence in both teaching and research, with a bold strategic vision for the School in a global context. Working closely with the Dean and the Faculty Executive and within the general outlines of the faculty strategic plan and faculty budget, the Head of School is responsible for:

- providing academic leadership and strategic direction for the school
- leading and fostering a strong collaborative culture focused on academic excellence across both teaching and research, including curriculum, research development and mentorship
- supervising academic staff within the school

The Head of the School of Physics will join the six other heads of school as a key member of the senior faculty leadership group, including serving on the Dean's Advisory Committee. You will play a significant leadership role in the work of the faculty more generally, helping to promote effective cooperation across the schools and the faculty portfolios in light of the faculty's strategic objectives. The Head of School is supported by a school manager, technical manager and finance manager.

You will be an effective communicator, both within and outside the University, and an advocate for physics teaching and research more generally in the higher education sector and the broader community. Although this is a senior management role, you will be expected to continue to contribute to research and scholarship in your area of expertise. Preference may be given to candidates whose scholarship and research expertise complement the existing strengths of the school. As a Professor of Physics, you will be recognised as a leading authority in the discipline, having a demonstrated ability to maintain a research program of the highest quality supported by external research grants, and an established record in successful research supervision.

### Term and Remuneration

The headship is available for a term of four years in the first instance, with the possibility of renewal, subject to negotiation. The successful candidate will also be offered a professorial appointment in an appropriate discipline in the school and will retain that position at the conclusion of their headship.

### Apply

All applications must be submitted via the University of Sydney careers website. Visit [sydney.edu.au/recruitment](http://sydney.edu.au/recruitment) and search by the reference number for more information and to apply.

### Closing date: 16 January 2017

The University is an equal opportunity employer committed to equity, diversity and social inclusion. Applications from equity target groups, including women and people with disabilities are encouraged. As the University of Sydney has established a scheme to increase the number of Aboriginal and Torres Strait Islander staff employed across the institution, applications from people of Aboriginal and Torres Strait Islander descent are also encouraged.

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The University reserves the right not to proceed with any appointment.



# About the position

## Context of the position

As the Head of School, you will foster sustainable academic and research performance through effective strategic leadership. You will act as the external face of the school and represent and promote its interests within the University and to external bodies.

The position has key roles in interacting, both nationally and internationally, with corporate, government and professional communities, as well as alumni and accrediting bodies. As Head of School, you will be an integral member of the faculty leadership team, which involves contributing to and implementing faculty strategy and direction. This includes advocating Science, Technology, Engineering and Maths (STEM) education and training and promoting equity and diversity in these areas.

Specifically, you will:

- set the strategic agenda for the school's activities as a unit, contributing to the academic and financial sustainability of the faculty
- lead and develop the academic staff of the school
- promote the school and encourage strategic cooperation with other academic bodies within and external to the University, as well as with the relevant professions, the corporate and government sectors, and the wider community
- be an active scholar
- participate in developing the University community
- carry out other tasks as directed, within and outside the University, consistent with the standing of a Head of School.

## Selection criteria

### Professor

Criterion	Essential	Desirable
1. Must be appointable at the professorial level (Level E) in the University, based on academic qualifications and experience and achievements in a relevant discipline and hold a PhD or equivalent.	✓	
2. Demonstrated excellence in research and research leadership in a discipline strategically aligned with the school.	✓	
3. Strategic vision and demonstrated ability to provide leadership in fostering excellence in scholarship, in promoting research and research policy and in encouraging and developing research training.	✓	
4. A strong commitment to the importance of high-quality teaching at all levels and to innovation in curriculum design and teaching methods, together with a distinguished personal contribution to teaching.	✓	
5. Excellent interpersonal skills, including an ability to effectively lead teams and collaborative enterprises, and to interact with people from diverse fields and backgrounds.	✓	
6. Management experience with regards to staff supervision, proven academic management skills, senior academic management experience, and management of finances in an academic context.	✓	
7. Evidence of the ability to take an active role in the maintenance of academic standards and in the development of educational policy and of curriculum areas within the school.	✓	
8. A proven record of being able to encourage the development of staff, to recognise and resolve potential conflict and to maintain good personal relations with and between staff.	✓	
9. An ability to provide leadership in policy development in a discipline and to represent the school's interests within the University and the wider community both scholarly and general.	✓	

# About the School of Physics

The School of Physics is one of the few large schools of physics in Australia. We pride ourselves in delivering an exceptional teaching and research training environment for our students and we strive for research of the highest quality that has impact beyond Australia. Our research areas include: Astronomy and Space Science; Photonics and Optical Science; Quantum Science; Particle Physics; Condensed Matter; Complex Systems; and Biomedical Physics. We have access to modern laboratory facilities, including a state-of-the-art cleanroom facility, as well high-performance computing, and astronomical observatories. We are involved in major international research collaborations such as the Square Kilometer Array (SKA) and the Large Hadron Collider (LHC).

The School has a sustained track record of success in securing competitive research grant funding to support our programs, including over \$8.18 million worth of research grants in 2015 alone. In the 2015 Excellence in Research for Australia (ERA) report, Physics at the University of Sydney was the only physical sciences school in Australia to receive a score in all eight categories, and achieved a top score of five in every category.

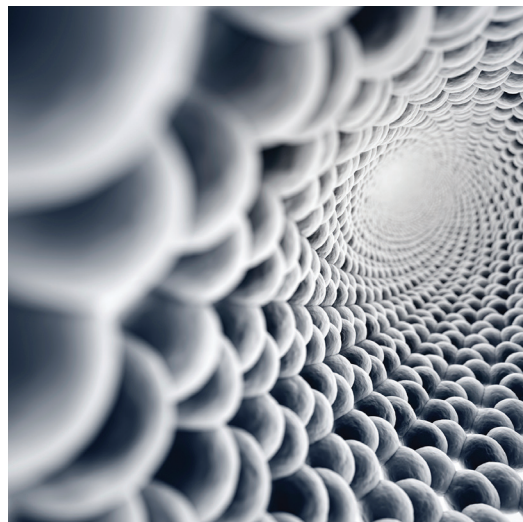
The school is currently the headquarters of two Australian Research Council (ARC) Centres of Excellence: the Centre for Ultrahigh bandwidth Devices for Optical Systems (CUDOS); and the Centre for All-sky Astrophysics (CAASTRO). In addition, the school hosts nodes of four other ARC Centres of Excellence: the Centre for Engineered Quantum Systems (EQuS), the Centre for Particle Physics at the Terascale (CoEPP), the Centre for Quantum Computation and Communication Technology (CQC2T), and the Centre for Integrative Brain Function (CIBF).

There are 37 continuing teaching and research academic staff, including a number holding prestigious research fellowships. Academic staff are supported by approximately 40 professional and technical staff.

## 2015 school overview

Undergraduate students	1450
Postgraduate coursework students	30
Postgraduate research students	165
Academic staff	120
Professional staff	40

For more information visit: [sydney.edu.au/science/physics](http://sydney.edu.au/science/physics)



# About the Faculty of Science

Established in 1882, the faculty's diversity of specialisations, the strength of its research and extensive liaison with other institutions and industry, have positioned it as a leading provider of education across the spectrum of the sciences. The Faculty of Science includes the Schools of Chemistry, Geosciences, Life and Environmental Sciences, Mathematics & Statistics, Physics, Psychology, the Unit for History and Philosophy of Science. The faculty stewards a range of research entities including the Lambert Initiative for Cannabinoid Therapeutics, and partners with University-wide research centres including the Charles Perkins Centre (CPC), the Brain and Mind Centre (BMC) and the Australian Institute for Nanoscale Science and Technology (AINST). From 2017, the faculty will also include the Sydney School of Veterinary Science and steward the Sydney School of Agriculture.

A significant level of funded research through the Cooperative Research Centres and the Australian Research Council, amongst other bodies, underpins this commitment.

Major facilities that support the faculty's research include astronomical field stations, Sydney Microscopy & Microanalysis; the Australian Centre for Microscopy & Microanalysis; the Sydney University Prince Alfred Macromolecular Analysis Centre, One Tree Island Research Station on the Great Barrier Reef, various state-of-the-art spectrometry facilities, extensive specialist workstations and database networks, and computer graphics systems.

In addition to the range of specialisations offered by the faculty's numerous departments and schools, innovative interdisciplinary programs are offered and these include studies in the areas of optical fibre technology, history and philosophy of science, marine studies, environmental science and computational science.

The faculty has established active collaborative programs and international links with teaching and research organisations. Formal staff and student exchange agreements operate with institutions in the USA and Asia.

A degree from the Faculty of Science isn't just a piece of paper or a classroom experience – it's a stepping stone to a world that will inspire, challenge and reward. There's never been a better time to join our exciting faculty and the wonderful world of science.

## 2015 faculty overview

Undergraduate students	5800
Postgraduate coursework students	600
Postgraduate research students	700
Academic staff	525
Professional staff	250
Schools:	6
– School of Chemistry	
– School of Geosciences	
– School of Life and Environmental Sciences (SoLES)	
– School of Mathematics and Statistics	
– School of Physics	
– School of Psychology	
Units	1
– History and Philosophy of Science (HPS)	

For more information visit [sydney.edu.au/science](http://sydney.edu.au/science)



# About the University of Sydney

The University of Sydney is a leading, comprehensive research and teaching university. We are committed to harnessing the transformative power of education to foster greater knowledge and a better understanding of the world and its people.

We are highly influential in shaping Australia's national and international agenda, and delivering solutions to the challenges facing society. We achieve this through critical analysis, intellectual leadership and active contribution to public debate.

Our primary objective is to create and sustain a university in which, for the benefit of both Australia and the wider world, the brightest researchers and the most promising students, whatever their social or cultural background, can thrive and realise their full potential.

This central purpose underpins our strategic goals. It challenges us to develop and support a community of scholars, where interdisciplinary research can flourish and where the student experience is enriched.

To learn more about our strategic objectives, including how we developed those goals and our progress towards achieving them, visit [sydney.edu.au/strategy/about](http://sydney.edu.au/strategy/about)

## Our research

In 2015, the University of Sydney received a total of \$49.2 million, of National Health and Medical Research Council (NHMRC) project grant funding for 49 grants.

Sydney also received \$22.4 million for Australian Research Council (ARC) Discovery Projects and \$5.5m for ARC Discovery Early Career Researcher Awards (DECRA) grants, and in 2016 Sydney was awarded 12 Linkage Projects (\$4.7 million) and one of the prestigious Laureate Fellowships (\$2.5 million).

In the Excellence in Research Australia (ERA) 2015 rankings, all of our research has been rated at above, or well above, world standard.

## Our teaching and learning

The University of Sydney attracts highly talented undergraduate and postgraduate students, drawn by our comprehensive range of quality degrees and a strong track record for postgraduate research programs.

Our students study alongside top researchers and, in some cases, contribute to their research. We expect them to excel and challenge them to succeed as leaders in whatever career field they choose.

## Our campus

Located close to the heart of Australia's largest and most international city, our Camperdown/Darlington Campus features a mixture of iconic Gothic-revival buildings and state-of-the-art teaching, research and student support facilities.

The University also has an extensive footprint throughout Sydney. Some faculties are based in Camperdown / Darlington but have facilities elsewhere, for example the farms and research units at the Camden Campus and clinical schools in hospitals across the city and in rural NSW.

Our researchers and students have access to excellent library resources. These will soon be enhanced by a range of new technology-enabled learning environments, thanks to a project currently underway on the Camperdown/Darlington Campus.

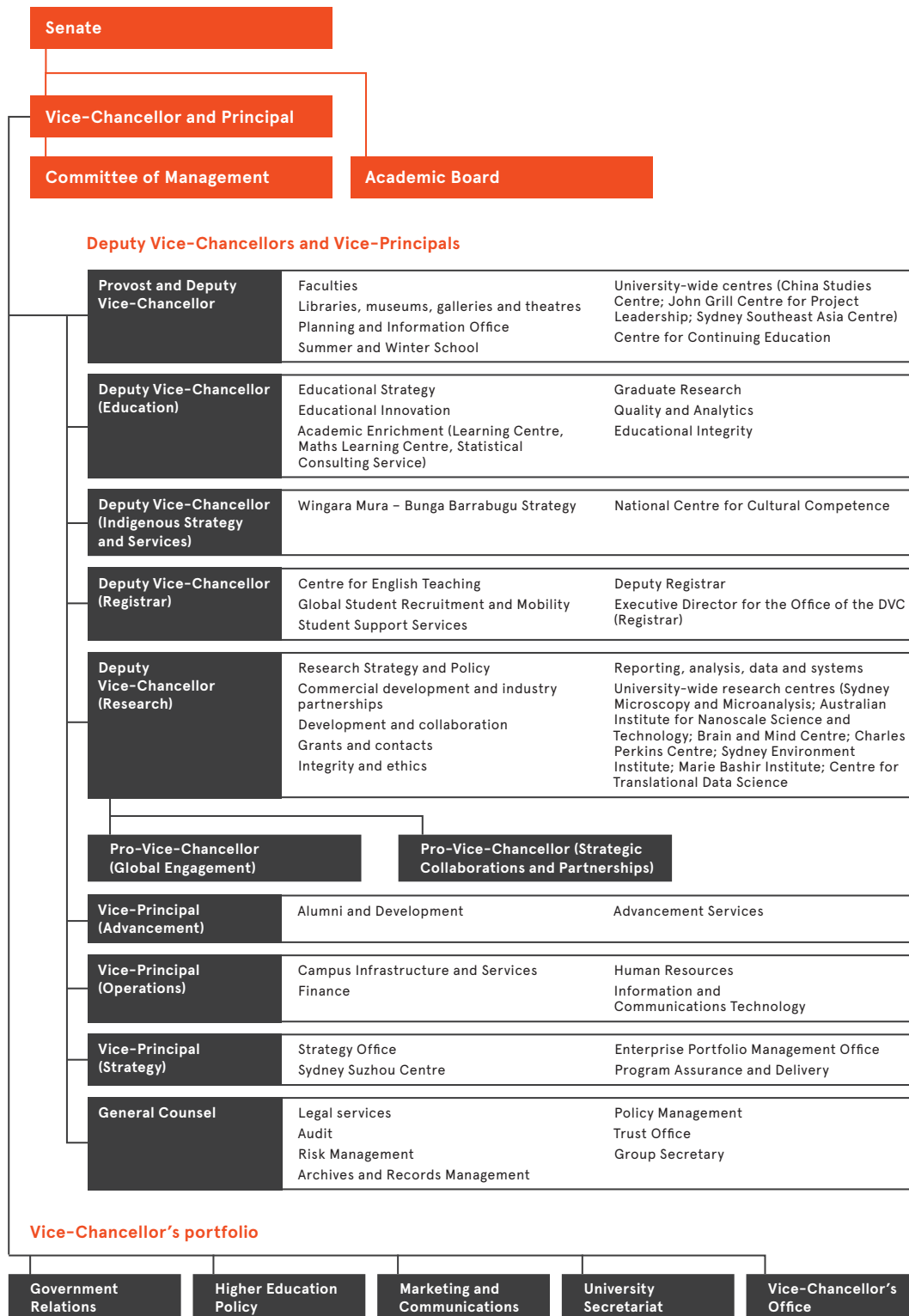
## Useful links

Careers website: [sydney.edu.au/recruitment](http://sydney.edu.au/recruitment)  
Home page: [sydney.edu.au](http://sydney.edu.au)  
Annual Report: [sydney.edu.au/about/publications/annual\\_report](http://sydney.edu.au/about/publications/annual_report)  
News: [sydney.edu.au/news](http://sydney.edu.au/news)

## Statistical snapshot 2015

Enrolments, total	61,221
Enrolments, international	17,229
Staff (full-time equivalent)	7616
Faculties	16
Research centres and institutes	75
Student:Staff Ratio	17:6
ARC Centres of Excellence	12
Cooperative Research Centres (CRC)	15
HERDC research income	\$364 million
Sporting clubs	40+
Clubs and societies	200+

# University organisational structure





# Benefits of working here

At the University of Sydney we attract the most vibrant thinkers to form a community dedicated to the pursuit of transformative education and research.

## Achieve your ambitions

If you want to engage with brilliant minds, are willing to push boundaries, and believe in making a positive difference, you've come to the right place. Our people come from all cultures and backgrounds and enjoy a true sense of community and belonging.

We recognise that our talented staff are invaluable and we support them to achieve their career ambitions and follow their dreams. Using our outstanding local and global networks, we can offer flexibility, responsibility, personal and professional development, and much more.



## We reward our staff

We welcome open minds, curiosity, and a readiness to tackle big questions – and we reward it accordingly. Our people are part of an exciting environment where development is encouraged and intellectual pursuits foster a sense of purpose and confidence. As well as being committed to diversity and equal opportunity, we are an Employer of Choice for Women.

In addition to a competitive base salary, we offer a wide variety of financial and non-financial benefits to our staff.

These include:

- working arrangements which assist staff in managing their work and personal/family responsibilities and provide flexibility in meeting business needs.
- family-friendly working hours
- generous leave entitlements
- a University contribution of up to 17% of base salary to your superannuation (pension) fund
- opportunities for tax-efficient salary packaging, including motor vehicles, laptops and additional personal contributions to your superannuation fund
- a variety of training and development opportunities
- exceptional health and wellbeing services, including sports and fitness centres, medical clinics and free counselling via the Employee Assistance Program
- University Parents Network which offers support to parents throughout the University
- on-campus parking and convenient transport services
- contribution to professional membership fees
- an entirely free Staff Benefits Program providing online and retail discounts across an extensive range of goods and services
- access to the cultural life on campus which includes our museums and art galleries; music and theatre at the Conservatorium of Music and Seymour Centre; and Sydney Ideas which is the University's premier public lecture series program that aims to bring some of Sydney's, Australia's and the world's, leading thinkers to the wider Sydney community.

Join our community and we'll help fulfil your career ambitions and transform your life.

# Conditions of employment

This section provides a summary of conditions of employment currently applicable to senior staff of the University of Sydney. It has been prepared to provide general guidance to prospective candidates, and does not form part of the terms of any employment offer or any staff member's contract of employment.

The University of Sydney offers excellent employment conditions and a highly rewarding working environment. It seeks to attract and retain staff of the highest calibre, and takes pride in its reputation as an Employer of Choice, as recognised by the Australian Government's Equal Opportunity for Women in the Workplace Agency.

In addition to specific selection criteria for each role, candidates must also demonstrate the following:

- Equal employment opportunity/gender equality  
Demonstrated understanding of the incorporation of the principles of equal employment opportunity and gender equality; and ability to work positively with staff and students from a diverse range of backgrounds.
- Work health and safety (WHS)  
Understand your WHS responsibilities and actively ensure the health, safety and wellbeing of yourself and others at work in accordance with your delegated authority, as described in the University WHS policy and guidelines.

## Term of the position

The headship is available for a term of four years in the first instance, with the possibility of renewal, subject to negotiation. The successful candidate will also be offered a professorial appointment in an appropriate discipline in the school and will retain that position at the conclusion of their headship.

## Academic planning and development

The academic planning and development process (AP&D) helps academic staff at the University to reach their full career potential and to achieve their work goals through:

- setting clear expectations, actions and priorities for the year ahead
- providing professional development opportunities
- enabling meaningful, open and regular review discussions that incorporate coaching and mentoring.

## Salary

The successful candidate will be offered an attractive remuneration package commensurate with the responsibilities of the position and the candidate's relevant experience and qualifications.

Salary sacrificing options are also available under the University's Flexible Remuneration Packaging Scheme. Provision is also made for limited private consulting in accordance with the University's regulations.

A range of superannuation options will be available to the successful candidate. By law, the University is required to make employer superannuation contributions equivalent to 10% of salary (called 'Superannuation Guarantee' contributions). The successful candidate may elect to have Superannuation Guarantee contributions made to a complying fund of their choice, or to have a higher level of contributions (currently 17% of salary) made to 'UniSuper'. The components of the successful candidate's remuneration package will reflect their choice of superannuation arrangements.

## Relocation assistance for candidates moving to Sydney

Where the successful candidate is required to move to Sydney from their present place of residence, the University will assist with reasonable air travel and relocation expenses for the candidate and accompanying family members. Visa sponsorship will be made available if required.

Sydney is acknowledged as the gateway to Australia – a truly international location. Along with a cost of living comparable to other major cities around the world, Sydney's world-renowned outdoor lifestyle makes it one of the world's easiest and most pleasant cities in which to live and work. Indeed it ranks in the top ten places to live in the world and the Asia-Pacific in the Mercer 2015 Quality of Living Survey.

See [mercer.com/qualityofliving](http://mercer.com/qualityofliving)

# How to apply

## Address for Applications

All applications must be submitted online via the University of Sydney careers website.

Visit [sydney.edu.au/recruitment](https://sydney.edu.au/recruitment) and search by reference number for more information and to apply.

Prepare your application to include the below. Once your documents are prepared and saved, click the 'Apply Now' button located at the bottom of the advertisement. Complete the application form attaching your documents in the appropriate sections. Do not submit more than one application per position.

- Covering letter including a statement that summarises how your experience, skills, qualifications and knowledge meet each of the selection criteria.
- Response to each of the selection criteria.
- Your curriculum vitae or resume including:
  - degrees, qualifications
  - positions held (including details of the most recent and significant career appointments) and major achievements
  - details of management and/or professional experience
  - current and proposed research interests
  - research outputs including a list of your publications including books, book chapters, and peer-reviewed journal articles listed in descending (in chronological order, with your most recent publication listed first)
  - competitive grants won and current/future involvement
  - courses taught, students supervised and curriculum development activities
  - fellowships, professional memberships and contributions to professional associations
  - contributions to your academic field, for example, involvement with editorial and review boards, invitations to conferences, consultancies undertaken

Include the names and contact details of a broad mix of a minimum of five referees who can collectively comment on all aspects of your background and experience.

## For further information

Intending applicants are welcome to seek further information from:

Professor Zdenka Kuncic  
Professor of Physics, School of Physics  
+61 2 9351 3162  
[zdenka.kuncic@sydney.edu.au](mailto:zdenka.kuncic@sydney.edu.au)

Mr Fabrice Noël  
Principal Recruitment Consultant  
Senior Academic Recruitment  
+61 2 8627 1218  
[fabrice.noel@sydney.edu.au](mailto:fabrice.noel@sydney.edu.au)

## Indicative dates

Closing date for applications: 16 January 2017

Shortlisting: February 2017

Interviews: March 2017

Commencement: August 2017