

Dean, Graduate Research
& Researcher Development
Information for Applicants



Welcome from the Deputy Vice Chancellor, Research



I welcome your interest in the role of Dean, Graduate Research & Researcher Development at James Cook University (JCU).

With a strong sense of its place, communities and irreplaceable ecosystems and cultures, JCU's mission is to create a brighter future for life in the Tropics and beyond through education and research. Our research agenda is focused on impact and excellence in fields that makes a difference locally and globally. We have world-class research in our Colleges, Centres and Institutes in fields as diverse as marine sciences, public health, infectious disease, geology, society and Indigenous education.

The Dean, Graduate Research & Researcher Development is a senior leadership role within the Research Division of the University. The role will contribute broadly to strategic oversight and leadership to embed a strong research culture of excellence and integrity and to meet the research ambitions of the University. The role has a specific focus on ensuring JCU's research training of our Higher Degree by Research (HDR) candidates is contemporary and experiential and our researchers are enabled to achieve research excellence and impact.

We are seeking a dynamic and experienced Dean, Graduate Research & Researcher Development who has a passion for fostering innovation and academic excellence. Importantly, we are seeking a Dean who is inspired by JCU's vision for a research-rich environment for our staff and students that fosters their professional expertise and intellectual curiosity.

I invite you to explore the possibility of joining our research-intensive university as we continue our journey of growth and conducting research that is impactful and relevant both locally and globally.

A handwritten signature in black ink, appearing to read 'Jenny Seddon', written in a cursive style.

Professor Jenny Seddon
Deputy Vice Chancellor, Research

RESPECT. NOW. ALWAYS.

James Cook University values and celebrates the diversity of our community, and is committed to ensuring our learning and working environment is safe and welcoming. JCU is proud to be part of the Respect. Now. Always. campaign – a national initiative led by Universities Australia to highlight our determination to ensure our students and staff are safe from discrimination and sexual harassment. Further information about the campaign and free services available for students can be found at jcu.edu.au/sew

Our commitment to Australian Aboriginal and Torres Strait Islander peoples

James Cook University is committed to building strong and mutually beneficial partnerships that work towards closing the employment, health and education gap for Australian Aboriginal and Torres Strait Islander peoples. Our students come from many backgrounds, promoting a rich cultural and experiential diversity on campus.

We acknowledge the Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the Australian lands and waters where our staff and students live, learn and work. We honour the unique cultural and spiritual relationship to the land, waters and seas of First Australian peoples and their continuing and rich contribution to James Cook University (JCU) and Australian society. We also pay respect to ancestors and Elders past, present and future.



*Kassandra Savage (JCU Alumni),
'Coming Together and Respecting Difference',
acrylic on canvas, 2014, 90cm x 90cm.*



Values

Authenticity

Working in, with and for the communities in which we are based, we are responsive to their needs and champions for transformative education and research. In doing so we act ethically, transparently and with generosity of spirit.

Excellence

Our global reputation for cutting-edge research and education is built upon on our responsiveness to the unique characteristics of the places in which we work and our commitment to excel in everything we do.

Integrity

We hold ourselves to the highest standards of professional and scientific conduct. We are proactive in identifying and acting on barriers to inclusiveness and diversity in all aspects of university life

Respect

JCU fosters a respectful environment for robust debate and a diversity of ideas, engaging our staff, students and the broader community in a supportive, culturally respectful and connected community of higher learning.

What Matters to Us

Our People

Our staff, students and the communities we serve. Embracing the diversity of the communities we serve, we work to create opportunities and enduring social, cultural and economic benefits for our region and beyond. We work collaboratively and respectfully and are enriched by the different perspectives our people contribute to the work and learning environment. Our partners and communities are an integral part of our endeavours and feel valued, respected and supported to succeed.

Our Place

The Tropics and beyond. Our University was established with a clear mandate to encourage study and research generally and with a focus on topics of special importance to the people of the Tropics. We provide courses of study to meet the needs of the community, employers and industry. As an international, geographically dispersed University, we advocate for, partner with and make a difference to, the regions we serve.

Our Education

Knowledge has the power to change lives. Committed to equitable, inclusive and high-quality learning, JCU aspires to develop graduates who have the intellectual curiosity, knowledge, skills and disposition to succeed in a global workforce. We inspire our students to make a difference in their fields of endeavour and in their communities.

Our Research

A catalyst for innovation and knowledge generation. Our world-class research is driven by the curiosity of our people and inspired by our unique social and geographical locations. We generate new knowledge and understanding to meet the challenges facing the peoples of the Tropics and beyond, and deliver innovative and impactful outcomes focused on a sustainable future for our region.

Our Locations

JCU Townsville

Work in a unique environment where world-class facilities, natural wonders, and vibrant student life come together. JCU Townsville is a teaching, research, and community hub with a range of state-of-the-art equipment and resources across two campuses: Bebegu Yumba campus, Douglas and the City campus.

Staff access exceptional teaching and research facilities at JCU Townsville. The world-class facility features sophisticated teaching areas, collaborative lecture theatres, technology-enabled active learning spaces, and fully equipped labs. The library hosts exhibitions, providing opportunities to access and appreciate different artworks and artefacts.

JCU Townsville, Bebegu Yumba campus, Douglas is surrounded by natural bush and parkland. The campus houses around 1,400 students in colleges and halls of residence.

Immerse yourself in the heart of Townsville at the JCU Townsville, City campus. Located in Townsville's CBD and boasting a range of innovative spaces and state-of-the-art facilities, the City campus delivers services for the university, students, businesses, and community organisations

Townsville is small enough to escape the hustle and bustle of big city life, but large enough to boast a range of facilities. You can make the most of the great outdoors through rainforest hikes, mountain biking, and snorkeling or scuba diving on the Great Barrier Reef

Townsville Fast Facts

Townsville is Australia's largest tropical city and a thriving coastal port. Magnetic Island and the Great Barrier Reef are on Townsville's doorstep. The Gulf Savannah region and outback country towns lie to the west. Townsville is famous for an average of 320 days of sunshine per year, so there are endless opportunities to enjoy the outdoors

Climate

Summer (December–February) 24°–32°C/75°–90°F
Hot and humid Winter (June–August) 13°–26°C/56°–79°F
Mild and dry

Food

Easy access to an abundance of fresh local foods and cuisines from around the world.

Population

229,031 (city), 11,726 (JCU)

Transport

Bus to and from campus, car, bicycle, international airport.

Places of worship

JCU's Multifaith Chaplaincy Centre is available as a free facility for you to practise your faith.

Medical

On-campus hospital, medical clinic, psychology clinic, physiotherapy clinic, dental clinic, occupational therapy clinic, speech pathology clinic, exercise physiology clinic, and veterinary clinic.

Banks

Westpac, Commonwealth Bank, and RediATM facilities on campus.

Campus

JCU Townsville, Bebegu Yumba campus, Douglas, is Australia's largest university campus, approximately a 20-minute drive from the city centre. Study facilities can also be accessed at the Townsville City campus.

On-campus sport

Gymnasium, basketball courts, tennis courts, squash courts, netball courts, rugby and soccer fields, hockey fields, cricket pitches and swimming pool.

Sources: ABS 2016 (SA4 areas) (latest available); 2021 JCU numbers as per COGNOS 24/03/2022

JCU Cairns

Work in some of the most interesting places on Earth. Explore unrivalled research locations and access World Heritage-listed natural environments. Enjoy the modern facilities at the Nguma-bada campus, Smithfield and the Bada-jali campus, Cairns City

JCU Cairns, Nguma-bada campus, Smithfield is conveniently located just north of the city centre. Uniquely juxtaposed between urban settings and natural wonders, the campus is surrounded on three sides by rainforest-covered mountains and is close to the northern beaches. Staff and students enjoy a tranquil teaching and learning environment due to the abundance of lush greenery and spacious areas.

Located in Cairns CBD, JCU Cairns, Bada-jali campus, Cairns City offers a range of flexible study, teaching, and meeting areas. It features North Queensland's first 'moot court' with e-court facilities providing practical training for law students. Access to videoconferencing and catering facilities in the boardroom gives staff and students opportunities to meet and network with businesses and the local community.

Working in Cairns provides access to two World Heritage listed natural environments – the Great Barrier Reef Marine Park and the Wet Tropics ancient rainforests. Students can develop specialised skills during field trips and expeditions to distinctive research locations.

The variety of natural wonders coupled with a tropical climate make Cairns an ideal place for active outdoor living. The city is a great base for exploring the nearby resort regions of Port Douglas and Mission Beach, the picturesque Atherton Tablelands, and outback Queensland.

Cairns Fast Facts

Cairns is a gateway to the Great Barrier Reef, the Wet Tropics rainforests in the Daintree National Park, the Atherton Tablelands, and the Gulf Savannah region, so you'll never run out of places to enjoy and explore.

Climate

Wet season (November–May) 24°–32°C/75°–90°F Hot, rainy and humid
Dry season (June–October) 17°–26°C/63°–79°F Mild and dry

Food

Easy access to an abundance of fresh local food and cuisines from around the world.

Population

240,190 (city), 3,147 (JCU)

Transport

Bus to and from campus, car, bicycle (extensive network of bike tracks throughout Cairns), international airport.

Places of worship

JCU's Multifaith Chaplaincy Centre is available as a free facility for you to practise your faith.

Medical

On-campus dental clinic, as well as a hospital, medical clinics, psychology clinics, and more off campus.

Campus

JCU Cairns, Nguma-bada campus, Smithfield, near the popular northern beaches and approximately a 20-minute drive from the city centre. Study facilities can also be accessed at the JCU Cairns, Bada-jali campus, City.

On-campus sport

Gymnasium, basketball courts, sporting fields, and a world-class mountain bike track.

Sources: ABS 2016 (SA4 areas) (latest available); 2021 JCU numbers as per COGNOS 24/03/2022

Dean, Graduate Research and Researcher Development

Position Overview

Contribution to the JCU Community

At JCU we firmly believe that people are our most valuable asset, so we work to grow and diversify the skills, knowledge and capability of all our staff. We live by our values and deliver against our Strategic Intent in an environment that values respect, excellence and delivering a sustainable future for the people of the Tropics.

The Dean, Graduate Research and Researcher Development provides strategic leadership and delivery of high-quality post-graduate research education and researcher development that is commensurate with the higher education sector and aligned with the priorities of the Division of Research, and the University.

Campus Location: Townsville or Cairns

Classification: Band 1

Term: 5-year contract

Reports to: DVC, Research

Date Last Reviewed: September 2023

Key Accountabilities and Deliverables

1. The vision, management, and performance of post-graduate research education and professional development of academic staff in research-related areas, ensuring these are commensurate with the higher education sector.
2. Providing strategic policy and operational advice on graduate research education and researcher development to the Deputy Vice Chancellor, Research, and other University Executives and governance bodies.
3. Leadership of the Graduate Research School including effective and efficient governance, management and operation of its services and functions, engaging across the University to achieve University objectives and high-quality HDR program delivery.
4. Enhancing the University's performance in postgraduate research education and researcher development, by proactively developing, monitoring and implementing policies and initiatives, monitoring the postgraduate research education sector at the national and international level and engaging with external partners to ensure delivery of a contemporary HDR program.
5. Supporting the University's goals and researchers' career goals by working collaboratively with internal stakeholders to design and implement a suite of relevant initiatives for the professional development of academics.
6. Developing a strong research culture, that delivers high-quality and targeted services, ensuring the sustainability of offerings, across HDR education and researcher development in support of the University's strategic goals through actively fostering effective engagement and partnerships with internal and external stakeholders.
7. Contributions to the activities and initiatives of the Research Division in meeting the objectives of the University, including delegating for the Deputy Vice Chancellor Research as required.

Key Requirements for success

1. A PhD and a demonstrated track record of research, HDR supervision experience and graduate research education.
2. Demonstrated superior leadership and management skills and proven experience in leading and managing a team, including the ability to manage organisational, cultural and systemic change.
3. Demonstrated ability to perform high-level strategic planning, program and managerial functions, including significant budget responsibility, with clear accountability for performance and quality management.
4. Expert knowledge and a strong understanding of contemporary strategic directions within postgraduate research and researcher development and their applicability to the University's strategic direction.
5. Experience in developing and implementing graduate research policies and procedures and initiatives in researcher development, and in fostering research culture with demonstrated broad outcomes in research performance across the institution.
6. A strong customer focus with demonstrated facilitation, interpersonal, negotiation and networking skills, and the ability to establish and maintain effective, collaborative and productive partnerships with a wide range of internal and external stakeholders.

About JCU

As Australia's only university established to focus on the issues of Northern Australia and the Tropics worldwide, JCU is dedicated to helping the world's tropical regions to prosper.

Our Values: Excellence | Authenticity | Integrity | Respect

JCU Organisational Structure - [James Cook University](#)

Read more about our commitments to sustainability and reconciliation - [Strategic Direction](#)

How to apply

Please submit your application online via the JCU Careers site by midnight on Sunday 3 December 2023 - vacancy reference 18671

Applications should include an introductory covering letter discussing your motivation and how your experience and skills would ensure your success in the role, a succinct statement addressing the key requirements, and a full CV.

Further information is available by contacting Professor Jenny Seddon, Deputy Vice Chancellor, Research via email to jenny.seddon@jcu.edu.au or 0431 117 144.