



POSITION TITLE:	VICE CHANCELLOR	AGREEMENT:	
FACULTY/DEPARTMENT:	Administration	GRADE & LEVEL:	Award free Wage Schedule
DATE:	Nov 2019	Hours:	38 hours - Fulltime
CAMPUS:	Lake Macquarie	POSITION HOLDER:	

AVONDALE UNIVERSITY COLLEGE VALUES:



POSITION CONTEXT

Avondale University College is the premier educational institution of the Seventh-day Adventist Church in Australia and New Zealand and exists to serve the greater good..

Our purpose since 1897 has been to develop students' respect for self and others through promoting a Biblical faith-based, ethical and pastoral world-view. Our ambition is to mentor service-oriented students who respond to the needs of local, national and global communities, following Jesus Christ.

Avondale is proud to be part of a worldwide Seventh-day Adventist church's educational network that includes 115 universities and colleges with a combined enrolment of 148, 373 students. Achieving Australian University College status in August 2019, we continue to provide a nurturing and welcoming environment inclusive of people of all faith traditions and beliefs.

Avondale's focus aligns with three broad areas of research: Scripture, spirituality and culture, Christian education and scholarship, and lifestyle and health. These fields frame the scope and priorities of our research centres and advance the goals of the institution's stakeholders. Our researchers are "Here for Good", and connecting with real-world issues, challenges and possibilities they inform best practice, enhance mission and improve local and global communities.

POSITION OVERVIEW

The Vice Chancellor is responsible for leading Avondale on behalf of and under the direction of Avondale's Council. The Vice Chancellor will preserve and enhance Avondale's mission, spiritual culture, academic standing and research, reputation, financial viability, and model excellent leadership and communication skills. The new Vice Chancellor will also lead the next phase of growth from University College to University within five years.

AREA OF FOCUS	CORE RESPONSIBILITIES & TYPICAL ACTIVITIES	MEASURE OF PERFORMANCE
SPIRITUAL MENTOR	<p>Models a strong personal and corporate spiritual experience that is identifiable and inspires others.</p> <p>Connects and engages with key stakeholders to support and advance the mission and ethos of the SDA church.</p> <p>Demonstrates an active commitment to individual and corporate well-being.</p> <p>Treats others with respect and dignity and serves with humility.</p>	<p>Active leadership and involvement in campus initiatives designed to support staff and student spirituality and well-being.</p> <p>Regular focus groups and dialogue with SDA church stakeholders.</p>
PURPOSE DRIVEN	<p>Communicates the niche purpose of Avondale with internal and external stakeholders via appropriate mediums and channels with feedback opportunities.</p> <p>Articulates the humanitarian vision of Avondale effectively to staff, students, wider community and SDA church stakeholders.</p>	<p>Stakeholders able to reflect a clear understanding of Avondale's purpose and vision.</p> <p>Implementation of a clear, consistent and comprehensive communication strategy.</p>
STRATEGIST	<p>Conveys the big picture missional direction and brings the team with them throughout strategic and operational planning and implementation processes.</p> <p>Collaborates with experts drawing on best practice from the Higher Education sector and business acumen when developing, implementing and reviewing financially sustainable strategic and operational plans.</p> <p>Creates a strategic plan and facilities masterplan and then implements them in a timely manner.</p>	<p>Evidence of a well-developed and financially viable strategic plan and facility masterplan for Avondale that provides clear direction and inspires confidence within the staff, students and relevant stakeholders.</p> <p>Projects delivered on time and to scope</p>

CULTURE BUILDER	<p>Drives continuous improvement of organisational cultural.</p> <p>Creates a values-led culture shaped by gratitude and engaged compassion.</p> <p>Spearheads a major focus on student and staff wellbeing.</p> <p>Promotes mentoring and recognition of staff and student leaders and demonstrates a personal commitment to life-long learning.</p> <p>Manages a diverse team in a constructive way with a willingness to undertake “tough conversations” when needed.</p>	<p>Survey data on cultural perceptions at Avondale will be positive and indicate a strong spiritual culture.</p> <p>People and culture will be a way of life and healthy relationships will be the norm.</p>
CHANGE AGENT	<p>Implements both radical and continuous improvement across various areas of Avondale to deliver efficiencies and viable operations.</p> <p>Leads in the restructure of Avondale, if needed, to ensure long term viability and calibration of mission.</p> <p>Openness to thinking outside the square to generate new solutions to existing and future challenges.</p> <p>Comfortable working with colleagues who will challenge and ask the hard questions, and will not be defensive in that environment.</p>	<p>Staff surveys will reveal a healthy, open culture where divergent thinking is encouraged and people feel empowered to try new things.</p>
COMMUNICATOR	<p>Engaging communicator who regularly connects with staff, students, community and stakeholders using a broad range of mediums.</p> <p>Generous and respectful listener who builds trust by practising inclusion, encouraging belonging and valuing diversity.</p> <p>Influencer who can lead self and others in a collegial and supportive manner modelling openness and integrity in all interactions.</p>	<p>Lines of communication are open and a culture of trust is verified through survey data and performance reviews.</p> <p>Internal and external messaging is regular and promotes and reinforces core institutional values and purpose.</p>

INNOVATOR	<p>Leader in ethical innovation and sustainable financial practices across a business, industry or education entity.</p> <p>Leads, benchmarks and implements cutting edge ideas to advance Avondale's mission supported by robust business plans.</p> <p>Active contributor to an agenda that progresses Avondale's commitment to research activities that are "Here for Good".</p>	<p>A culture of innovation and research that contributes to and advances the greater good with evidence of Avondale's impact using various data sets.</p>
RELATIONSHIP BUILDER	<p>Relates authentically, transparently and pastorally to people, developing a culture of trust by affirming and enabling others to feel valued and understood.</p> <p>Initiates and builds collaborative and ethical networks within the tertiary sector, community and industry to strategically advance scholarship and research goals to further enhance the reputation of Avondale.</p> <p>Builds, values and maintains strong relational links with Avondale Alumni and SDA church stakeholders, and looks to develop new partnerships in national and international arenas for the benefit of students and research.</p>	<p>Network links and research collaboration databases.</p> <p>Staff surveys confirm they feel valued and affirmed.</p> <p>Alumni links provide tangible benefits to Avondale.</p>
SECTOR LEADER	<p>Guides risk management governance and mitigation strategies across Avondale's operational portfolios.</p> <p>Delivers quality management systems aligned with TESQA regulations and compliance context.</p> <p>Positions Avondale as a key trainer of work-ready university graduates sought after by relevant employers.</p> <p>Develops ethical entrepreneurial strategies for increasing revenue streams to support research and infrastructure initiatives.</p>	<p>Quantify the network links with other universities.</p> <p>Completion of TESQA compliance regulations to a high standard.</p>

REPORTING RELATIONSHIPS

Vice Chancellor reports to:	Avondale University College Council and the Chair of the Council.
Positions reporting to this position:	Vice Presidents, HR Manager, Director of Student Life Services, Director of Student Administration Services, PR & Marketing Manager, all Avondale staff members
Other relationships – Ex Officio Membership on all Avondale Committees	<p>Chair the following specific committees:</p> <ul style="list-style-type: none">• Executive Committee <p>Membership of the following specific committees:</p> <ul style="list-style-type: none">• Avondale Council (Secretary)• Academic Board• Audit and Risk Subcommittee (invitee/ recording secretary)• Finance and Risk Subcommittee• Vision, Strategy and Organisation Subcommittee• University-College Status Advisory Committee

SELECTION CRITERIA

Essential criteria:

1. A practising baptised member of the Seventh-day Adventist Church with a strong commitment to its mission. This includes an active relationship with Jesus Christ characterised by a deep desire for worship and service to God. This will be expressed by modelling a Seventh-day Adventist world view, values and lifestyle, and a vibrant, dynamic personal spiritual journey, and nurturing others' spiritual journeys.
2. Enthusiasm for Avondale's vision and mission and an ability to communicate this to all internal and external stakeholders.
3. Evidence of inspiring innovative leadership and administrative experience. A capacity for visionary, creative, big-picture strategic thinking, with the ability to flourish within the Australian Higher Education setting and carry ideas through to successful implementation.
4. Collegial, consultative, open administrative style, with a team approach to decision making and planning with a proven track record on creating, implementing and reviewing strategic and operational plans informed by ethical and financially robust practices.
5. Outstanding people management skills,
6. Excellent communication skills using a variety of mediums to engage a wide range of audiences to deliver clear and purpose-oriented messages to interact positively with external organisations, community members and authorities, including the Seventh-day Adventist Church at large.
7. Good knowledge of Australian Higher Education preferably with employment experience in the sector, thus familiar with risk mitigation and governance practices demonstrating a strong and financially sustainable vision for leading Avondale forward to university status.
8. Entrepreneurial and financial capacity to further develop income revenue streams for Avondale to progress its learning and teaching, research and infrastructure agendas.
9. High level of stamina and resilience, with ability to work effectively under pressure delivering quality outcomes.

KEY PERFORMANCE INDICATORS

The performance of the Vice Chancellor will be measured against personal and institutional performance indicators as agreed with Council on a 12 month cycle of review and development. These indicators will be drawn from the table of *Area of Focus/Core Responsibilities and Activities/Measures of Performance* as well as the Council approved Strategic and Operational plans.

Appointed by	Avondale College Council
Term of appointment	5 Years / Renewable

REMUNERATION

Avondale University College Council reserves the right not to appoint.



Vice Chancellor

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Avondale seeks applications from suitably qualified and experienced candidates for this position of Vice Chancellor.

Reporting to the Avondale University College Council, the Vice Chancellor is responsible for preserving and enhancing Avondale's mission, spiritual culture, academic standing and research, reputation, financial viability, and to model excellent leadership and communication skills. The new Vice Chancellor will also lead the next phase of growth from University College to University within five years.

Key selection criteria for this position include:

- Being a practising baptised member of the Seventh-day Adventist Church with a strong commitment to its mission.
- Enthusiasm for Avondale's vision and mission.
- Evidence of inspiring innovative leadership and administrative experience.
- A capacity for visionary, creative, big-picture strategic thinking, with the ability to carry ideas through to successful implementation.
- Collegial, consultative, open administrative style, with a team approach to decision making and planning.
- A proven track record on creating, implementing and reviewing strategic and operational plans informed by ethical and financially robust practices.
- Outstanding people management skills.
- Excellent communication skills in order to deliver clear and purpose-oriented messages to external organisations, community members and authorities, including the Seventh-day Adventist Church at large.
- Good knowledge of Australian Higher Education preferably with employment experience in the sector.
- Familiarity with risk mitigation and governance practices demonstrating a strong and financially sustainable vision for leading Avondale forward to university status.
- Entrepreneurial and financial capacity to further develop income revenue streams.
- High level of stamina and resilience, with ability to work effectively under pressure delivering quality outcomes.

This is a 5 year renewable contract.

Applications close 20 December 2019.

For the further information and the selection criteria of the above position, please visit www.avondale.edu.au. Applications, **addressing the selection criteria**, with contact details of at least three referees, should be e-mailed to employment@avondale.edu.au

Avondale University College is an equal opportunity employer and reserves the right to make a delayed appointment, not to appoint, or to appoint by invitation.