



M A D A

MONASH UNIVERSITY
ART DESIGN & ARCHITECTURE

Associate
Professor/Professor
and Head, Architecture
Monash University

www.society-search.com

Candidate Pack

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01. Executive Summary

Monash is a modern, global, research-intensive university, delivering education and research excellence in Australia and across the Indo-Pacific.

Monash University invites applications for the role of Associate Professor/Professor and Head of Architecture within the Faculty of Art, Design and Architecture (MADA).

MADA is an open, connected community of creative thinkers, makers and professional practitioners. They are collaborators who dissolve the boundaries between disciplines, creating new space to imagine real change and transforming the world around us. Connection and creativity are at the core of MADA's teaching and research. They form the driving force behind MADA's aim to help develop artists, designers and architects who have a positive global impact.

This role will be expected to exercise a special responsibility in providing strategic and operational leadership; fostering excellence in research, education and engagement for the discipline in the Department of Architecture, within the University and within the wider community of industry and practice.

Our client is particularly keen to hear from individuals who can further enhance the reputation of the Department within industry and academia; creating an environment that fosters and supports sustained growth and allows the Department and its research staff to showcase their combined expertise and research capability on a global scale.

Diversity is one of our greatest strengths at Monash. We encourage applications from Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people, people with disabilities, neurodivergent people, and people of all genders, sexualities, and age groups.

Monash University is being assisted in this appointment process by the executive search firm Society.

To book a confidential conversation, contact Salma Malik at salma.malik@society-search.com or call +44 (0) 20 3653 0484. To apply online please upload your CV via Society's website [here](#).

The deadline for receipt of applications is midday 1 November 2024 AEST



Exhibition by Jacqui Alexander: 'Dwelling on the Platform: Housing Access and Equity in the Digital Society' 2023

02. About Monash University

Monash University's research and education is focused on addressing the challenges of the age for the betterment of communities, both locally and globally.

Named after engineer, military leader and public administrator Sir John Monash, Monash University was established by an Act of Parliament in 1958. Monash's vibrant and diverse community consists of 86,000 students, 17,000 staff, and more than 490,000 alumni.

From a single campus at Clayton with fewer than 400 students, Monash has grown into a network of campuses, education centres and partnerships spanning the globe. The University has more than 150 active fields of research, 10 faculties, and over 4700 Higher Degree by Research students.

Monash Art Design and Architecture (MADA) is a place of excellence and innovation across fine art, design, architecture, supported by theoretical enquiry and critique. MADA advocates the essential role of creative practice in quality of life and offers an extensive range of studio-based degrees from its base at Monash's Caulfield campus.

MADA's vibrant Faculty is at the forefront of research through creative practice and our community fosters a spirit of experimentation and collaboration.

MADA Leadership Team



Professor Mel Dodd
Dean of Monash Art, Design, and
Architecture



Associate Professor
Spiros Panigirakis
Head of Department, Fine Art



Professor Gene Bawden
Head of Department, Design



To be Appointed
Head of Department, Architecture

Monash University is committed to building and maintaining a sound ethical culture, one which demonstrates integrity and respect. The University fosters an environment of honesty, fairness, and mutual respect.

Monash University's research and education is focused on addressing the challenges of the age for the betterment of our communities, both locally and globally. Monash's strategic plan, Impact 2030, charts the path for how the University will actively contribute to addressing these challenges through its research and education, and in collaboration with government, industry, alumni, donors, and community. Further information about the University's strategic plans can be found [here](#).

Monash University values and protects freedom of speech and academic freedom. Monash holds these freedoms as fundamental to the nature of a university, and at Monash they are defining values. Monash University's research and engagement shapes global dialogues. Monash's students aspire to change the world and Monash graduates contribute to the communities to which they belong. With a presence on three continents, international partnerships, and study abroad programs around the globe, Monash is Australia's largest university.

For more information about the MADA leadership team, please click [here](#)

02. About Monash University Continued

Monash University is making a positive impact on today's global challenges – whether that is by mitigating climate change, easing geopolitical insecurity, or fostering healthy communities.

At Monash, work feels different. There is a sense of belonging, from contributing to something ground-breaking – a place where great things happen. You know you are part of something special and purposeful because, like Monash, your ambitions drive you to make change.

The University has a clear purpose to deliver ground-breaking intensive research; world-class education; a global ecosystem of enterprise – and they activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

Monash researchers deliver meaningful solutions to global problems. The University share these capabilities with their partners to maximise their impact and create a better world. Given that the University conducts research over more than 150 fields, you can find Monash researchers operating in almost all industries.

The University champions an inclusive workplace culture for their staff, regardless of ethnicity or cultural background. Monash has also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #Changelt with us.

MADA harnesses the benefits of creative and critical practice. Its research helps to see things differently, to raise new questions and develop innovative solutions.

As part of Monash University, MADA has a distinct capacity for interdisciplinary collaboration to advance knowledge and catalyse change.

Through research and research labs, MADA's academics play a prominent role in Australia's creative culture, as well as in addressing global challenges.

MADA amplifies its shared strengths and maximise impact and opportunities by coming together, across labs, across departments, across the University and with industry, our international scholarly peers and communities.





Public Artwork by **Agatha Gothe-Snape** 'The Scheme Was a Blueprint for Future Development Programs II' 2023–24



Architecture Studio by **Nikhila Madabhushi, Rob Lees and Mel Dodd**: 'Placemaking Clarence Valley' 2023



Monash Art, Design and Architecture (MADA)

MADA is ranked in the Top 1% in the world for Art, Design and Architecture. It transforms ideas into reality, and through creativity aspires to change the world for the better.

MADA is an open, connected community of creative thinkers, makers and professional practitioners. We are collaborators who dissolve the boundaries between disciplines, creating new space to imagine real change and transforming the world around us. Connection and creativity are at the core of our teaching and research. They form the driving force behind our aim to help develop artists, designers and architects who have a positive global impact.

In Melbourne, art, design and architecture are leading influences on the city's internationally recognised cultural dynamism. Within Melbourne's rich cultural milieu, MADA is a vibrant centre of rigorous creative practice, encompassing architecture, design and fine art. We advocate the essential role of creative practice in quality of life and propose and develop models for future communities that are culturally enriched and responsive to the great challenges of our time. To learn more about MADA, please visit our [website](#).

Within MADA, the Department of Architecture was founded in 2008 with a focus on teaching and applied project-based research. Since then, the Department

has gained a reputation of continuously delivering quality and progressive learning and project outcomes. The Department comprises around 700 equivalent full-time students in its degrees and about 35 HDR candidates.

Degrees and Size

- Bachelor of Architectural Design
- Master of Architecture
- Bachelor of Engineering/Bachelor of Architectural Design Double Degree (about 120 students in 2024)
- Non-cognate 3 Year Master of Architecture pathway (commenced in 2019)
- Master of Urban Planning & Design (commenced in 2018)
- PhD through practice mode and thesis mode



Exhibition by Nigel Bertram, Maryam Gusheh, Catherine Murphy: 'RetroFit Kit: Design Tools for Making our Homes Accessible ' 2022



Monash Architecture

MADA's Research harnesses the benefits of creative and critical practice. Our research helps to see things differently, to raise new questions and develop innovative solutions.

As part of Monash University, we have a distinct capacity for interdisciplinary collaboration to advance knowledge and catalyse change.

Through our research, and our research labs, our academics play a prominent role in Australia's creative culture, as well as in addressing global challenges. In the Department of Architecture, our research Labs include:

- Monash Urban Lab
- Informal Cities Lab
- Future Building Initiative

Monash Urban Lab

Monash Urban Lab is focused on the ways cities are made, the way they transform over time and how we can reset, repair and reimagine our relationship with the built environment through architecture and urban planning. Urban Lab explores design typologies that can better respond to the complex mix of social, environmental, economic and regulatory aspects of sustainable living.

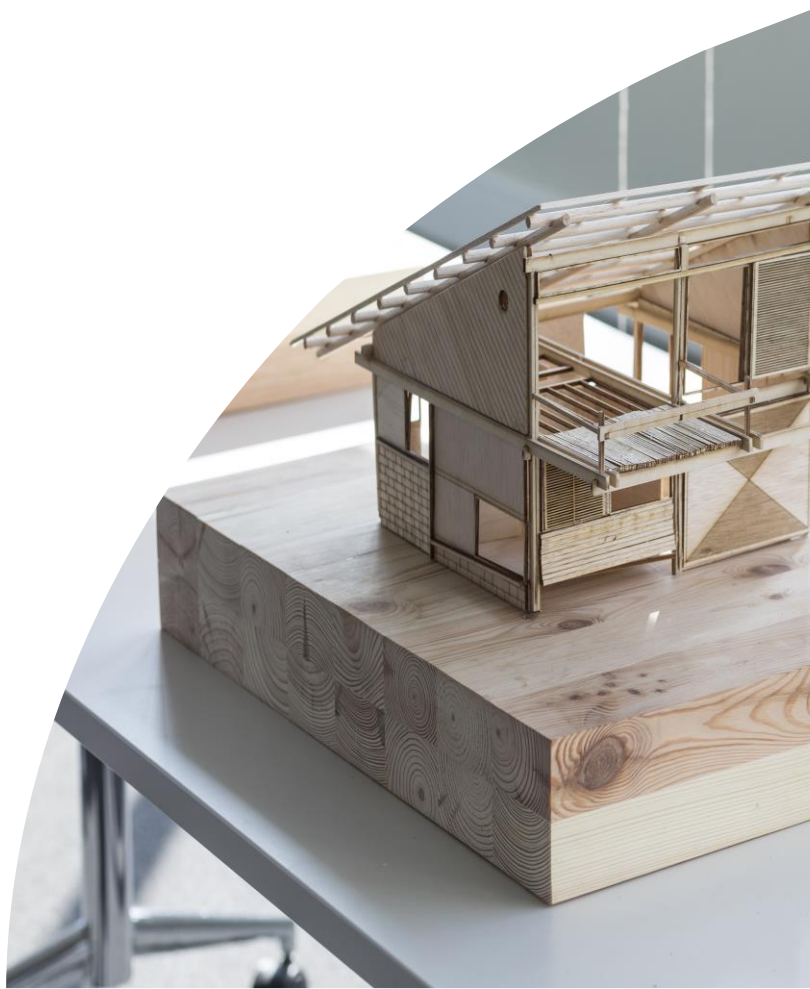
Informal Cities Lab

Informal Cities Lab aims to address issues faced by informal settlements impacted by climate change and degraded environments. The Lab undertakes design-based, action and implementation research, with a focus on water-sensitive revitalisation in the Asia-Pacific region. This lab is a major part of Monash's flagship RISE program.

Future Building Initiative

Future Building Initiative (FBI) are a leading research group for industrialised and modular building, improving how Australia's buildings are built and the quality of the resulting built form. FBI works with external partners to explore new building systems and techniques, enable a sustainable building value chain, and develop digital technologies for the sector.

MADA values staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of achievement relative to opportunity in our selection processes.





03. Role Description

This role will provide strategic and operational leadership for the Department of Architecture; fostering excellence in research, education and engagement both within the University as well as with the wider community of industry and practice.

Reporting Line: The position reports to the Dean Faculty of Art, Design and Architecture

Supervisory Responsibilities: This position provides direct supervision of approximately 10-15 staff with oversight of approximately 40 staff in total

Financial Delegation: Yes, of up to \$50,000

Budgetary Responsibilities: Yes, in line with key responsibilities, developed in consultation with the Dean, Faculty General Manager and Faculty Finance Manager

Specific duties required of a Professor and Head of Department may include:

As Head, Department of Architecture

In addition to the duties and responsibilities imposed by virtue of being an Associate Professor/Professor in the Department of Architecture, as outlined below, the appointee's responsibilities will include:

Leadership and Strategic Direction

- Provide high-level strategic leadership and develop appropriate strategic and operational plans for the Department that align with the broader Faculty strategic direction
- Implement quality assurance and improvement procedures with the goal of enhancing all aspects of the Department's activities
- Report professionally on key departmental activities and responsibilities, including on service quality and academic outcomes
- Provide high-level support, advice and reports on portfolio operations and strategies

Staff Management

- Take overall responsibility for relevant aspects of staff management in the Department
- Delegate responsibility for day-to-day activities to individual managers as appropriate
- Promote OHS&E and equity policies of the University
- Play a major role in the recruitment, selection and induction of academic and professional staff
- Facilitate and promote the mentoring and performance development of academic and support staff
- Manage staff grievances in an appropriate manner

Financial and Infrastructure Management

- Financial management of the Department, including planning, implementation and monitoring of agreed budgets
- Exercise strong budget management
- Ensure that the Department complies with all financial procedures and regulations
- Coordinate measures to obtain funds from outside sources and to disburse such funds within the Department

As an Associate Professor/ Professor in the Department of Architecture

Research and Education

- Provide research leadership and support in the discipline of Architecture with the continuation of an international reputation for research excellence in the Department
- Establish a strong program of research capable of attracting substantial external funding and being published in top tier journals
- Foster and lead the acquisition of research funds from external grant allocating bodies
- Foster a collaborative cross-disciplinary research culture, promoting research collaboration and opportunities for engagement
- Support a strong research culture in the Department
- Supervise research projects and postgraduate research theses
- Provide strong and committed leadership in teaching and curriculum development
- Make a distinguished personal contribution to the teaching program in Architecture
- Participate in the Faculty's curriculum planning and development processes, academic committees, and relevant examination processes

Service

- Represent the Faculty, Department, and area of expertise in relevant Department, Faculty and University committees
- Contribute to academic and administrative leadership within the Department and participate in the development of policy in the Department, Faculty and University
- When appropriate, take responsibility for other senior academic administration roles within the Department, Faculty and University

External relationships

Engage with external agencies and with industry, as a representative of, and spokesperson for, the Department of Architecture

Appointment Period

The professorial appointment will be a continuing appointment in the Department of Architecture and will include the role of Head of Department for an initial period of up to five years with opportunity for renewal.



04. Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities, and experience:

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

Education/Qualifications

The appointee will have:

- A doctoral qualification or equivalent accreditation and standing and recognised as a leading authority in a discipline relevant to architecture and built environment

Knowledge and Skills

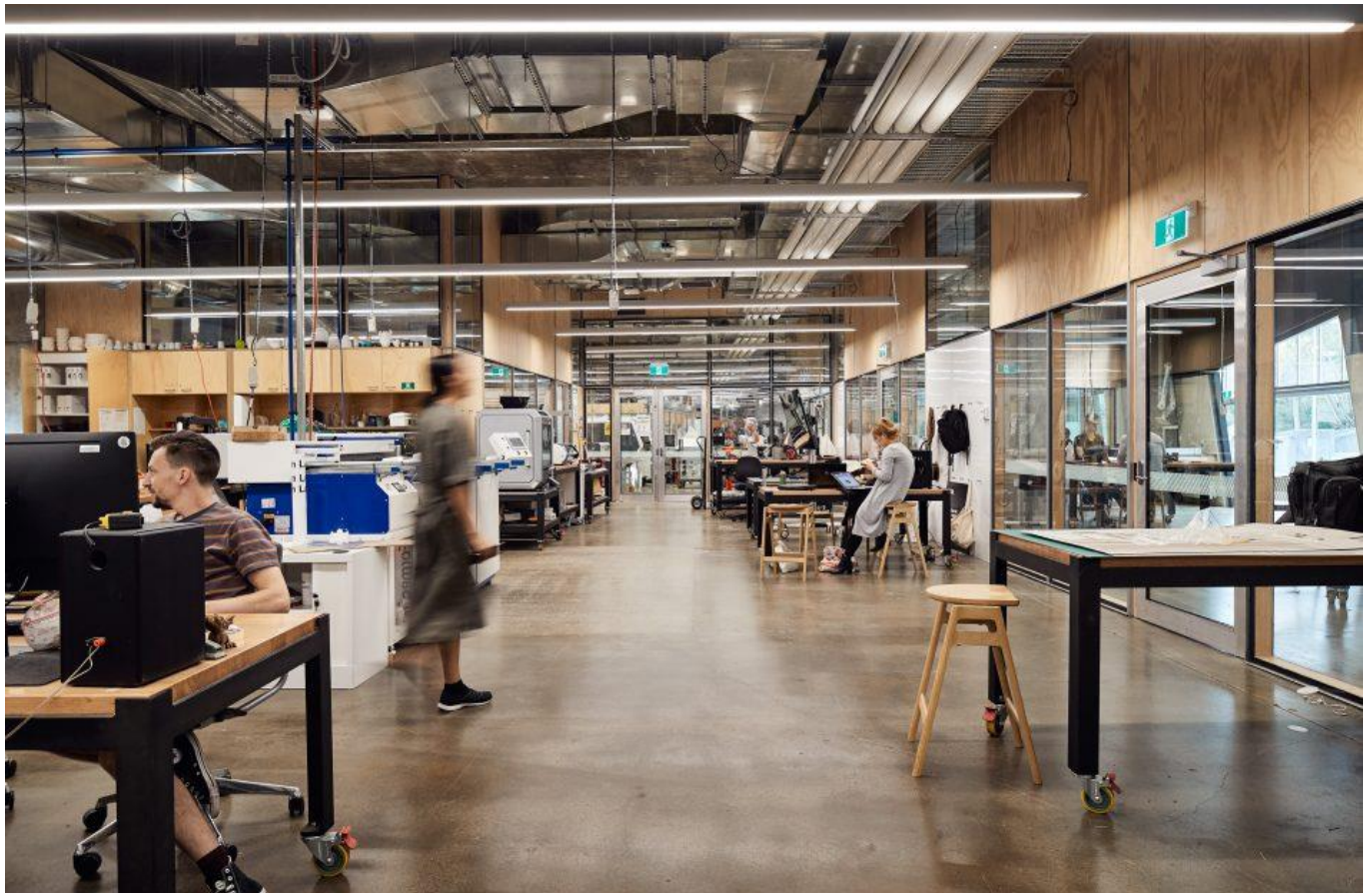
- Evidence of outstanding scholarly activity of an international standard in Architecture, including significant publications in the highest impact journals, and/or through non-traditional research outcomes, a consistent record of high-level research engagement and productivity, and a demonstrated continuing commitment to one or more programs of research
- Understanding of the disruptions shaping the profession, and the emerging skills that graduates need for traditional and expanded career destinations
- Capacity to lead practice-led research initiatives and alignment with Faculty and University strategic direction, in context of Australian research environment
- Sophisticated performance development and management of staff at all levels
- Demonstrated connection to Australian and international architectural practice and capacity to engage the profession
- Highly developed interpersonal and communication skills including the ability to liaise effectively with other academics, to mentor and develop staff and to represent and

advocate for the Department as a contributing member on various board and committees within the Faculty and the University

- Demonstrated experience in various facets of academic management including the necessary leadership, strategic planning, financial, human resources and decision-making skills needed to manage a Department
- Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
- Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, and/or professional bodies
- Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
- A vision for the future needs and development of Architecture within Australia and internationally, from research and educational perspectives
- Commitment to delivery of quality services to students

Other Job-related information

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required
- This position will require a successful National Police Record check



05. Appointment Details and How to Apply

Monash University is being assisted in this appointment process by the executive search firm Society (www.society-search.com).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
2. an up-to-date curriculum vitae;
3. names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, click [here](#).

The deadline for receipt of applications is midday on 1 November 2024 AEST.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

We are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com. We also welcome suggestions or comments about any more general access improvements we should consider.

Society acknowledges the rights, mana and contribution of all peoples. This is enshrined in our core values of partnership and authenticity. As we have the privilege of working across both Australia and Aotearoa / New Zealand, we offer the specific acknowledgements below: Society acknowledges ngā iwi ō Māori as the tangata whenua of Aotearoa / New Zealand, and their rich contribution to society. In the spirit of reconciliation, Society acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.





Society

Global Executive Search

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Corporation

10%

The Society
Foundation

Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

Certified



Corporation