CANDIDATE INFORMATION HANDBOOK

HEAD OF SCHOOL

SCHOOL OF COMMUNICATION STUDIES
TE KURA WHAKAPĀHO

FACULTY OF DESIGN AND CREATIVE TECHNOLOGIES
TE ARA AUHA
Dean’s Welcome

We are seeking an exceptional academic leader to take on New Zealand’s pre-eminent School of Communication Studies at the Auckland University of Technology (AUT). The School of Communication Studies is an established and industry-focused school with world-class researchers and teachers across multiple disciplines including advertising, critical media studies, journalism, public relations, radio, screen production and more.

The school functions as part of a unique faculty at AUT that encourages transdisciplinary thinking and methodology focused on innovation and creativity for which we have grown an excellent international reputation. After a successful three-year term in the role, our current Head of School has decided to move into a new role. Over this period, the school has changed, adapted, and grown in significant ways. It is now time to move to the next phase of development, including further enhancing external reputations, both domestically and internationally.

To that end, the successful candidate will have proven ability to collaborate with internal and external parties to deliver a programme of student engagement activities, and to identify strategic and business development opportunities partnering with relevant industries, professions, or institutions at the local and international levels. Additionally, they will have a strong record of academic leadership and senior management experience, with demonstrated ability to implement learning and teaching initiatives, ensure high-quality programme delivery and student support services. They will be experienced people leaders with demonstrable success in building and leading teams of academics and support staff. They will also have knowledge of and commitment to Te Ao Māori and be socially engaged, with a deep understanding of the economic, political, and cultural dynamics of Aotearoa.

Functioning as a key member of the faculty executive team, the successful candidate will be a Head of School who supports an innovative educational culture, leads the school on its continued journey to connect inside and outside the University, and progresses the faculty’s purpose and aim for collaboration, innovation, and transdisciplinary thinking. If you are excited about an opportunity to lead a school that is already in a strong position, and to strengthen it even further I would be delighted to hear from you.

Professor Guy Littlefair
Pro Vice-Chancellor and Dean of the Faculty of Design and Creative Technologies
AUT (Auckland University of Technology) is dynamic and vibrant with a hugely diverse body of students, staff, and partners. As one of the world’s top 50 young universities and New Zealand’s newest, AUT is the university of opportunity where all students with talent and potential have the chance to succeed. We have a clear vision expressed through our new Te Tiriti Responsiveness Framework and the cornerstone Ki Uta Ki Tai Student Success Plan which will ensure a shared, cohesive approach for the University to achieve its commitments and ambitions for student success, inclusion and belonging. We are a socially driven university with equity and excellence central to our purpose and actions, and we offer a stimulating teaching and research environment with strong connections to government, business, and industry. AUT has more than 27,000 students and over 4,000 staff based primarily at our three Auckland teaching campuses.

The University’s students are distributed across a full range of qualifications with 16% enrolled at postgraduate level, 79% at undergraduate level (bachelor's degrees) and 5% at diploma and certificate level. AUT has over 1,000 doctoral students and more than 60 research centres. We undertake international research in a wide spectrum of fields across the 16 schools at the University, with projects ranging from biotechnology, epidemiology, rehabilitation, artificial intelligence and data science to human nutrition and metabolism, communications and economics, amongst others, and we have award-winning academics in these fields.

Our student and staff populations are diverse and multicultural. A large proportion of our students are Māori, and we have the largest proportion of Pacific students in New Zealand. Over 12%, are international students, with numbers dramatically affected by border closures associated with COVID-19, and more than 50% of AUT’s academic staff were born overseas. This reflects the diversity of Auckland; around 60% of the city's residents were born outside New Zealand.

AUT’s growing reputation, both in New Zealand and overseas, is evident in our rankings. We are ranked in the top 1% of universities worldwide and are the second highest ranked university in New Zealand as assessed by Times Higher Education (THE). We are also ranked 24th in the world for international outlook, making us equal first in New Zealand for this indicator. We are rated a five-star university by Quacquarelli Symonds (QS), and many of our subject areas are world-ranked too.

In financial terms, AUT had a total revenue of NZ$415 million in 2022. Of this total, NZ$200 million came from government grants, NZ$166 million from student-derived revenue, and NZ$50 million from research and other income. For further information on the University’s financial position, please refer to the 2022 Annual Report.

AUT has undergone significant growth and change in 23 years, but one core characteristic from our 128-year institutional history remains; opportunity. AUT is student centred, community-minded, and partnership-oriented. And as the first university to have a presence in South Auckland, the AUT South Campus is a prime example of this. The campus serves a community that has traditionally been under-represented in university education. With close to 4,000 students studying there, the University is focused on increasing student numbers in this growing and dynamic part of Auckland.

In terms of university leadership, AUT has a governing council comprising appointed and elected members. The AUT Council is chaired by the Chancellor, and the Vice-Chancellor is an ex-officio member.

The two primary managerial decision-making bodies of the University are the Academic Board and the Strategic Leadership Team. The Academic Board comprises representatives of the professoriate and other senior academic staff and is currently chaired by the Vice-Chancellor, Professor Damon Salesa.

The Strategic Leadership Team has a membership of senior leaders and budget holders across the University including the Vice-Chancellor, Deputy Vice-Chancellor Academic and Deputy Vice-Chancellor Research.

Supporting the Vice-Chancellor and the two Deputy Vice-Chancellors are the Deans of each of the five faculties who are also Pro Vice-Chancellors. These are:

- Pro Vice-Chancellor, Dean, Faculty of Business, Economics and Law
- Pro Vice-Chancellor, Dean, Faculty of Design and Creative Technologies
- Pro Vice-Chancellor, Dean, Faculty of Culture and Society and Dean, Faculty of Māori and Indigenous Development - Te Ara Poutama.
- Pro Vice-Chancellor, Dean, Faculty of Health and Environmental Sciences

The faculties and their constituent schools are listed on this page.

The University also has four Pro Vice-Chancellors independent of the faculties, each with critical pan-university responsibilities. These are:

- Pro Vice-Chancellor International
- Pro Vice-Chancellor Learning and Teaching
- Pro Vice-Chancellor Māori Advancement
- Pro Vice-Chancellor Pacific

On the administrative side, the University has two Assistant Vice-Chancellors and two Group Directors, each leading major operational areas. These are:

- Assistant Vice-Chancellor Corporate, Governance and Legal
- Assistant Vice-Chancellor Finance and Infrastructure
- Group Director Strategy and Planning
- Group Director People and Culture

The five faculties are as follows:

**Faculty of Business, Economics and Law**
- Te Ara Pakhi, Te Ohanga Me Te Ture
  - Business School
  - Law School
  - School of Economics

**Faculty of Culture and Society**
- Te Ara Kete Aronui
  - School of Education
  - School of Hospitality and Tourism
  - School of Language and Culture
  - School of Social Sciences and Public Policy

**Faculty of Design and Creative Technologies**
- Te Ara Auaha
  - School of Art and Design
  - School of Communication Studies
  - School of Engineering, Computer and Mathematical Sciences
  - School of Future Environments

**Faculty of Health and Environmental Sciences**
- Te Ara Hauora A Potaka
  - School of Clinical Sciences
  - School of Public Health and Interdisciplinary Studies
  - School of Science
  - School of Sport and Recreation

**Te Ara Poutama**
- Faculty of Māori & Indigenous Development
AUT DIRECTIONS TO 2025

The overall direction and progress of AUT is determined by the University’s strategic plan, AUT Directions to 2025, which can be summarised as follows:

OUR MISSION
Great Graduates

OUR VISION
To be a university known for the desirability of our contemporary education, built on our commitments to:

Research – Discovery and application of knowledge for wellbeing and prosperity
Distinct Contribution – Building our position as New Zealand’s University of Technology
Learning & Teaching – Creating exceptional learning experiences
Engagement – Responding to our place in the world
Vibrant Community – Being a place where people love to work and learn

OUR CULTURE
Open-minded – We are open-minded, curious and questioning
Collaborative – We are welcoming, collegial, collaborative and respectful of others
Courageous – We think critically, listen carefully and speak courageously
Purposeful – We are achievement-orientated and dedicated to the success of our students and stakeholders

OUR VALUES
Tika – Integrity
Pono – Respect
Aroha – Compassion

In support of the AUT Directions to 2025, the Vice-Chancellor has set out five strategic priorities to progress our commitments. These are:

- Advancing our Te Tiriti commitments
- Advancing excellence and equity in education and research
- Advancing our environmental and financial sustainability
- Supporting student success
- Maturing the University’s systems and processes
TE TIRITI O WAITANGI

Auckland is the largest Polynesian city in the world, and AUT aspires to be the university of opportunity for Pacific peoples. Out of all the universities in New Zealand, AUT has the largest proportion of Pacific students (17%). We strive to increase the participation and success of Pacific peoples across all academic disciplines through programme development, university preparation programmes, student support, scholarships, community outreach and university research.

AUT’s commitment to Pacific peoples is underpinned by the appointment of a Pro Vice-Chancellor Pacific, a role that champions and supports continuous improvement across the University regarding Pacific participation, academic and research outcomes. To achieve this, the Office of Pacific Advancement under the direction of the PVC Pacific, has a dedicated team within the University that maintains and facilitates initiatives of importance to Pacific communities.

PACIFIC AT AUT

The Office of Pacific Advancement also empowers Pacific students to take an active role in their success through extracurricular programmes such as the Oceanian Leadership Network (OLN) comprising 200 current students from different faculties, schools; and campuses across AUT. OLN students develop their own successes through leadership opportunities and through service to others.

In New Zealand, Pacific communities are underrepresented in our universities. AUT has made special efforts to address this, and the establishment of the South Campus in Manukau – which has the largest populations of Pacific peoples in one place worldwide – is a tangible expression of this commitment. The South Campus is also a research and innovation centre – is a tangible expression of this commitment. The South Campus is also a research and innovation centre.

AUT has the largest cohort of Pacific university students in New Zealand, and they are supported from entry through to research degrees. The UniPrep programme, for example, transitions students into AUT, working with high schools in South and West Auckland to empower and support their transition to university. It acts as a gateway to study options across all AUT’s faculties and campuses and includes a mix of academic workshops, team-building activities and university life experiences. More than 75% of participants are Pacific people. From a postgraduate position, we provide scholarships for Pacific doctoral students and support Māori and Pacific early career academics through our staff programme Eke Tangaroa.

The founding document of New Zealand, Te Tiriti o Waitangi (Te Tiriti), establishes the basis for modern Aotearoa New Zealand society. It is an agreement between representatives of the British Crown and rangatira (chiefs) and their hapū (sub-tribes), named after the place in the Bay of Islands where the Treaty was first signed on 6 February 1840. Fundamentally, Te Tiriti governs the relationship between Māori – the tangata whenua (indigenous people) – and everyone else. It ensures that the rights of both Māori and tauiwi (non-Māori) are protected.

As a Crown entity, AUT has a duty to actively promote and protect Tiriti rights and develop education settings that reflect Māori-Crown relationships. AUT plays a critical role in shaping Aotearoa New Zealand society. It is an agreement between representatives of the British Crown and rangatira (chiefs) and their hapū (sub-tribes), named after the place in the Bay of Islands where the Treaty was first signed on 6 February 1840. Fundamentally, Te Tiriti governs the relationship between Māori – the tangata whenua (indigenous people) – and everyone else. It ensures that the rights of both Māori and tauiwi (non-Māori) are protected.

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Our School of Communication Studies is highly regarded in the industry, both in New Zealand and beyond. It produces innovative, critical and creative research that advances knowledge, serves the community, and develops future communication experts and skilled media practitioners.

There is a dynamic interaction between communication theory and media practice across digital media, creative industries, television and screen production, advertising, radio, public relations, and journalism. Undergraduate degrees and postgraduate qualifications to PhD level are offered in each of these fields. The school has impressive state-of-the-art facilities including a fully-equipped professional screen and television studio, radio station, sound and edit suites, chroma key studio, performance studio, digital media computer labs and media centre.

Communications graduates hold top level positions in communication and media locally and worldwide. Our students and graduates are internationally recognised, and frequently win top industry awards such as the CAANZ AXIS awards, ORCA awards, Cannes International Advertising Awards and NZ Student Marketer of the Year award.

- Communication Studies Undergraduate Programme Guide 2024

**SCHOOL OF COMMUNICATION STUDIES**
**TE KURA WHAKAPĀHO**

Welcome to the vibrant hub of innovation and imagination – AUT’s Faculty of Design and Creative Technologies – Te Ara Auaha. Established in 2005, our faculty stands as a dynamic epicentre where artistry, technology, and cutting-edge thinking converge to shape the future of design and creativity. It is an innovative and inspiring hub which serves as the focus of activity for the Schools of Art and Design; Engineering, Computer and Mathematical Sciences; Communication Studies, and our School of Future Environments.

The faculty represents about 27.6% of the University’s activity (5,420 EFTS) and is mostly located on the City Campus. The faculty oversees learning and teaching through its Academic Quality Office, research, and postgraduate studies offices, along with finance, and people and culture managerial oversight.

At the heart of our philosophy lies a commitment to nurturing visionaries, thinkers, and doers who transcend conventional boundaries. Our faculty is a melting pot of diverse disciplines, spanning from design, multimedia, and communication to digital arts, game development, and more. Here, imagination knows no limits, and innovation knows no bounds.

Led by a cohort of distinguished educators, industry veterans, and thought leaders, our faculty offers a transformative learning experience that merges traditional artistic principles with emerging technologies. We believe that true creativity flourishes when guided by a deep understanding of both artistic foundations and the tools of tomorrow. Our students not only develop mastery in their chosen fields but also foster the adaptability and versatility demanded by today’s ever-evolving creative landscape.

Collaboration is the heartbeat of our approach. Our students engage in interdisciplinary projects that mirror real-world collaborations, preparing them to thrive in cross-functional teams and tackle multifaceted challenges. With state-of-the-art facilities, industry partnerships, and access to a thriving creative community, we propel students towards translating their ideas into impactful, tangible realities.

As a driving force behind Auckland’s reputation as a global creative hub, our faculty doesn’t just adapt to change – we drive it. We incubate ideas, elevate perspectives, and catalyze innovation. By leveraging the rich tapestry of courses, workshops, and experiential learning opportunities, we empower individuals to forge their own paths, rewrite the rules, and revolutionise the creative sphere.

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Te Ipukarea Research Institute was established in 2008, and is hosted by AUT within the Faculty of Design and Creative Technologies. The main focus of Te Ipukarea’s research is Māori language, culture, and knowledge. Te Whare o Rongomaurikura, the Centre for Language Revitalisation is located within Te Ipukarea, and reflects our commitment to Indigenous and endangered language revitalisation, beginning with te reo Māori (the Māori language).
We are seeking a new Head of School to provide outstanding academic, administrative and people leadership to the School of Communication Studies. You will play a critical part in achieving the school and faculty’s strategic objectives and as part of the Dean’s executive team, become an important member of the faculty’s leadership and management structure. You will be comfortable communicating with different groups from diverse disciplines, and will lead a team of approximately 50 (FTE) deeply committed and resilient School staff who are focused on empowering over 900 (EFTS) students to develop their ambition, capabilities, knowledge, and passion to shape the future through communication studies and media studies practice. The school is currently in a very strong position. You will continue the great progress the previous Head of School made, whilst embracing space for your creativity of thinking to enable the school to move to the next level.

Key focus areas include:
- Leading the further development of a school culture focused on excellence in teaching, research, service and other academic contributions whilst ensuring staff feel safe and productive in their work.
- Further enhancing the sense of community and collaboration amongst staff post-COVID.
- Lifting the school’s external profile and ensuring strong personal networking across New Zealand’s communication and media sectors.
- Advocating for the school internally in the broader environment of the faculty and AUT.
- Helping the school increase its international student enrollments and outlook, whilst maintaining a critical local focus and perspective.
- Continuing to operationalise already-approved curriculum reform.
- Driving greater cross-disciplinary collaboration with other areas and disciplines of the faculty and University to encourage new thinking and enhance student and staff experiences.

You will be recognised as a culturally capable leader who values diversity, works inclusively, and allows and champions creativity, flexibility and innovation whilst being humble and principled. You will be able to lead the school on the next steps of its Te Tiriti journey and will display attributes of inclusiveness, empathy, trustworthiness, confidence and kindness. Your ability to listen, connect, collaborate, communicate and influence will be critical – as will be your strong respect for others coupled with an open and engaging attitude that is flexible to changing requirements. A resolute, robust and positive attitude is essential.

**POSITION DESCRIPTION**

**POSITION OVERVIEW**

- Enhance and enrich the face of communication and media studies at AUT
- Bring authentic partnership-driven leadership to our outstanding school
- Become a key member of the Dean’s executive team

**Position Overview**

**Title of Position**

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<th>TITLE OF POSITION</th>
<th>SERVICE AREA</th>
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<td>Head of School / Tumuaki Kura Communication Studies</td>
<td>Faculty of Design and Creative Technologies</td>
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**Reports to**

| PVC and Dean / Tumuaki, Faculty of Design and Creative Technologies | July 2023 | IEA |

**Purpose**

The Head of School is a senior academic role which provides leadership to enable the School to achieve excellence and equity in education and research, and to support implementation of the University’s strategic and operational goals.

AUT recognises and respects the importance of Te Tiriti o Waitangi and its centrality to the mission and work of the University.

**Key Relationships**

**External**

- Government, business and the public
- Relevant professional and/or industry organisations
- Relevant funding agencies
- Academic institutions in New Zealand and overseas
- Prospective and enrolled students and alumni

**Internal**

- Dean, Deputy and Associate Deans
- Heads of Departments (where applicable)
- Programme Directors
- School Manager/Coordinator
- Faculty Registrar
- Faculty Finance Manager
- HR Business Partner
- Other Heads of School
- AUT Central Divisions
- School staff
- Other Faculty and University colleagues
KEY ACCOUNTABILITIES

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<tr>
<th>RESPONSIBILITY</th>
<th>EXPECTED OUTCOMES</th>
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| **Strategic Planning and Direction of the School** | • A clear vision and strategic direction is implemented to ensure the activities of the School are in alignment with University strategic and operational plans.  
• Environmental scanning and analysis of emerging trends and competitor moves underpinning at School level.  
• Specific objectives are developed to enable the attraction, retention and success of talented staff and a viable student cohort.  
• Opportunities that enhance the School are identified and pursued through an active contribution to the development of marketing and engagement plans.  
• The reputation and credibility of the School is proactively managed. |
| **Operational leadership and management** | • The School contributes to the future viability of AUT by effective and efficient management of staff, budgets and facilities.  
• The School’s operational activities are managed according to University policy, procedure and guidelines.  
• The School’s financial performance meets expected goals.  
• Workloads are appropriately managed while ensuring financially viable staff: student ratios. |
| **Academic Leadership and Student Success** | • Excellence is ensured in all teaching and research.  
• The School’s pedagogical practices and learning design are innovative, future orientated and inspirational.  
• The School’s courses, curriculum and teaching activities meet student demand, are high quality, support student success, and are efficiently delivered.  
• Research capabilities and profile of the School are progressed and enhanced.  
• The School’s research is impactful and informs its teaching.  
• Academic staff are supported to be productive and to do high quality research, as reflected in publications, postgraduate supervision and success in obtaining external research funding. |
| **People Leadership, Organisational Culture and Wellbeing** | • Capability is built and sustained within a culture that maximises the diverse capabilities and strengths of staff to their best advantage.  
• The School culture supports and empowers staff.  
• Recognition, reward, and equity processes are delivered in a fair and consistent way.  
• Performance and behavioural issues are documented and addressed effectively with staff members in a timely way.  
• Individual and team capability is developed and sustained to achieve exceptional outcomes and to support career advancement and succession planning.  
• Change is successfully led by building personal capability and staff capacity and understanding of the need for change.  
• The People Leader Essentials guide is proactively incorporated into the work of the School leadership team, enabling the achievement of collective goals through planning, engaging, building and leading School staff.  
• Regular e-map conversations build clarity on expectations and support staff to meet their individual career goals. |

RESPONSIBILITY | EXPECTED OUTCOMES
|----------------|-------------------|
| **External Engagement** | • Relevant external relationships are maintained and developed.  
• The School’s academic programmes are promoted nationally by ensuring school representation in promotional events.  
• There is on-going international awareness of the School, its teaching and research to support student recruitment. |
| **Te Tiriti Relationships** | • Leadership and decision-making are informed by AUT’s Te Tiriti framework.  
• Māori staff and students are supported to succeed and develop in Te Tiriti appropriate ways.  
• AUT’s Te Tiriti Framework is implemented, and actions are taken to honour AUT’s commitment to Te Tiriti o Waitangi. |
| **AUT Values – Tika, Pono me Aroha Integrity, Respect and Compassion** | • Team performance and the achievement of School, departmental, team and organisational goals and objectives are actively supported.  
• A mindful focus on equity and diversity is maintained and reflected across all areas of work practice.  
• Compliance with AUT policy and procedures is maintained along with active contribution to continuous improvement. |
| **Health, Safety and Wellbeing** | • Staff are kept safe by having knowledge of the risks to safety and wellbeing, being supported to raise concerns and ensuring all events are reported and investigated.  
• Staff understand and adhere to AUT’s health and safety management system, including all policies, protocols, procedures, and tools.  
• Engaging in health and safety activities as outlined in the Roles and Responsibilities, and Accountabilities procedure, which includes ongoing hazard identification and risk assessment.  
• Where required, proactive participation in internal and external health and safety audits and inspections occurs in line with AUT’s overall health and safety strategy and goals.  
• Staff understand and follow emergency and evacuation procedures and what is required during an emergency. |

This document covers the broad results expected from the position and will form the basis of specific objectives to be agreed and reviewed on a regular basis.
ORGANISATIONAL CONTEXT
As per Delegated Authorities

Roles reporting directly to the Vice-Chancellor; Deputy Vice-Chancellor, Deans, General Managers, Pro Vice-Chancellors

Senior Managers, including Deputy and Associate Deans, Heads of Schools, Group Directors, Directors

Managers including Directors, School Managers, Directors of Institutes/Research Centres

This Role

Tier 1

Tier 2

Tier 3

Description
The Head of School role sits within a Faculty with responsibility for leadership and management of the staff and resources of the School.

COMPLEXITY
The Head of School leadership role requires effective use of a combination of skills, including management, strategic planning, conflict resolution, influencing and sound judgement in order to achieve expected outcomes. Decisions taken may impact significantly on staff and student satisfaction and retention, and on external stakeholder opinion of quality and relevance of teaching, curriculum, research and engagement. Relationships with relevant stakeholders need to be developed to promote excellence and support academic programs, the wider student experience, and research objectives.

AUTHORITIES
Delegations/Contractual
Delegations as per policy

Staff
Academic Management Staff
School administration/support staff

Financial
As per School’s operating budget and parameters

PERSON SPECIFICATION

MANDATORY

DESIABLE

FORMAL QUALIFICATIONS

• PhD qualification in a relevant discipline

• Status of Associate or full Professor

• Leadership qualification or prior professional development

KNOWLEDGE & EXPERIENCE

• Demonstrated successful experience in academic leadership and management

• Significant professional standing in areas relevant to the School

• Strong relationship skills, including the ability to gain the confidence and co-operation of diverse colleagues

• Knowledge and successful experience in financial and people management

• Ability to think critically and respond creatively in a challenging and dynamic environment

• Demonstrated knowledge of, and commitment to, Te Tiriti o Waitangi and Te Ao Māori. Is socially engaged with a deep understanding of the economic, political, and cultural dynamics of Aotearoa. (For international candidates, an understanding of language, culture and traditional knowledge of Indigenous and/or First nations people)

• Knowledge and practice in the principles of equity and diversity

• Recognised contribution to the relevant discipline beyond the University

• Recognised contribution to pedagogical and educational developments

• Demonstrated success in attracting external research funding and in completing successful grant applications as a lead applicant

• Demonstrated success in attracting and supervising high quality postgraduate research students to completion as primary supervisor

• Previous experience in leadership roles within a university

• Sound knowledge of tertiary education in New Zealand

• Competency in te reo Māori me ōna tikanga

SKILLS

• Outstanding leadership skills

• Ability to positively influence

• Ability to delegate, coach and consult

• Strong communication and listening skills, empathy and diplomacy

• Strategic thinking

• Resilience

• Highly developed relationship-building skills

• Strong organisational and coordination skills

• Excellent written and oral communication

• Excellent problem-solving skills

• Commitment to continuous improvement and ongoing development of teaching and research capability of self and others

• Approachable and supportive personality

• Conscientious and responsive

• Professional and personal integrity

• Creative and flexible

• Assertive, courageous and open-minded

ATTRIBUTES
APPLICATIONS AND SELECTION CRITERIA

We welcome applications from senior academics of high standing with significant senior academic leadership and staff management experience. Along with your full CV, please ensure to submit a) a cover letter which explains why this particular role (and AUT) is of interest, and b) a statement addressing how your experience aligns with the key selection criteria we’re seeking below:

1. A record of distinguished academic achievement and research appropriate for appointment as a professor or associate professor. A PhD is mandatory.
2. Extensive subject matter experience in one (or more) of the disciplines related to the School is preferable. Please highlight relevant interdisciplinary contributions.
3. Extensive senior academic leadership and demonstrated staff management experience. Please highlight successes developing and sustaining growth, and ensuring a positive work culture for staff.
4. Demonstrated development of significant industry connections and partnerships.
5. Capability to lead the school on an authentic and robust Te Tiriti journey.
7. Significant experience leading key strategic change demonstrating an excellent understanding of cultural, operational, and organisational change management.
8. Outstanding resilience, interpersonal, negotiation and diplomacy skills, combined with a coaching and consultative approach to leadership.
9. A brief summary of your interest and experience embracing innovation and experimentation in previous leadership roles.
10. Applicants are welcome to add further comments they may feel of relevance.

LIVING IN AUCKLAND

AUT is located in Auckland, New Zealand’s largest city with a population of around 1.6 million people. Over a third of the country’s population live here. Set between the sparkling waters of the Waitematā and Manukau harbours, Auckland is dotted with volcanic hills, many of which were once the site of Māori settlement or fortified villages, offering unparalleled views of the city.

The city is the epicentre of New Zealand’s commerce and industry, accounting for 38% of New Zealand’s economic output (GDP) and 36% of the country’s paid employment. A water lover’s paradise, Auckland’s harbour setting, access to nature, and sporting and cultural events make it a great place to study and work. Enjoy the many beaches within minutes of the city - or venture a little further afield to explore the untamed West Coast surf beaches or the Hauraki Gulf islands.

Auckland has historic places that offer a fascinating glimpse of Māori history, with pā sites and monuments to the tangata whenua (indigenous people). You can take a walk through the city with a guide from the local iwi (tribe), visit the Auckland Museum, or wander through the weekend markets for the flavours, sounds and sights of the South Pacific.

With a thriving arts and entertainment scene, a temperate climate and stunning natural surroundings, it’s no surprise that Auckland is considered one of the world’s most liveable cities, ranking joint third out of 231 cities in the 2019 Mercer Quality of Living Survey. It has held that ranking since 2012.
APPLICATION PROCESS

Submitting an application

To apply for this position, please submit the following:

• Full curriculum vitae (including a complete list of publications)
• A statement addressing the key selection criteria, listed on page 18 of this information pack
• A cover letter which explains why this particular role (and AUT) is of interest
• Details for a minimum of three referees (including their relationship to you, email address and telephone number)
• An indication of the earliest date you would be available to commence the position, if successful

Applications must be made on or before the closing date, via the appropriate job vacancy on AUT’s careers site. An email acknowledging receipt of your application will be sent within 24 hours.

Recruitment timeline

The deadline for applications is Tuesday 12 September at 23:55 (New Zealand Standard Time).

• Interviews: late-September/early-October 2023
• Date of commencement: By Early-2024 (to be agreed with the successful applicant)

Referees

Referees will only be contacted after consultation with you. It is your responsibility to ensure that referees are willing to provide reports when contacted. AUT may contact all referees listed in the application.

Contact details

For recruitment enquiries: Contact Mike Wood, AUT Executive Recruitment Partner – mike.wood@aut.ac.nz

Conditions of Employment

• The initial term of appointment to the role of Head of School will be three years (with potential for further extension as agreed by mutual consent), and a permanent position as a senior academic.
• A competitive remuneration package will be agreed with the successful applicant, commensurate with skills and experience.
• If applicable, a relocation package will be agreed as per AUT’s Relocation Policy.
• Alongside the Head of School position description included in this handbook, a separate position description will also be provided for the relevant substantive academic appointment.

FURTHER LINKS

Auckland University of Technology links

Further information on our main website
Staff benefits
Careers information
Working at AUT

Guides to living and working in Auckland

Aucklandnz.com
New Zealand Now
Moving to Auckland (AUT site)