



POSITION DESCRIPTION

Dean and Head of School, Law

September 2026

Position Summary

Area / Division	Arts and Society
School / Section	Law
Location	Hobart
Classification	Senior Manager
Reports to	Pro Vice Chancellor, Arts and Society
Direct reports	5-10, subject to change
Delegation level	<u>General Profile 3</u>

About the University of Tasmania

The University of Tasmania is a mission-driven institution dedicated to making a difference for Lutruwita/Tasmania and a distinctive contribution from Tasmania to the world. As the sole university on the island, the University is deeply embedded in the social, economic, and environmental fabric of Tasmania, working in close partnership with communities, industry, and government to address key challenges in education, health, productivity, and climate action. The University takes pride in its place-based identity, leveraging Tasmania's unique geography, culture, and resources to offer world-leading research and education.

With a networked presence across Tasmania and beyond, the University of Tasmania is transitioning towards a more accessible, regionally connected, and innovative educational model. As it looks toward 2050, the University remains committed to fostering excellence, collaboration, and transformative education, preparing graduates to navigate the challenges of a rapidly changing world while remaining grounded in its place and purpose in Tasmania.

About the School of Law

The School of Law is one of five academic units in the Arts and Society portfolio, alongside the Conservatorium of Music, and the School of Creative and Performing Arts, the School of Education, and the School of Humanities and Social Sciences. Together, our Arts and Society teams provide world-class research and teaching through undergraduate and postgraduate programs, with presence across three regions of Tasmania: South (Hobart), Northern (Launceston), and Cradle Coast (Burnie). Our graduates have made significant contributions to Tasmania's cultural and intellectual footprint, and the University has become highly regarded locally, nationally, and internationally.

The School of Law at the University of Tasmania is one of Australia's oldest and most respected centres of legal education, with a legacy dating back to 1893. As Australia's fourth oldest law school, it plays a vital role in advancing legal knowledge, ethical practice and governance, supporting the societal transitions central to the University's refreshed strategic plan. Through its teaching and learning programs, the School has prepared graduates for the Tasmanian legal profession and for diverse national and international careers, fostering critical thinking, civic responsibility and professional capability. The Law School also encompasses the Centre for Legal Studies, Tasmania's nationally recognised practical legal training program.

Through research and community engagement, the School of Law contributes to contemporary legal and social policy locally and globally. It maintains strong partnerships with government,

industry and community organisations, and its staff engage actively with Tasmanian, interstate, national and international agencies. The School's research is supported by well-established programs, extensive global networks and a sustained record of competitive grant success, positioning it to influence legal, institutional and social change that improves lives in Tasmania and beyond.

The Opportunity

This position offers a unique opportunity for an exceptional leader to bring vision and deep management capability to shaping the School's future and enabling its contribution to excellence, impact and sustainability. The Dean and Head of School joins the Arts and Society leadership team, helping build and maintain a collegial culture of collaboration within the University and across government, business and community—bringing the best of the University to every aspect of our mission.

The Dean and Head of School of Law will bring vision and energy to pursue our ambitious global goals while being deeply grounded in our communities and committed to a collegial culture of collaboration within the University and across government, business and community, so we can bring the best of the University to every aspect of our mission.

The Art of Leadership in Arts and Society - *Connecting People to Purpose*

The Dean and Head of School plays a critical role in shaping a connected, purposeful and high-performing academic community. The role provides strategic leadership across teaching, research and engagement, ensuring that individual and collective academic contributions align with the priorities of the School and University. By translating strategy into clear direction, expectations and accountabilities, the Dean and Head of School enables sustainable, high-quality outcomes.

Through authentic, people-centred leadership, the Dean and Head of School fosters a culture of trust, collaboration and continuous improvement. By modelling constructive leadership behaviours and supporting strong academic and professional partnerships, the role champions excellence in teaching and research, innovation, and a shared commitment to positive staff and student experiences—strengthening the School's capability now and into the future.

At the University of Tasmania, leadership is more than a position, it is a commitment to shaping a future where knowledge, creativity, and community thrive together. Our leaders are catalysts for change, connecting strategy and values to the lived experience of our people. They champion innovation, foster collaboration, and inspire others to see possibility where others see challenge.

To lead here is to embrace a people-centred approach: listening deeply, empowering voices, and creating environments where ideas flourish. It means being the vital link between vision and action, translating our mission into meaningful outcomes for students, staff, and broader community.

Accountabilities and outcomes

Purpose

The Dean and Head of School provides strategic, academic, and operational leadership to deliver high-quality education and research. The Dean assumes responsibility for decision-making and effectively leads, motivates and inspires others to achieve organisational outcomes foster a thriving and safe organisational culture, drive impactful community engagement. They will play a key leadership role in ensuring the University's offerings are distinct and aligned to its strategic goals, regulatory obligations, and sustainability targets.

Accountabilities and Outcomes

People, Culture & Safety

- Champion a positive, inclusive, and high-performing workplace culture, aligned with the University's People Strategy and values.
- Lead workforce planning, talent development, and succession planning, ensuring capability is built across the School/Division, including for key leadership roles.
- Drive performance and accountability through clear role expectations, meaningful performance planning, development plans, KPIs, and regular review processes.
- Foster a culture of safety, wellbeing, and continuous improvement by proactively managing risk, supporting psychosocial and physical safety, and promoting effective work practices.

Student-Focused

- Lead the delivery of student-centred outcomes by fostering curiosity, engagement and a passion for learning.
- Align strategic and operational activities to enhance the student experience and uses insights from students and stakeholders to inform decision-making and continuous improvement.

Academic Performance

- Lead the strategic alignment, design, and continuous improvement of curriculum and teaching delivery to ensure programs are sustainable, mission-aligned, interdisciplinary, and of high quality.
- Oversee academic governance and decision-making across the School, including course and unit offerings, academic standards, integrity, and compliance with University frameworks.
- Develop and implement a strategic research agenda aligned with University priorities, ensuring sustainable, high-impact research and Higher Degree Research (HDR) activity.
- Ensure robust research integrity, compliance, and quality assurance, including HDR supervision, progress monitoring, and performance reporting.
- Strengthen research performance through collaboration, partnerships, and data-informed decision-making, including the strategic allocation of research resources.

Strategy and Governance

- Provide strategic leadership by translating institutional priorities and long-term objectives into clear strategies, plans, and measurable outcomes, while considering broader organisational and sector impacts.
- Drive innovation and continuous improvement by identifying emerging trends, opportunities, and best practices, fostering innovative thinking, and implementing future-focused solutions to complex challenges.
- Build and sustain strategic partnerships across academic, industry, government, and community sectors to strengthen collaboration, enhance institutional reputation, and achieve shared objectives.
- Ensure effective governance and compliance by establishing robust frameworks, processes, and accountability mechanisms that meet academic, financial, research, legislative, regulatory, and University requirements.

Operational Excellence

- Develop, manage, and regularly review the Schools budgets and multi-year financial plans to support strategy execution and financial sustainability.
- Maintain oversight of risk identification, monitoring, and mitigation in accordance with the University's Risk Management Framework.
- Maintain compliance with financial, staffing, and contractual delegations.
- Undertake other duties as assigned by the supervisor.

Behavioural Expectations

We aim for everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish. We are intentional about this. The foundation of everything we do needs to be safety. It is everyone's collective role to ensure that we have a safe workplace and have in place safe systems of work for all that we do.

We set out to be an inclusive and diverse university that is in all ways relentlessly focused on ensuring there is equity. With these guiding principles in-mind, we need to deliberately choose what sort of culture we want. As a university community, we have identified the mindsets, beliefs and values that we want to see in all we do at the University.

- Our approach should start with an experiential understanding of the realities with which students and staff need to work, as well as thinking of sustainability as a given and that global leadership is the standard we aspire to.
- When we respond to challenges, we will seek to involve, collaborate and empower whenever possible, owning the whole problem and working the whole problem and being joined up as a team.
- Our solutions will assume goodwill, competence, and accountability, we will standardise where effective, take a proportionate approach to risk and monitor process outcomes rather than controlling process inputs.

- Where we face a tricky issue, we will think of relationships first and interact in person rather than via email. We will think of our third parties as partners rather than contractors, and if a service directly affects students and staff we prefer to do it ourselves.

This collection of mindsets and assumptions is aimed at building trust within the organisation.

Behaviour Expectations in Leadership

- Demonstrates initiative, takes decisive action, and seizes opportunities to achieve outstanding results, even in the face of challenges and setbacks.
- Builds cohesive, high-performing teams and fosters a culture of collaboration, mutual support, continuous learning, and shared success.
- Engages in Holistic Decision-Making by exercising sound judgement considering all available information and evaluating the broader implications of decisions from multiple perspectives before taking action.
- Fosters belonging through creating an environment where people feel valued, respected and included by promoting trust, wellbeing, diversity, equity and inclusion, and by consistently role modelling professional and respectful behaviours.
- Demonstrates courage and resilience in leading change and supporting transformation toward a more sustainable economy and society, while maintaining humility, compassion and genuine care for others.
- Fosters sustainability in action through integrating financial, environmental, social and commercial sustainability considerations into decision-making and work practices.
- Leads a culture of safety, wellbeing and accountability by setting clear expectations, managing risk proactively, and fostering continuous improvement in work environment practices

Success profile

Core Capabilities and Attributes

We are looking for a strategic systems thinker who is people-centred and team-oriented. As the academic and operational leader of one of Australia's oldest law schools, the successful candidate will provide vision and direction across legal education, research, engagement and professional practice. They will foster a culture of excellence, collegiality and accountability, build strong partnerships across the legal profession, government and community sectors, and connect people to purpose through authentic and values-driven leadership. Above all, they will champion outstanding student outcomes, research impact and institutional contribution while advancing the School's reputation and long-term sustainability.

Role-Specific Skills, Knowledge and Experience

- Academic experience and qualifications commensurate with the senior academic level.
- Academic leadership experience, with a strong record of achievement in teaching, research, and engagement within a University or comparable context.
- Strong understanding of curriculum design, teaching quality assurance, and student experience enhancement, including the ability including the ability for innovative leadership in the design and delivery of a compelling, high-quality and sustainable Bachelor of Law.
- Experience in research leadership, including fostering collaboration, maintaining research quality and integrity, and securing partnerships and external funding.

- Financial and resource management capabilities, including budget development, forecasting, and efficient deployment of people and assets.
- Effective understanding of governance, compliance, and regulatory frameworks relevant to higher education, research, and risk management.
- Proven ability to build and maintain strategic partnerships with industry, government, and community stakeholders to enhance the Law School's profile and impact.
- A strong and sophisticated understanding of the strategic direction and unique challenges of and opportunities for the Law School and the University of Tasmania.

Other Requirements

To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role.

As part of our commitment to a safe and inclusive workplace, employment history and National Police Checks may be conducted as part of the selection process.

Regular intrastate travel to our Tasmanian campuses.



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CRICOS Provider Code 00586B/OOM0610043

The intention of this Position Description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties may be altered in accordance with the changing requirements of the position