The University of Sydney acknowledges that its campuses and facilities sit on the ancestral lands of Aboriginal and Torres Strait Islander peoples, who have for thousands of generations exchanged knowledge for the benefit of all.
Welcome from the Vice-Chancellor.... 3
About the University of Sydney .......... 4
Organisational structure ................. 10
Strategic achievements .................. 11
Higher education in Australia .......... 12
Living and working in Sydney .......... 14
About the role .................................. 16
How to apply .................................... 20
Thank you for expressing an interest in the key leadership role of Provost and Deputy Vice-Chancellor at the University of Sydney. The position oversees our academic enterprise and plays a vital role in ensuring that our twin founding commitments to excellence and public service continue to be embedded across all sections of our academic community.

Unsurprisingly, the start of the 2021 academic year has been affected by the circumstances of the ongoing pandemic, including the need to ensure a smooth ‘return to campus’ and hybrid learning opportunities for our students here in Australia and to continue to provide an excellent remote learning experience for those still offshore. It is however also a time of cautious optimism, thanks to the easing of public health restrictions and the start of Australia’s vaccination program.

It is a uniquely exciting time to join the University of Sydney, as the University builds on its strategic achievements to date and prepares to enter a new strategic planning cycle. The last five years have been marked by a reconfiguration and simplification of the University’s academic structure and faculties, significant undergraduate curriculum reform, an investment in research (people, equipment, and physical infrastructure), and an emphasis on a values-based University-wide culture. Recently ranked 1st in Australia and amongst the top 5 in the world for both impact (THE 2020) and employability (QS 2020), we continue to broaden our footprint with the local communities in Sydney and to drive a range of world-class multidisciplinary and interprofessional initiatives such as the Susan Wakil Health Building, the Charles Perkins Centre, the Sydney Nano Institute, and the Brain and Mind Centre.

It is a time of consolidation, adaptation and renewal here at Sydney and the Provost and Deputy Vice-Chancellor will have the opportunity to work across the executive and the academic community to strengthen the University’s academic culture, operations and performance.

Thank you again for your interest in the University of Sydney, I look forward to hearing from you soon.

Professor Stephen Garton AM
Vice-Chancellor and Principal
ABOUT THE UNIVERSITY OF SYDNEY

As Australia’s first university, we have been harnessing the power of education and research to transform the world for nearly 170 years. Proud as we are of our history, we are even more excited about our future.

The University of Sydney is one of the world’s leading comprehensive research and teaching universities – ranked 2nd in the world for impact1 and 4th in the world for graduate employability.2 We teach and research across an incredible breadth and depth of subjects and disciplines with the aim of making lives better, not just by producing leaders, but by supporting the development of knowledge and innovation with genuine benefit to society.

Year after year, we are ranked among the top universities in the world for the quality of our teaching and research, graduate employability, breadth of subjects, student mobility, and generosity of scholarships.

We are a diverse community of students and staff from more than 170 countries. Our values – courage and creativity; respect and integrity; diversity and inclusion; openness and engagement – are embedded into everything we do, creating a culture in which every member of our community is valued and supported to thrive.
Our rankings

1st
in Australia and 4th in the world for graduate employability²

2nd
in Australia and 40th in the world in university rankings³

30
of our subjects ranked among the top 50 in the world⁴

2nd
in the world for social and economic impact¹

74th
in the world in academic rankings⁵

100%
of our research ranked at world standard or above⁶

¹. Times Higher Education Impact Rankings 2020
². QS Graduate Employability Rankings 2021
³. QS World University Rankings 2021
⁴. QS World University Rankings by Subject 2021
⁵. Academic Ranking of World Universities 2020
⁶. Australian Research Council Excellence in Research for Australia 2018–19 report
Our teaching

Recognised as leaders in education and student experience, the University of Sydney is ranked 4th in the world and 1st in Australia for graduate employability. Looking ahead to a future of work that will be very different, it is our ambition that our students will complete their degrees with the confidence and ability to think critically, collaborate productively and influence the world.

Over the past four years, we have transformed our undergraduate curricula with our future students front of mind. The reimagined framework embeds all undergraduate degrees with graduate qualities for the 21st century, an emphasis on industry experience and global perspectives and common components to support flexibility and cross-disciplinary learning.

We have created a new high achiever’s stream to extend enrichment opportunities, and a new double degree option. Through one extra year of study, students have greater access to advanced coursework and research pathways.

Our courses connect students with industry experts and potential employers through internships and collaborative projects.

We also have the largest global student mobility program in Australia, partnering with more than 250 universities in more than 40 countries to provide wide opportunities for exchange and study abroad.

We offer our students an unforgettable student experience through a diverse range of community and co-curricular opportunities. Our student union has been the heart of campus life since 1874, organising events and programs through more than 250 student clubs and societies.

Paving the way for the future of our executive education and postgraduate coursework is our first micro-credential, the new Sydney Professional Certificate. We will be delivering more opportunities for mid-career postgraduate education and lifelong learning, high quality online and hybrid models for postgraduate teaching, and shorter-form award and non-award postgraduate programs.

We are also introducing a new coursework component to our PhD degrees – a first of its kind in Australia – and broadening the coursework options for our other postgraduate research degrees to support research capabilities and the success of our students in a changing world.

1. QS Graduate Employability Rankings 2020
Our distinctive alumni

Our alumni have achieved remarkable feats and are consistently ranked among the world’s most employable graduates. They include Nobel laureates, Pulitzer prize winners, Australian prime ministers, humanitarians, teachers, inventors, medical innovators, and thousands like them who have changed lives all around the world – people like Eddie Woo, who is revolutionising the way we teach mathematics; Dr Anna Lau, who is making inroads in the fight against Ebola; Colin Sullivan, who invented the CPAP machine, a life-saving device for sleep apnoea; Jack Manning Bancroft, Indigenous mentor and founder of the AIME program; and Marie Bashir, former chancellor of the University and governor of New South Wales.


Key statistics

75,605
total student enrolments¹

29,225
postgraduate coursework students¹

33,772
international enrolments¹

16:1
student:staff ratio²

41,464
undergraduate students¹

9,523
staff (full-time equivalent)³

4,916
postgraduate research students¹

380k
alumni across more than 170 countries⁴

¹. Student enrolments as at 31 August 2020
². Student Staff Ratio by Faculty and School as at 31 March 2019
³. Staff (FT/FPT & Casual) FTE by Classification & Appointment Term, as at 31 March 2020
⁴. University website March 2021
Our research

The University of Sydney is recognised as one of the top research universities in the world. All of our 22 broad fields of research are ranked at world standard or above in the latest Excellence in Research Australia report, and we are 2nd in the world in the 2020 Times Higher Education Impact Rankings.

These measures demonstrate the success of our 2016–20 Strategic Plan initiatives to triple our investment in research; establish new multidisciplinary initiatives; upgrade our facilities; develop new funding opportunities; and provide mentoring and training to support researchers at every stage of their careers.

We are particularly proud of our 9 multidisciplinary research initiatives, which bring together academics from diverse fields to lead innovation in established and developing areas of strength, while also creating educational opportunities for our students. The University of Sydney Nano Institute, for example, is taking the field of nanoscience to new levels through multidisciplinary projects and dedicated scholarships for students and research fellows.

Research excellence requires the latest technology, which is why we’re investing in core research facilities that provide access to high-end infrastructure, along with a range of services to assist researchers with specialist applications. Our facilities include the Research and Prototype Foundry, which offers instruments for the fabrication of devices with features on the micro and nanoscale; Sydney Analytical, with capabilities in material, chemical and biological analysis; and Sydney Imaging, with a comprehensive suite of preclinical and clinical imaging modalities and a hybrid theatre.

We are also building strategic partnerships with leading corporate, community and government organisations to address authentic issues, and develop products, systems and services at the forefront of business. For example, our multi-year partnership with Microsoft establishes ongoing investment at the Sydney Nanoscience Hub, as Microsoft moves from research to real-world engineering of quantum machines. Meanwhile, our continuing partnership with Qantas is developing flight-planning systems that will help the airline optimise routes, reduce fuel consumption and improve operational effectiveness.

In 2020 we had significant commercialisation activity, with 31 commercial deals closed and another 52 prospects in the pipeline. Highlights included Kinoxis Therapeutics, a University spin-out formed in February 2019, completing a Series A2 financing round of $5 million, with most of these funds coming from existing shareholders. The innovation pipeline remains strong at both ends of the lifecycle, with 151 invention disclosures submitted over the course of the year and seven University spin-off companies created, of which the University continues to hold equity in five.

Learn more about our research and its impact.

– sydney.edu.au/research

Key statistics

90+ research centres
9 multidisciplinary research and teaching centres
8 ARC Centres of Excellence
5 Cooperative Research Centres
60 academic research partnerships in India

Figures correct at March 2021
Our campuses

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 has several other facilities across the state, for example, our farms and research units at the Camden Campus, and clinical schools in hospitals across the city and in rural NSW. Other faculties and schools have their own dedicated campuses, such as the Sydney Conservatorium of Music in the heart of Sydney’s CBD, near the Sydney Opera House, and Sydney Dental School in Surry Hills.

The future of our campuses

We are investing in significant infrastructure development to meet the changing needs of 21st century students and staff and keep our work at the cutting edge.

Work is well underway on our new Engineering and Technology Precinct; and the Susan Wakil Health Building, a multidisciplinary facility that co-locates the faculties of nursing and health sciences near the Royal Prince Alfred Hospital, has recently opened.

The Chau Chak Wing Museum, near the Quadrangle on our Camperdown Campus, also opened in 2021 and facilitates better object-based learning and public access to our significant collections of art, antiquities, culture and natural history. Exhibitions display historic and contemporary art and tell diverse stories from the perspective of Australia’s First Nations People alongside the ancient cultures of the Mediterranean, Middle East, China and beyond.

A key focus of the University’s next era of strategic growth is western Sydney, where we are working towards the establishment of a large scale multidisciplinary research and teaching campus at Parramatta/Westmead, focusing on areas that address the challenges of disruption at the intersection of technology and the human experience.

The upgraded Westmead Hospital Clinical Precinct will position us at the centre of transformational health services, research and education in western Sydney. To date, we have invested around $80 million at Westmead, providing new education facilities, upgrades to existing spaces, and a suite of programs and initiatives alongside our partners at the precinct.

For more about campus developments, visit − sydney.edu.au/building-projects
ORGANISATIONAL STRUCTURE

As at March 2021

Vice-Chancellor and Principal

University Executive

Academic Board

Vice-Chancellor’s portfolio

Pro-Vice-Chancellor (Academic Excellence)

Pro-Vice-Chancellor (Medicine and Health)

Executive Dean, Faculty of Arts and Social Sciences and Interim Pro Vice-Chancellor (University Schools)

Heads of School and Deans of University Schools*

Deputy Vice-Chancellor (Indigenous Strategy and Services)

Deputy Vice-Chancellor (Research)

Pro-Vice-Chancellor (Global Engagement)

Pro-Vice-Chancellor (Research – Enterprise and Engagement)

Vice-Principal (Strategy)

General Counsel

* These roles include the following: Head and School and Dean, The University of Sydney School of Architecture, Design and Planning; Head of School and Dean, Sydney Conservatorium of Music; and Head of School and Dean, The University of Sydney Law School.

As at March 2021
Research

We tripled our funding in research.

We signed 20 partnerships with international universities, generating 296 co-invested research projects.

The number of our highly cited researchers increased from 6 in 2015 to 17 in 2019.

We strengthened research links with China by establishing a University of Sydney Centre in China.

Education

We introduced a new undergraduate curriculum to prepare students for a rapidly changing world.

33% of our students had a global mobility experience.

1000+ of our students enrolled in Industry and Community Project Units, leading to strategic partnerships with leading industry, government and community organisations across the world.

Culture

We received an Athena SWAN Bronze Award in recognition of our commitment to the Science in Australia Gender Equity initiative.

53% of our executive team are women.

INSPiRED

Our INSPiRED philanthropic campaign saw the University become the first in Australia to raise $1 billion from 64,000+ donors, providing:

$368 million towards life-changing medical research

2000+ scholarships and education initiatives

50% of our staff were born overseas

Infrastructure

We established several major multidisciplinary initiatives, including the University of Sydney Nano Institute, Sydney Policy Lab, Charles Perkins Centre, and the Marie Bashir Institute for Infectious Diseases and Biosecurity.

We transformed our campuses with significant development, including 8 major university buildings and 3 new student accommodation facilities.
While Australia's educational institutions may be younger than their counterparts in other parts of the world, they are consistently ranked in the top tier for research and education.

Australia is home to a large number of world-leading universities which continue to rank among the world's best in annual reports published by leading bodies such as QS, THE and ARWU. Australia has more of the top 200 universities per capita than the US, UK and Germany.

Our education system is highly popular, with a majority of young adults choosing to pursue tertiary education. Recent OECD data shows an increase to 51% in the number of young Australians with a tertiary degree – up 9% in the last decade and well above the OECD average of 44%. This is reflected in Australia's low unemployment and highly skilled workforce.

Australia is also highly rated in the U21 Ranking of National Higher Education Systems, ahead of France, Germany, Norway and Japan.

In Australia, outstanding education is married with world-leading research. The latest Excellence in Research for Australia report clearly showed that much of Australia's research is above world standard, particularly at the University of Sydney, where all of our 22 broad fields of research are ranked at world standard or above.

In terms of publications, Australia accounted for more than 3% of the world’s top 10% of most-cited scientific publications in 2016, competitive with Canada, Japan and France. Data on the international movability of scientific authors shows that Australia attracted more researchers than it lost between 2012-16, showing the country's strong appeal as a place to conduct quality research.

Institutions in Australia are well-known and highly regarded in a range of subject areas including arts and humanities, medicine, engineering and technology and physical sciences. Sydney and New South Wales are home to eight medical research hubs and 14 major teaching hospitals, in addition to several research centres, and the Sydney Innovation and Technology Precinct.
Australia offers a unique opportunity to engage with Asian, American and European markets. Sydney in particular is a hub of research and innovation activity, showing how industry, universities and government can work together, and a centre of business; around 60% of all Asia-Pacific regional headquarters are in Sydney.

The value of universities is very clear in the Australian context. Universities contribute some $150 billion to the Australian economy; are in the vanguard of Australia’s research, development and innovation agenda; constitute an export industry worth $38 billion annually, and provide direct and indirect employment to a quarter of a million Australians.

Australia has been identified as the third most popular study destination for international students; who also report almost 90% satisfaction scores for their experience here. Almost all of our major cities are cited among the world’s most appealing places to study.

2. Aggregate Ranking of Top Universities 2020
3. Education at a Glance 2019, OECD Indicators
5. Excellence in Research for Australia (ERA) 2018 report, produced by the Australian Research Council (ARC)
7. Deloitte report: The importance of universities to Australia’s prosperity, 2015
8. Australia’s Top 25 Exports, Goods and Services 2018-2019, report by the Australian Government Department of Foreign Affairs and Trade
9. Government NSW ‘Study NSW’ online resource: www.study.sydney/programs/nswglobalconnections/resources-for-employers
10. The UK in the global student market: second place for how much longer? – 2018 report by Professor Simon Marginson, Centre for Global Higher Education, UCL Institute of Education
11. QS Best Student Cities ranking 2019
Australia’s biggest city, Sydney is consistently ranked as one of the world’s best cities for quality of living and safety.¹

From stunning Sydney Harbour to iconic beaches such as Bondi, Sydney’s natural beauty is world famous. The wider city area is home to gorgeous national parks where you can encounter Australian wildlife, hidden waterfalls and private beaches. The city is surrounded by coastline to the east, the Blue Mountains to the west and bushland to the north and south.

Sydney is one of the most multicultural cities in the world with a proudly diverse and inclusive culture; only 17% of inhabitants were born in Australia.² This multiculturalism has shaped the local customs, leisure activities, cultural scene, shops and cuisine. Within a short walk of our Camperdown Campus, you can find restaurants serving Thai, Vietnamese, Japanese, Korean, Italian, Mexican, Indian, Pakistani, Spanish, Chinese, Malaysian, Greek, Lebanese and Turkish food.

¹. Mercer Quality of Living survey 2019; PwC Cities of Opportunity report; Economist’s Safe Cities Index 2019
². Australian Bureau of Statistics 2016 census
Rural campuses

Broken Hill 1150 km ↑
- Broken Hill University Department of Rural Health

Dubbo 400 km ↑
- Sydney School of Medicine (to commence in 2022)

Orange 250 km ↑
- School of Rural Health

Lismore 750 km ↑
- The University Centre for Rural Health

Narrabri 530 km ↑
- I.A. Watson Grains Research Centre

Liverpool Plains 360 km ↑
- E.J. Holtsbaum Agricultural Research Institute

Camden and Cobbitty Campus and farms
60 km ↑
- including the Sydney School of Veterinary Science; Sydney Institute of Agriculture; and the School of Life and Environmental Sciences

Parramatta/Westmead
- Proposed Parramatta/Westmead Campus
- Sydney Dental School, Westmead Centre for Oral Health
- Clinical School, Westmead Hospital
- Clinical School, Westmead Children’s Hospital

Southern Highlands
150 km ↑
- Marulan
- Arthursleigh Farm
- Hoskinstown
- Molonglo Observatory Synthesis Telescope

Camden and Cobbitty Campus and farms
60 km ↑
- including the Sydney School of Veterinary Science; Sydney Institute of Agriculture; and the School of Life and Environmental Sciences
ABOUT THE ROLE

The Provost and Deputy Vice-Chancellor (Provost) is responsible for the strategic leadership and operational delivery of our academic objectives. This includes ensuring the continued focus on outstanding academic performance and scholarship, strategic planning and sound financial management through the Faculties, University Schools, Centres and other academic units. The role is responsible for ensuring a high-performance culture across all Faculties and University Schools which enables research, education, community engagement and innovation to flourish.

The Provost and Deputy Vice-Chancellor Portfolio

Together with the Vice-Chancellor, the Provost is responsible for the general management of the University’s Faculties and University Schools. The Provost exercises, under the direction of the Vice-Chancellor, executive responsibilities and strategic leadership for the delivery of the academic programs of the University and is responsible for the general performance of the Faculties and University Schools, including budgets. The Provost oversees the conduct, coordination and quality of the academic programs and the planning of their future development. The Provost is responsible for the oversight and line management of all Faculties and University Schools. In addition, the Provost oversees other portfolios including the University Libraries, Academic Board and Academic Excellence.

The Provost has general oversight of the University’s academic staff with the aim of recruiting and retaining staff of the highest distinction in teaching and research, ensuring continuous improvement in performance.

The Provost has approximately 15 direct reports and 3,500 indirect reports (primarily Faculty and University School based staff). At this exciting time for the University and with the arrival of a new Vice-Chancellor in mid-2021, the Provost will also have an opportunity to work together with the Vice-Chancellor to consider further the future shape and remit of the Provost portfolio.

Broader University and External Engagement

As a member of the Senior Executive Group the Provost pro-actively contributes to the strategic planning, resourcing and vision-setting for the University of Sydney. The Provost works collaboratively with other members of the Senior Executive Group to develop synergies between education, research and service priorities across the University. In addition, the Provost works collaboratively with leadership teams across Faculties and University Schools to ensure consistency of approach and the development of initiatives to enhance teaching and research outcomes. The Provost will deputise for the Vice-Chancellor from time to time and represent the University at internal or external forums, as required.
Skills, Capabilities, and Experience

The appointee will be a scholar of international reputation and standing, with extensive senior academic leadership experience and the capacity to operate in the complex and unique environment of a large, high-performing research university such as Sydney. They will demonstrate capacity to both think strategically and deliver operationally, with proven ability in managing finances, infrastructure and operations as well as in driving large-scale, University-wide strategies and initiatives. Flexible and adaptable to changing circumstances, the appointee will be able to navigate through complexity and ambiguity, leveraging a high level of interpersonal, negotiation, influencing, and communication skills.

An outstanding leader, they will have a proven record of delivering change and engaging others in a vision and direction.

Deeply engaged in the higher education sector and beyond, they will have a firm grasp of global trends and best practice in higher education and the capacity to engage effectively both within the university sector and with key stakeholders in government, community, and industry, among others.

In their approach to the role, the appointee will demonstrate strong alignment to the University’s vision, values, and commitment to equal opportunities and diversity. And to its whole-of-institution approach to academic performance. At once creative, strategic and pragmatic, they will be an inspiring leader with high levels of emotional intelligence, empathy, and compassion. They will bring resilience, strength of character, and a “can-do” attitude to a complex portfolio.
Terms of Appointment

The position is fixed-term for a period of initially five years on a full-time basis. Please note that a series of pre-employment checks will be conducted prior to appointment.

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.

Working Environment and Staff Benefits

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. We are also committed to diversity and equal opportunity. We’re proud to be recognised as a silver employer of choice for the Australian Workplace Equality Index. To find out more about our work on diversity and inclusion, please visit: sydney.edu.au/about-us/vision-and-values/diversity.html

In addition to a competitive base salary, we offer a wide variety of financial and non-financial benefits to our staff. To find out more, please visit: sydney.edu.au/about-us/careers-at-sydney/staff-benefits.html

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.
The Vice-Chancellor's Courtyard is a walled garden a few steps from the Vice-Chancellor's office in the main Quadrangle. Paved with stone paths and home to a couple of bronze Roman statues – Mercury and Fortune – it is a quiet oasis of camellias, azaleas, jacarandas and flame trees.
HOW TO APPLY

The University of Sydney will be supported in its global search for this appointment by the executive search firm Perrett Laver. Please contact Perrett Laver if you wish to discuss this role further in confidence.

Perrett Laver
SydneyProvost@perrettlaver.com
+61 2 8354 4000

For more information and to submit your application, visit the Perrett Laver website, and search by reference number 5075.
- candidates.perrettlaver.com/vacancies/

Further information on the University’s academic areas is available through Perrett Laver and the University’s website.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation.

The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR), Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is ‘Legitimate Interest’. You have the right to object to us processing your data in this way.

For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website.
www.perrettlaver.com/information/privacy-policy
USEFUL LINKS

World rankings
- sydney.edu.au/world-rankings

Strategic Plan
- sydney.edu.au/strategy

Careers at Sydney
- sydney.edu.au/jobs

Governance and structure
- sydney.edu.au/organisational-structure

Annual Report
- sydney.edu.au/annual-report

News
- sydney.edu.au/news

Faculties and schools
- sydney.edu.au/faculties