



THE UNIVERSITY OF
SYDNEY

Faculty of Arts and
Social Sciences

**DIRECTOR,
CHINA STUDIES CENTRE
PROFESSOR OR ASSOCIATE PROFESSOR**

Candidate Information Pack





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Reference number: 0081609

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DIRECTOR, CHINA STUDIES CENTRE

PROFESSOR OR ASSOCIATE PROFESSOR

The **Faculty of Arts and Social Sciences** is ranked 23rd in the world for Arts and Humanities¹ and offers one of the most comprehensive and diverse ranges of humanities and social science studies in the Asia-Pacific region.

About the opportunity

The China Studies Centre is anchored in the Faculty and is a hub for cross-disciplinary education and research. It brings together and promotes collaboration among the many University academics who in various and diverse ways work on China.

We are seeking to appoint an outstanding senior academic at the level of Professor or Associate Professor as the **Director, China Studies Centre** to provide leadership to the broad range of staff across the University with an interest in China. The Director is responsible for leading, managing and delivering the Centre's research strategy, and for development of a collaborative environment that effectively engages members of the academic community across the University. Working closely with the Office of Global Engagement, the Director facilitates external engagement for the Centre while ensuring alignment with Faculty objectives, University policies and external standards.

The role will chiefly involve coordinating, deepening and enhancing the University's research capacity in Chinese Studies, ensuring that our expertise is oriented towards enhancing Australia's understanding of this major world power and seeking to build effective collaborations between the University and broader communities both here and overseas. The Director will be engaged in understanding and building effective relationships with China.

Term and remuneration

The position will be offered at the level of Professor or Associate Professor on a part-time basis (0.5 FTE) for a fixed term of 2 years and is subject to completion of a satisfactory probation period for new appointees. 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.

About you

The successful candidate will have capacity to provide leadership to a broad range of staff across multiple disciplines, and the ability to work collegially and effectively with a range of stakeholders including executives, academics and the wider network of scholars and students in the University with an interest in China. You will have an ability to forge effective external links and demonstrated capacity to undertake this kind of outreach.

You must hold a PhD in a relevant field and be a leading authority within your area of expertise, with an international reputation for excellence. You will be expected to maintain your reputation by actively contributing to research and scholarship, academic debate, policy development and innovation within the University and the broader community.

You must have a wide network of established relationships with key academic, industry and professional institutions, partners and stakeholders, that can be leveraged to enhance the standing of the Faculty and University.

Apply

All applications (**including cover letter, CV and response to selection criteria**) must be submitted via the University of Sydney careers website. Visit sydney.edu.au/recruitment/ and search by the reference number for more information and to apply.

If you are a current employee of the University and would like to submit an application, please login into your **Workday** account. Navigate to the Career icon on your Dashboard once logged into Workday and click on the USYD Find Jobs report to apply.

For a confidential discussion about the role please contact: Senior Talent Partner John Flynn on +61 481 564 562 or by email john.flynn2@sydney.edu.au

ABOUT THE POSITION

The China Studies Centre is anchored in the **Faculty of Arts and Social Sciences**, overseen by the Executive Dean. The Centre is a hub for cross-disciplinary education and research, bringing together and promoting collaboration among the many University academics who in various and diverse ways work on China.

Following a change plan in late 2020, the China Studies Centre has shifted to a Level 2 Centre in the Faculty of Arts and Social Sciences where it will refocus on facilitating and producing excellent China-related research for impact. The Centre will remain a multi-disciplinary formation, centring on a coherent suite of themes in China-related research and aiming to be recognised as a leader in these fields. Working across different areas of the University, including the Office of Global Engagement, it will continue to foster and promote collaboration within and beyond the University community, leverage expertise and engage partners in China, consistent with its primary objective of driving

research excellence and developing a local and global reputation for the Faculty and the University in specific areas of China-related research.

The position leads the Centre’s research strategy and performance outcomes, and its workplace culture. It contributes to the Faculty leadership team’s strategies and operational plans and is responsible for implementing these at Centre level. The position mentors academic staff and contributes to development and management processes and practices for staff of the Centre in compliance with Faculty and University systems, practices, and processes.

Selection criteria

Professor or Associate Professor: Candidates must meet the below criteria to be eligible for appointment.

Level of appointment will be determined during the selection process, based on experience and track record. The below specifies the essential and desirable criteria for appointment at Level E (Professor). Applications for appointment at Level D (Associate Professor) will be considered from outstanding candidates who do not completely fulfil all criteria to the level specified.

| Criterion | Essential | Desirable |
|---|-----------|-----------|
| 1. PhD in an academic field relevant to the Centre and a national/international reputation in the field. | ✓ | |
| 2. A strong record in competitive grant awards and attracting external research funding. | ✓ | |
| 3. Experience in undertaking collaborative research. | ✓ | |
| 4. Has a wide network of established relationships with key academic, industry and professional institutions, partners and stakeholders that can be leveraged to enhance the standing of the Centre, Faculty, and University. | ✓ | |
| 5. Experience in people leadership and management within the higher education/knowledge worker sector. | ✓ | |
| 6. Strong interpersonal and engagement skills, with the ability to work across an organisation and coordinate expertise. | ✓ | |
| 7. Skills and demonstrated experience in operational management practices. | ✓ | |
| 8. Understanding of and ability to lead and support ambitious academic research and engagement endeavours. | ✓ | |

ABOUT THE FACULTY OF ARTS AND SOCIAL SCIENCES

The **Faculty of Arts and Social Sciences** is ranked 23rd in the world for Arts and Humanities¹ and offers one of the most comprehensive and diverse ranges of humanities and social science studies in the Asia-Pacific region.

Schools

- Economics
- Languages and Culture
- Literature, Arts and Media
- Philosophical and Historical Inquiry
- Social and Political Sciences
- Sydney School of Education and Social Work
- Sydney College of the Arts

The Faculty of Arts and Social Sciences is geared for the 21st century. In a technologically driven, globalised world, we offer a socially conscious, academically rigorous learning environment that embraces diversity and complexity.

We offer expertise in more than 40 undergraduate majors. Economics. Languages and Cultures. Literature, Art, and Media. Philosophy and History. Social and Political Sciences. Education and Social Work. Visual Arts. And that's just for starters.

Whether it is understanding politics in a post-truth society or the mechanisms of cryptocurrencies, the effects of mass migration or how technology is transforming work, we pursue real-world issues with intellectual curiosity and evidence-based research. We value collegiality and respect for differences in all we do.

Our research

The Faculty of Arts and Social Sciences is consistently ranked one of the world's most outstanding academies for research in the humanities and social sciences.

Our research extends across a diverse range of disciplines throughout our schools. Embracing traditional, emerging and cross-disciplinary subjects, we are driven by the pursuit of new knowledge that benefits Australia and the wider world.

In 2019 we introduced **FutureFix**, our six future-facing research themes in the social sciences. From senior professors to early-career researchers to students, we are collaborating with industry and community groups to help design solutions to issues of global importance.

Our major research initiatives include the **Sydney Social Sciences Advanced Research Centre (SSSHARC)**, which emphasises innovative approaches to turning great ideas into landmark outcomes for both theory and practice. We are also home to some 40 other specialist **research centres, institutes and groups**.

We partner with industry, community and government to address the intellectual and practical challenges the world faces today, and we always welcome new collaborations.

For more information visit sydney.edu.au/arts



1. QS World University Rankings 2021

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 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 employability². 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 reimaged 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.

Key statistics

| | |
|--|---------|
| Total student enrolments ³ | 75,605 |
| International enrolments ³ | 33,772 |
| Undergraduate students ³ | 41,464 |
| Postgraduate research students ³ | 4,916 |
| Postgraduate coursework students ³ | 29,225 |
| Student:Staff ratio ⁴ | 16:1 |
| Staff (full-time equivalent) ⁵ | 9,523 |
| Alumni across more than 170 countries ⁶ | 380,000 |

1. Times Higher Education Impact Rankings 2020

2. QS Graduate Employability Rankings 2020

3. Student enrolments as at 31 August 2020

4. Student Staff Ratio by Faculty and School as at 31 March 2019

5. Staff (FT/FFT & Casual) FTE by Classification & Appointment Term, as at 31 March 2020

6. 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 Kinosis 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 at sydney.edu.au/research

Key statistics

| | |
|---|-----|
| Research centres | 90+ |
| Multidisciplinary research and teaching centres | 9 |
| ARC Centres of Excellence | 8 |
| Cooperative Research Centres | 5 |
| Academic research partnerships in India | 60 |

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.

Learn more about campus developments at sydney.edu.au/building-projects

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.

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.



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. 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.

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
- a free Staff Benefits Program providing online 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.

To find out more, please visit: sydney.edu.au/about-us/careers-at-sydney/staff-benefits.html

CONDITIONS OF EMPLOYMENT

The University of Sydney offers excellent employment conditions and a highly rewarding working environment. We seek to attract and retain staff of the highest calibre, and take pride in our reputation.

Conditions

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

Your employment is conditional upon the completion of all role required pre-employment or background checks in terms satisfactory to the University. Similarly your ongoing employment is conditional upon the satisfactory maintenance of all relevant clearances and background check requirements. If you do not meet these conditions, the University may take any necessary step, including the termination of your employment.

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

- 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.
- Understanding of 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.

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.

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.

All prospective or appointed staff members to the University must have the relevant right to work in Australia before commencing employment at the University. Visa sponsorship will be made available if required.



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

HOW TO APPLY

The University of Sydney is committed to diversity and social inclusion. Applications from people of culturally and linguistically diverse backgrounds; equity target groups including women, people with disabilities, people who identify as LGBTIQ; and people of Aboriginal and Torres Strait Islander descent, are encouraged.

Address for Applications

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

If you are a current employee of the University and would like to submit an application, please login into your **Workday** account. Navigate to the Career icon on your Dashboard once logged into Workday and click on the USYD Find Jobs report to apply.

Prepare your application to include the below. Once your documents are prepared and saved, click the 'Apply Now' button located at the top of the advertisement. Complete the application form attaching your documents in the appropriate sections.

- 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 (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:

Mr John Flynn
Senior Talent Partner, Senior Talent Acquisition
Recruitment Operations, Human Resources
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