

Position Description – Dean (People and Resources)

Updated May 2026

ROLE DETAILS	
College	College of Health and Enablement
Organisational Unit	Executive Leadership Team
Supervisor	Vice-President and Executive Dean
Employment Type	Fixed Term, full-time

ROLE SUMMARY
<p>The Dean (People and Resources), College of Nursing and Health Sciences, provides strategic leadership and high-level advice to the Vice-President and Executive Dean on the academic workforce and resources required to deliver University and College strategic priorities. The role oversees the planning, development and management of the College's academic staff profile in alignment with the University's vision and values.</p> <p>The Dean (People and Resources) is responsible for ensuring the capability, capacity and sustainability of the academic workforce through effective workforce planning, attraction and retention, performance management and workload allocation. As a senior member of the College Executive, the position contributes to decision making that supports staff wellbeing, compliance, operational effectiveness and institutional reputation. The position is accountable for academic workforce capability, performance and workload frameworks and operates in partnership with the Director of College Services on resource and financial implications.</p> <p>The Dean works collaboratively with University leaders, other Deans, and academic and professional staff, including the Deputy Vice Chancellors and Chief People Officer, to ensure the academic workforce and resource profile is aligned to the strategic priorities of the College and supports high quality outcomes in teaching, research and service. The Dean (People and Resources) will foster an innovative, inclusive, and high performing culture.</p>

UNIVERSITY EXPECTATIONS AND VALUES
<p>All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:</p> <ul style="list-style-type: none"> • demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence, and the underlying ethos of being Student Centred; • contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor; • promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity; • perform their responsibilities in a manner which reflects and responds to continuous improvement; and • familiarise themselves and comply with the University's <i>Work Health and Safety, Injury Management and Equal Opportunity</i> policies.

KEY RESPONSIBILITIES

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

Strategic Workforce Planning

- 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 Strategic Plan.
- Participate in the development of strategic directions for the College within the context of the University's planning framework and overarching strategies.

Staff Attraction and Retention

- Develop and implement proactive staff attraction and retention plans to ensure the College has the right numbers and configurations of appropriately skilled and motivated academic staff for both short- and long-term priorities and targets.

Staff Engagement and Well-being

- Lead and embed a culture of academic staff engagement and wellbeing across the College, ensuring academic workforce practices support sustainable performance, positive staff experience and alignment with University strategy.

Performance Management and Development

- Lead on the development, implementation, and monitoring of key performance indicators and capabilities, providing staffing information to facilitate improved individual and College performance.
- Ensure appropriate development opportunities are available to academic staff and provide advice to the Vice-President & Executive Dean on performance management, complaints, and/or disciplinary matters.
- Establish and maintain a clear and transparent framework for appraisal and performance management, including setting performance expectations and monitoring its use to ensure effective people management.

Resource Allocation and Operational Leadership

- Provide leadership in relation to the planning and allocation of academic workloads, space, and other resources to support College priorities.

Other Duties

- Any other responsibilities in line with the level of the role as assigned by the Vice-President and Executive Dean and/or the University.

KEY CAPABILITIES

Academic and Professional Credentials

- Completion of a PhD or equivalent qualifications or experience.
- An exceptional academic track record, measured through research/scholarship quality and impact, competitive funding success, leadership in learning and teaching, and outcomes fully aligned with the University's strategic priorities.

Strategic Leadership and Organisational Capability

- Proven capacity to work collaboratively with executive colleagues to shape, implement and advance the strategic direction, performance and external positioning of the College.
- Demonstrated ability to strategically lead and manage multidisciplinary teams by setting clear priorities, delivering agreed outcomes on time and within resources, and sustaining staff performance and engagement in a complex, rapidly changing global higher education environment.

- Proven ability to translate strategic objectives into deliverable operational plans resulting in high performance outcomes.

Analytical and Planning Expertise

- Proven ability to analyse, interpret and present complex data and build business cases supported by clear evidence.
- Ability to make recommendations and contribute to the development of staffing and operational plans.

Diversity and Inclusion

- Demonstrated knowledge of the diversity and equality agenda and appreciation of a proactive approach to diversity within a complex organisation.

People Leadership and Development

- Experience in managing, leading, coaching and mentoring staff, including managing academic workload in accordance with agreed workload models.
- Highly developed leadership, negotiation and influencing skills with the ability to motivate, challenge and engage individuals and teams.

Interpersonal and Collaborative Skills

- High-level interpersonal, communication and problem-solving skills, including the ability to consult, network and build relationships internally and externally.
- Demonstrated ability to work effectively in a collegiate environment, develop and achieve shared goals and objectives, and negotiate agreed directions and outcomes.