One of the top posts in higher education in Australia and the Asia-Pacific region is the position of President and Vice-Chancellor of UNSW Australia. Professor Frederick Hilmer AO has decided to step down from his position on 31 December 2014 after more than eight years of distinguished service and leadership.

The next President and Vice-Chancellor of UNSW will display a passion for advancing higher education and strong leadership in research-intensive universities or organisations. He/she will have a track record of highly successful engagement with leaders of government, industry chiefs, university peers and alumni, and effective strategic, financial and fundraising acumen.

UNSW Australia is a progressive research-intensive university committed to academic excellence and working with local and global partners to tackle the challenges facing society.

For more information visit jobs.unsw.edu.au/vc. To discuss this exciting opportunity we invite you to contact Mr Dan Perrett (+44 20 7340 6200) or Dr Birgit Brandt (+61 2 9006 3316) at Perrett Laver or via www.perrettalaver.com/unsw by 31 March 2014.
Appointment of President and Vice-Chancellor

Information for candidates
Message from the Chancellor

One of the top posts in higher education in Australia and the Asia-Pacific region is the position of President and Vice-Chancellor of UNSW Australia. Since its inception in 1949 UNSW has been a pace-setter and a leader in high quality teaching and research, industry and community engagement, and partnerships in Asia and internationally. The University has never rested on its laurels which is embodied in our tagline Never Stand Still.

UNSW has been well served by seven visionary and active Presidents and Vice-Chancellors who have taken the University to the next level by building on the strengths of their predecessors to position us in the world’s top 100 universities. The University is actively engaged in five highly strategic networks of leading universities including: the Association of Pacific Rim Universities, GlobalTech, Universitas21, Coursera and the Australian Group of Eight, and has the support of a network of 250,000 alumni that span the globe. UNSW Australia has more alumni represented in the ASX Top 200 listed companies than any other Australian university, and is ranked 15th in the world on the Crunchbase index for producing technical entrepreneurs.

With Professor Frederick Hilmer announcing that he has decided to step down at the end of 2014 after more than 8 years of distinguished service and leadership, the most important priority for our council is to appoint our eighth President and Vice-Chancellor who will build on his significant legacy and achievements.

The next President and Vice-Chancellor of UNSW Australia will display a passion for advancing higher education and strong leadership in research-intensive universities or organisations, and will have a track record of highly successful engagement with leaders of government, industry chiefs and University peers, and effective strategic, financial and fundraising acumen.

David M Gonski AC
Chancellor
UNSW Australia Overview

UNSW is celebrating 65 years of never standing still. We were established in 1949 to teach and conduct research in scientific, technological and professional disciplines.

Today we have in excess of 55,000 students and have remained true to our focus on practical application and impact. Our alumni total over 250,000 people spread across the globe, many of whom were international students and have taken their skills and aspirations back to their own countries.

UNSW attracts not only the highest quality students but also welcomes champions from all areas of business and industry. International guest speakers include Bill Gates, Microsoft founder and co-chair of the Bill and Melinda Gates Foundation; former East Timor President Jose Ramos-Horta; environmentalist Dr David Suzuki; linguist and activist Noam Chomsky; Virgin founder Sir Richard Branson and Northern Ireland leader Gerry Adams.

The University is engaged in five strategic university networks: The Association of Pacific Rim Universities; Global Tech; Universitas 21, Coursera and the Australian Group of Eight.
UNSW has a broad disciplinary base, with Faculties of Arts and Social Sciences; Built Environment; Engineering; Law; Medicine and Science, as well as the College of Fine Arts, UNSW Canberra and the Australian School of Business.

UNSW is host to ground breaking research in fields as diverse as quantum computing, molecular engineering, photovoltaics, robotics, biomedical research, financial markets, design and interactive cinema. It has strong collaborative links with industry and business, consistently performing at the top nationally in Australian Research Council Industry Linkage Grants. UNSW expertise is also regularly sought after by business and government for a wide range of consultancy and training services.

UNSW has identified environmental sustainability as one of its strategic priorities. In 2007 it established the UNSW Climate Change Research Centre – bringing together more than 60 researchers from various disciplines across the University, the largest centre of its kind. UNSW also walks the talk in sustainability on campus with dedicated programs aimed at reducing traditional energy sources and embedding sustainability into all aspects of University life.

UNSW has almost 100 research, teaching program and community centres. Its research centres foster multidisciplinary research and include national centres such as the Kirby Institute, ARC Centres of Excellence such as the Centre for Advanced Silicon Photovoltaics and Photonics, and UNSW centres such as Brain Sciences UNSW. Also opened recently was the Lowy Centre for Cancer Research—the largest integrated cancer research institute in the Southern Hemisphere.

The University is a member of 15 Cooperative Research Centres and is affiliated with a number of prestigious medical research institutes, including the Garvan Institute of Medical Research and the Victor Chang Cardiac Research Institute.
UNSW attracts talented students from across Australia and around the world. Our emphasis on quality continues to push up entry standards – in 2012, 2013 and 2014 we saw record demand from the state’s top school leavers. UNSW has the highest median ATAR in NSW of 92.0 and the highest percentage of the state’s top 500 school leavers.

UNSW has produced more technology entrepreneurs in the past 15 years than any other Australian university.* *(CrunchBase 2013)*

UNSW undergraduates and postgraduates earn the highest median starting salary of any university in NSW* *(Australian Graduate Survey 2012)*

More of Australia’s top CEOs who lead ASX200 companies studied at UNSW than any other university.* *(Leading Company 2012)*

UNSW boasts the largest number of millionaire alumni than any other university in Australia* *(Spear’s WealthInsight 2014)*

UNSW attracts talented students from across Australia and around the world. Our emphasis on quality continues to push up entry standards – in 2012, 2013 and 2014 we saw record demand from the state’s top school leavers. UNSW has the highest median ATAR in NSW of 92.0 and the highest percentage of the state’s top 500 school leavers.
Fast facts

Students

54,652
STUDENT ENROLMENTS

41,060
AUSTRALIAN STUDENTS

13,592
INTERNATIONAL STUDENTS

(Preliminary 2013 figures)

5,816
TOTAL STAFF

2,846
ACADEMIC STAFF

2,970
PROFESSIONAL & TECHNICAL STAFF

13,592
COMMENCING STUDENTS

250,893+
ALUMNI

8 FACULTIES
1 COLLEGE
66 SCHOOLS
97 AFFILIATED INSTITUTES & CENTRES

UNSW MAIN CAMPUS AT KENSINGTON IS 38 HECTARES / 94 ACRES

UNSW CAMPUSES
• KENSINGTON
• PADDINGTON
• SYDNEY CBD
• CANBERRA

MEDICAL CAMPUSES
• ALBURY WODONGA
• WAGGA WAGGA
• PORT MACQUARIE
• COFFS HARBOUR
• ST GEORGE
• LIVERPOOL

GLOBAL CIRCLE OF FRIENDS OF UNSW AUSTRALIA
• UNSW FOUNDATION LTD
• UNSW FOUNDATION HONG KONG
• UNSW FOUNDATION US
• UNSW FOUNDATION UK

The University is ranked 52nd in the 2013 QS World University Rankings.

16 subjects in world's top 50

Accounting & Finance
10
Pharmacy & Pharmacology
11
Law
14
Psychology
15
Materials Science
17
Engineering – Civil & Structural
18
Education
26
Computer Science & Info Systems
29
Medicine
29
Engineering – Electrical
33
Engineering – Mechanical
37
English Language & Literature
41
Economics & Econometrics
45
Engineering – Chemical
46
Biological Sciences
50
Environmental Services
50

Leader in education

UNSW is a founding member of the prestigious Group of Eight - a coalition of Australia’s leading research intensive universities.

Most awarded

UNSW scored more five-star ratings in the 2014 Good Universities Guide than any other university in Australia.

Research excellence

The 2012 Excellence in Research for Australia Report recognised UNSW in the Excellence in Research for Australia Report as “above or well above” world standard.

Five Stars

In 2013, UNSW achieved the maximum QS Five Star Plus rating - one of only eight universities in the world to do so.
UNSW is in the midst of the most ambitious and transformational campus development of any Australian university. Our vision is to create a vibrant campus that is second to none in the 21st century.

Expenditure of over $A1.2b has been invested in the last four years in building renewals, student accommodation upgrades, new specialist precincts and student facilities. Additionally, the number and quality of retail development has increased dramatically providing students and staff with a greater range of food, entertainment, banking, retail and service outlets.

The College of Fine Arts new campus was completed in 2013 at a cost of $A58m. The new COFA features world class studios for Art, Design and Media including ‘The Black Box’, a versatile studio that can be a high definition projection room, a motion-capture studio or a test installation space for multi-media projects.

Student accommodation on the major Kensington campus has doubled over the past four years and now provides 4600 beds including more than 900 opening in 2014.

The capital development projects across the UNSW campuses include medicine, bio sciences, material sciences and engineering, electrical engineering, mechanical and manufacturing engineering, civil engineering and chemical engineering.

Plans are in hand for further developments in the near future to further enhance the student experience and the quality of educational opportunities.
UNSW Australia campus development map

Projects
- Under Construction
- In Planning
- New Buildings Since 1990
- Major Refurbishments Since 1990

Specialised Precincts
- Bio-Medical
- Engineering
- Next Generation Materials, Energy and Technologies

Projects Under Construction
1. Materials Science and Engineering
2. Mechanical and Manufacturing Engineering

Projects in Planning
3. Squarehouse
4. Roundhouse Redevelopment
5. Blockhouse
6. Chemical Sciences
7. Alumni Park
8. Electrical Engineering
9. Civil Engineering
10. Biological Sciences Stages 1 and 2
UNSW Australia Strategic Plan and Virtuous Circle

UNSW ASPIRATION

Continuously improve our position as a leading research intensive university in the Asia-Pacific region, focusing on contemporary and social issues through defined strengths in professional, scientific and technological fields.

STUDENT EXPERIENCE
Develop globally focused graduates who are rigorous scholars, leaders and professionals.

RESEARCH
Continue to build on our position as a peer of the best globally.

COMMUNITY ENGAGEMENT
Be a valued partner with key communities.

CAPABILITIES
Improve leadership and operations.

RESOURCES
Maximise availability of resources and the assignment of resources to priority areas.

UNSW Australia works towards a highly focussed and strategic set of priorities that are outlined in the current strategic plan: Blueprint to Beyond.
Executive team and governance

The President and Vice-Chancellor is the principal executive officer of the University and is responsible for the overall strategic direction of corporate planning, budget activities and external relations. Under the Council, the President and Vice-Chancellor manages and supervises the administrative, financial and other activities of the University.

The University's Executive Team, led by the President and Vice-Chancellor comprises: The Vice-President and Deputy Vice-Chancellor (Research); the Vice-President and Deputy Vice-Chancellor (Academic); Vice-President, Finance and Operations; Vice-President, University Services; Vice-President, Advancement; and by invitation the President of the Academic Board.

*Current representatives of UNSW Deans on the Executive Team.
The University is governed by a Council led by the Chancellor. Council members represent the interests of the University and the wider community, contributing expertise in a range of areas including finance, commercial activities, law, governance and management and planning and development. The Council’s size was reduced from 22 to 15 members effective from 1 July 2012 making it one of the most streamlined and agile university Councils in Australia.

Official Members

- Chancellor: Mr David M. Gonski AC
- President and Vice-Chancellor: Professor Frederick G. Hilmer AO
- President, Academic Board: Professor Prem Ramburuth

Ministerial appointments

- Mr Brian Long FCA, Pro-Chancellor
- Ms Jillian S. Segal AM, Deputy Chancellor

Elected members

- Ms Samantha Bobba (undergraduate student)
- Mr Paul Keighley (postgraduate student)
- Professor Rakesh Kumar (academic staff member)
- Mr Karl Natschev (professional staff member)
- Scientia Professor John Piggott (academic staff member)

Members appointed by Council

- Mr Nicholas Carney
- Dr Tina Clifton
- Mr Terry Davis
- Mr Matthew Grounds
- Mr Warwick Negus

Mr David Gonski AC
BCom, LLB UNSW, FAICD (Life), FCPA

Mr David Gonski graduated in Commerce and Law from UNSW Australia in 1975 and 1976 respectively. He is a solicitor and was a partner at Freehills (now called Herbert Smith Freehills).

David is also Chairman Investec Bank (Australia) Limited, Coca-Cola Amatil and the National E-Health Transition Authority (NEHTA) and is a Director of ANZ Banking Group.

David is Chancellor of UNSW Australia, Chairman of UNSW Foundation and the Sydney Theatre Company, and a Director of Infrastructure NSW and the Lowy Institute for International Policy.

He was Chairman of the Review of Funding for Schooling, a member of the Takeovers Panel, the Committee of Inquiry into Charitable Related Organizations and of the Nugent Committee, which examined the major arts organisations in Australia.

David is a former President of the Art Gallery of New South Wales and was previously Chairman of ASX Ltd, the Australian Government Future Fund, the Australia Council for the Arts, National Institute of Dramatic Arts and the Trustees of Sydney Grammar School and was a Director of Singapore Airlines and the Westfield Group.
UNSW Australia is in an incredibly sound financial position as a result of strategic and disciplined budget management across the University. The preliminary 2013 financial results exceed the strong performance of recent years.

UNSW had an outstanding year in 2013 (preliminary results) despite a volatile and sometimes difficult environment impacting the Australian higher education sector. Despite these circumstances UNSW continued to invest in high quality teaching, research and campus development and increased the overall student quality. We continued to live up to our reputation as one of Australia’s most forward looking universities.

UNSW continues to boast one of the most diverse student populations in the country, welcoming students from over 130 countries and despite a turbulent international education sector, met enrolment plans for 2013. Despite these challenges our international undergraduate numbers have been generally holding firm, as is the case for postgraduate programs and higher degree research enrolments continue on a growth trajectory.

On the financial front, the University has achieved an exceptional financial result in 2013 with total turnover in excess of $1.5 billion. We secured over $32 million in fundraising income and extend our sincere thanks to our Australian and international donors, many of whom are UNSW alumni.

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**2012 Financial Summary**

<table>
<thead>
<tr>
<th></th>
<th>Consolidated</th>
<th>University</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td>$’000</td>
<td>$’000</td>
</tr>
<tr>
<td>Total revenue and income</td>
<td>1,095,045</td>
<td>1,044,433</td>
</tr>
<tr>
<td>Employee costs</td>
<td>(632,259)</td>
<td>(619,195)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>(449,144)</td>
<td>(429,239)</td>
</tr>
<tr>
<td>Operating result</td>
<td>13,642</td>
<td>(4,001)</td>
</tr>
<tr>
<td>Restricted surplus</td>
<td>30,996</td>
<td>32,999</td>
</tr>
<tr>
<td>Investment earnings</td>
<td>27,293</td>
<td>34,518</td>
</tr>
<tr>
<td>Income for capital projects</td>
<td>24,783</td>
<td>47,502</td>
</tr>
<tr>
<td>Asset Transfer¹</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Loss on deconsolidation²</td>
<td>-</td>
<td>(6,941)</td>
</tr>
<tr>
<td>Forgiveness of loan³</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Gain on sale of assets⁴</td>
<td>2,984</td>
<td>-</td>
</tr>
<tr>
<td>Impairment of assets⁵</td>
<td>(11,079)</td>
<td>(15,191)</td>
</tr>
<tr>
<td>Revaluation of ATPi⁶</td>
<td>4,167</td>
<td>-</td>
</tr>
<tr>
<td>Accounting result</td>
<td>92,786</td>
<td>88,886</td>
</tr>
</tbody>
</table>

¹ Receipt of investments from the University of New South Wales Foundation Trust on 1 June 2011.
² Deconsolidation of University of New South Wales International House Ltd as of 1 January 2011.
³ Forgiveness of intercompany loan to NewSouth Innovations.
⁴ Includes gain on sale of 78 & 82 Bay St properties.
⁵ Includes impairment on all assets except for student receivables and sundry debtors.
⁶ Relates to the revaluation of Australian Technology Park Innovation Pty Ltd (ATPI).

Source 2012 UNSW Annual Report

*2013 Financial Summary will be available in June 2014
It’s no secret: Sydney is one of the most liveable cities in the world. Rated the world’s safest and friendliest city in the 2013 Anholt-GfK Roper City Brands Index, Sydney is also ranked 9th in Monocle’s 2013 Quality of Life Survey, 7th in the EIU’s Liveability Ranking and Overview 2013 and equal 10th in the Mercer 2012 Quality of Living Survey.

Climate, culture, sport, beaches, mountains, art, science, architecture, education, entertainment and diversity: Sydney is a most welcoming city for singles, couples and families.

Sydney is one of the world’s most multicultural cities with all the benefits of stable government, strong financial backing, an open, extensive, well-attended education system and a highly skilled and educated workforce.

UNSW Kensington campus (main campus) is located in the prestigious Eastern Suburbs and is just 6km from the heart of the city, 2km from Coogee Beach and 8km from Sydney’s domestic and international airports.

Come join us in the sun.
Accountability objective

The President and Vice-Chancellor is the chief executive officer of the University and responsible for the overall leadership and management of the University, and engagement with the wider community. Working closely with the Chancellor and the UNSW Council, the position is accountable for shaping and realising the University's future.

Major responsibilities

Leadership

- Set a vision and strategic direction for the University that builds on our existing strengths, past successes and the Guiding Principles of UNSW
- Communicate the University’s vision and direction to the UNSW community and ensure that it is reflected in the focus of work done at all levels across the University
- Enhance the international reputation of the University for high quality research, an outstanding student experience and as a valued partner in the community

Engagement

- Effectively promote the University and develop relationships with industry, professional groups, schools, community organisations, government and the wider community
- Lead fundraising on behalf of the University with a strong emphasis on the development of relationships with donors, alumni and business
- Play a leadership role in the higher education sector to ensure that UNSW’s interests are appropriately represented, including through collaboration with network partners and other universities, engagement with government and leading debate on higher education policy

Management

- Enhance teaching, research and community engagement in the University with strong people management strategies that emphasise UNSW as a performance based meritocracy
- Responsibly manage budget and finances consistent with the University’s strategic priorities and goals and within the financial targets endorsed by the UNSW Council
- Ensure the ongoing strategic development of the University’s physical and technological resources to enable a superior student experience and a research environment that is attractive to the highest quality students and staff
- Ensure that significant organisational risks and compliance obligations are appropriately managed within the University
- Enable the University to achieve its future aims and objectives by identifying fundraising opportunities and developing alternative streams of income
Selection criteria

The successful applicant for the position of President and Vice-Chancellor will be a visionary leader and will have qualifications, experience and personal qualities illustrating outstanding accomplishment.

Critical to the success in this role will be the capacity to:

1. Value scholarship
2. Understand and appreciate the role of a major research university in an international context
3. Provide leadership in a highly dynamic and changing environment
4. Facilitate, where appropriate, significant change in the academic direction and operations of the University
5. Promote a culture of innovation, entrepreneurial activity and collaboration across all disciplines to meet changing demands and to take advantage of new opportunities

In reaching its decision, the selection committee will seek to satisfy the following criteria:

1. A recognised higher degree and/or an outstanding record of scholarship and professional standing
2. An outstanding record of effective strategic leadership and executive management with demonstrated achievement in a large, complex research based organisation
3. Demonstrated capacity to dynamically lead a large, complex organisation in the development and implementation of its mission, goals and objectives and in the implementation of major change
4. Deep understanding of the rapidly changing landscape of higher education, including its challenges and opportunities, in Australia, the Asia-Pacific region and internationally
5. Evidence of strong strategic, financial and fundraising acumen and a demonstrated track record of effective commercial decision making
6. A record of achievement in successfully building and promoting long term strategic relationships in a wide range of local, national, and international forums
7. A demonstrated capacity to represent UNSW at the highest levels through the application of outstanding interpersonal communication, negotiation and influencing skills
8. Cultural sensitivity, and a demonstrated commitment to diversity and inclusiveness for staff and students
9. Unsurpassed integrity and high ethical standards
10. Commitment to promoting a meritocracy across the University.
Applications

UNSW has engaged the executive search firm Perrett Laver to assist with this appointment. To apply, please visit Perrett Laver’s secure candidate portal at www.perrettlaver.com/unsw and upload a comprehensive CV and Covering Letter with contact details or send to unsw@perrettlaver.com. For further discussion please contact Perrett Laver in confidence by email or by telephone:

Mr Dan Perrett
+44 20 7340 6200

Dr Birgit Brandt
+61 2 9006 3316

The closing date for expressions of interest is on Monday 31st March 2014.

The Selection Committee will ask a number of individuals to have preliminary conversations with Perrett Laver in April 2014. The Selection Committee will subsequently invite a small number of individuals to attend the University for final interviews with the Committee on Monday 19 May 2014.

Terms, conditions and benefits of employment

Period of appointment
The President and Vice-Chancellor will initially be appointed for a five-year term. However, it is the expectation of Council that if offered a further term of employment, the incumbent would have the capacity and enthusiasm to accept such an appointment.

Salary and additional benefits
An attractive remuneration package including generous superannuation will be negotiated commensurate with the responsibilities of the role and the experience of the candidate.

Annual Leave
Annual leave of 20 days per year of service can be taken at times as agreed with the Chancellor of the University. In addition, the University closes for business before Christmas until the New Year each year.

Location
The position is located at the Kensington campus, although the incumbent will be required to carry out some of the duties at other campuses of the University. Travel both nationally and internationally is a requirement of the role.

Relocation
The University will meet all reasonable costs of relocation for the successful candidate and their immediate family from interstate or abroad.

For further information on employment conditions please visit www.hr.unsw.edu.au and www.jobs.unsw.edu.au