

**WESTERN SYDNEY**  
UNIVERSITY



# CANDIDATE BRIEF

**DEAN, SCHOOL OF PSYCHOLOGY**  
**WESTERN SYDNEY UNIVERSITY**





**WE ARE  
WESTERN  
SYDNEY**



# IN THE WORLD 2022-2025

TIMES HIGHER EDUCATION IMPACT RANKINGS



**TOP 2%**

OF UNIVERSITIES WORLDWIDE\*

\* Times Higher Education (THE)  
World University Rankings 2019-2025

# WELCOME FROM THE VICE-CHANCELLOR AND THE PROVOST



We are delighted to introduce you to Western Sydney University, a global university in the heart of one of Australia's most dynamic and important regions. Our new Dean, School of Psychology will join this anchor institution as we embark on an exciting new phase of reinvigorating our teaching, amplifying our research impact, building our partnerships, growing our global footprint, and establishing one of the country's most distinct centres of Indigenous culture, education and research.

Western Sydney University is more than a university; it is part of the community. The University's values of boldness, excellence, integrity, fairness, and trust reflect those of Western Sydney through its diversity, youthfulness, and aspiration.

At Western, we are driven to ensure access to world-class higher education, an unparalleled student experience, lifechanging opportunities, equity, and fairness.

Our mission, outlined in our WESTERN 2030 strategic plan, is to deliver student success, impactful research and stronger communities.

The Dean, School of Psychology will play a pivotal role in furthering Western's ambitions, leading one of the four Schools within our

new Faculty of Health. Through the Faculty, Western is transforming education to deliver the health workforce of tomorrow locally and nationally, and internationally through our global ambitions in transnational education and research.

The School of Psychology at Western Sydney University is a national leader in psychological education, research, and professional training. Our programs cultivate deep psychological literacy and the practical application of psychological knowledge across personal, community, and professional contexts based on a scientist-practitioner model and emphasise the attainment of competencies at all stages. Students engage with modern teaching and research facilities, including experimental laboratories, physiological recording, virtual reality technologies, and specialist clinics, to develop evidence-based assessment, intervention, and research skills.

The School of Psychology has research strengths in lifespan development, perception, psycholinguistics, clinical and health psychology, clinical neuropsychology and working with culturally and linguistically diverse populations.

Researchers in the School of Psychology impact the way that eating disorders are treated, inform how participants in the National Disability Insurance Scheme are assessed, advise Department of Defence on the effects of stress and cognitive load on visual processing, assess suicide treatment programs, and evaluate how we assess cognitive function in different populations.

The School offers a strong pathway to the profession through the **Master of Clinical Psychology** and the **Master of Professional Psychology** which are some of the largest professional training programs in Australia. The program benefits from extensive partnerships and opportunities for placements within our specialist clinics and external organisations. In addition, the **Mental Health Workforce Training Grant** expands the School's capacity to support paid internships for Master of Professional Psychology graduates. This initiative enhances the mental health workforce training in areas of need while ensuring graduates receive high quality supervision and diverse, community focused applied experience.

The School's professional training environment is supported by three clinics:

- **The Psychology Clinic**, offering low cost psychological treatment and testing services for children, adolescents, and adults, delivered by provisionally registered psychologists under the supervision of experienced clinical supervisors.
- **The Child Development Clinic**, providing comprehensive assessment, diagnosis, and management for developmental, cognitive, behavioural, and learning concerns in children and young people aged 4-17 years.
- **The Outreach Clinic**, extending psychological services into community settings and providing students with further supervised opportunities to apply their skills.

Researchers in the School of Psychology advance research in psychological processes and practice that impacts industry, and wellbeing of individuals, families and communities in Western Sydney and beyond. Our research efforts are focused on quality, impact research achieved through productive, engaged research partnerships and the provision of high-quality research training for Higher Degree Research students and early career researchers.

The University has been ranked as the number one university in the world in the prestigious Times Higher Education Impact Rankings for four years in a row. The rankings assess more than 2,500 universities from over 130 countries on their commitment to research, teaching, sustainability, and partnerships. In repeatedly securing the award, Western

Sydney University is globally recognised as a leader for its work with communities, improving lives, promoting equity and fairness, and safeguarding the planet.

The Dean, School of Psychology will join us at a time of exceptional opportunity. We look forward to welcoming a leader in education and research eager to rise to the challenge of becoming an integral part of our community, shaping the future for the benefit of coming generations.

Distinguished Professor George Williams AO  
Vice-Chancellor and President

Professor Deborah Sweeney  
Provost



# A MESSAGE FROM THE EXECUTIVE DEAN

As Executive Dean of the Faculty of Health, I am delighted to introduce the Faculty to our community and share our vision for the future. Through the academic transformation at Western, the Faculty of Health brings together medicine, health sciences, nursing and midwifery, and psychology through an integrated powerhouse of teaching, research, and innovation.

Our mission is clear; to be the heart and health of Western Sydney's prosperity, educating diverse, work-ready graduates and delivering mission-driven research and partnerships that turn ideas into impact for people and planet. The Faculty of Health already has more than 9,200 students and 500 staff across its Schools. We are young, growing and reflect the diversity of our local area.

The Dean's role is more than an academic leadership position; it is an opportunity to transform lives and communities through education and research. It requires a bold, strategic and collaborative leader who can inspire staff, support students, and work with partners across sectors to deliver the promise of Western Sydney.

The Faculty of Health aspires to be a faculty without boundaries: interdisciplinary, inclusive, and innovative. If you share that ambition, I invite you to join us in shaping the future.



Professor Sarah Lewis  
Executive Dean, Health



## Purpose of the Position

### POSITION TITLE

Dean, School of Psychology

### CLASSIFICATION

Executive

### REPORTING TO

Faculty Executive Dean

### SCHOOL/OFFICE

Faculty of Health

### DIRECT REPORTS

Portfolio Directors, Heads of Discipline, and Professors, and Associate Professors as required.

The The Dean is responsible for fostering a culture of innovation, excellence and inclusion that underpins the performance of the School of Psychology in teaching and learning, research, external engagement, partnerships, and enhancement of the student experience. The Dean will deliver a strategy consistent with the Faculty's objectives that meets with or exceeds the expectations of our students, communities, and relevant professional bodies, government agencies and industry.

Developing all aspects of the School across clinical and health psychology, psycholinguistics, clinical neuropsychology and mental health workforce training, the Dean will work collaboratively with the Faculty Executive Dean, as well as other School Deans within the Faculty, Research Centre/Institute Directors, Leaders of Divisions, and academic and administrative support to align School resources and priorities to facilitate education and research impact. Leading by example, the Dean will foster high value industry partnerships, regionally and beyond.

In delivering on our Western2030 strategy, the Dean will drive the international ambitions of the University, growing staff and student mobility as well as focusing on local student opportunity through The College pathways. The successful candidate is expected to maintain research/professional currency.



The Dean is responsible for fostering a culture of innovation, excellence and inclusion that underpins the performance of the



## Position Description

### KEY ACCOUNTABILITIES

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>→ Develop and activate a School strategic implementation plan in alignment with Western2030 and Faculty strategic initiatives, and translate it into operational plans and outcomes, ensuring delivery of high-quality teaching, research, and engagement.</li> </ul> | <ul style="list-style-type: none"> <li>→ Build a global presence in transnational education and research, and high-quality partnerships with strategic institutions aligned with the One University principle.</li> </ul> |
| <ul style="list-style-type: none"> <li>→ Direct, and lead where necessary, the operations of the School, ensuring alignment with Faculty and University policies, priorities, and standards.</li> </ul>  | <ul style="list-style-type: none"> <li>→ Support academic integrity and governance through oversight of results approval, misconduct management, and policy compliance.</li> </ul>  |
| <ul style="list-style-type: none"> <li>→ Strengthen and grow relationships with professional bodies, accreditation agencies, industry, and community partners to enhance curriculum relevance, graduate employability and workforce opportunity.</li> </ul>  | <ul style="list-style-type: none"> <li>→ Manage the School's budget and resources effectively, ensuring financial sustainability and alignment with strategic priorities.</li> </ul>                                      |
| <ul style="list-style-type: none"> <li>→ Build and sustain a culture of research excellence, driving research performance, researcher development/mentoring, consulting expertise, enterprise, and interdisciplinary collaboration and industry and global partnerships as appropriate.</li> </ul>           | <ul style="list-style-type: none"> <li>→ Lead and support academic staff through workforce planning, recruitment, performance management, and professional development.</li> </ul>  |
| <ul style="list-style-type: none"> <li>→ Oversee curriculum development, accreditation processes, and continuous improvement of teaching programs to ensure quality, relevance, and compliance, including excellence in pathways from The College.</li> </ul>  | <ul style="list-style-type: none"> <li>→ Represent the School in Faculty-wide committees and contribute to governance, partnerships, and initiatives across the University to meet our Western 2030 strategy.</li> </ul>  |
| <ul style="list-style-type: none"> <li>→ Foster a high-quality student experience by promoting innovation, monitoring enrolment health, and improving retention and engagement across all cohorts.</li> </ul>  | <ul style="list-style-type: none"> <li>→ Ensure that campus specific opportunities are realised in partnerships with our external stakeholders and community at large.</li> </ul>   |
| <ul style="list-style-type: none"> <li>→ In collaboration with the Division of Indigenous Leadership, support and activate an inclusive environment and excellence in indigenous acceleration.</li> </ul>  |   |



## Position Description

### QUALIFICATIONS, EXPERIENCE AND SKILLS

- PhD or equivalent in health with preference for the psychological sciences. Extensive leadership experience and achievement at a senior level within higher education or a relevant health domain.
- Demonstrated ability to lead and manage senior academic staff, fostering collaboration, accountability, and high performance across diverse teams within a School and across a University.
- Established national and international reputation demonstrated through an excellent research track record or exceptional strategic and managerial achievement in psychology research and a vision for growing the research track record for the school.
- Capacity to maintain and strengthen discipline-specific relationships with industry, professional bodies, and community partners to support curriculum quality, student employability, and accreditation.
- Significant experience in psychology education, with evidence of positive outcomes for student success and student equity.
- Strong understanding of future directions in psychology, including graduate employability trends, industry needs, and opportunities for academic innovation and interdisciplinary collaboration.
- Proven experience in leading operational delivery and executive management in the psychology or higher education sectors, with demonstrated ability to expand, diversify and develop an organisation against benchmarked targets of quality and growth.
- Comprehensive understanding of the higher education regulatory and policy environment, with the ability to ensure compliance with governance, quality assurance, and accreditation requirements.
- High-level capability in managing financial, human, and physical resources within a complex organisation, including budget oversight and effective staff deployment.



## UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

KEY RELATIONSHIPS TO POSITION	CHALLENGES
<p>Internal (within the University)</p> <ul style="list-style-type: none"> <li>→ Faculty Executive Dean</li> <li>→ Vice-Chancellor and President</li> <li>→ Provost</li> <li>→ Deputy Vice-Chancellor and Vice-President, Education &amp; Students</li> <li>→ Pro Vice-Chancellor, Research &amp; Innovation</li> <li>→ Pro Vice-Chancellor, Global Partnerships and Transnational Education</li> <li>→ Deputy Vice-Chancellor and Vice-President Indigenous Leadership</li> <li>→ Deputy Vice-Chancellor, Western Sydney and External Engagement</li> <li>→ Chief Executive Officer, The College</li> <li>→ Chief Operating Officer</li> <li>→ Heads of Discipline</li> <li>→ Academic staff of the School</li> <li>→ Deans of the Faculty</li> <li>→ Other Deans and Institute Directors across the Institution</li> <li>→ Senior University staff</li> <li>→ Students</li> </ul>	<ul style="list-style-type: none"> <li>→ Navigating competing strategic and operational priorities across teaching, research, and external engagement while maintaining alignment with Faculty and University objectives.</li> <li>→ Ensuring curriculum innovation, accreditation compliance, and continuous improvement in a rapidly evolving healthcare landscape.</li> <li>→ Strengthening stakeholder relationships and interdisciplinary collaboration to enhance curriculum relevance, graduate employability, and research impact.</li> <li>→ Managing workforce performance, financial sustainability, and academic currency to maintain the School's competitiveness and reputation.</li> <li>→ Effective financial and human resource management in an environment of competing priorities.</li> </ul>

## HOW TO APPLY

Applications for the position should include the following:

- Full Academic Curriculum Vitae
- Candidate Statement
- Referee details
- Date of Commencement

## APPLICATION AND SELECTION PROCESS

### CURRICULUM VITAE

- Details of positions held, including dates, details of your present position, and key achievements.
- Details of education, professional training and qualifications (and dates of degree completion).
- Research Activity Statement, including details of your research track record, such as external income, research outputs, and outcomes.
- Evidence of the delivery of innovative teaching and world-class research.
- Any other relevant information, such as contributions to professional associations and learned societies, community activities, awards and other recognitions of esteem.

### CANDIDATE STATEMENT

A brief statement (no more than five pages) outlining your vision for the role and what you would expect to accomplish in the role, reflecting on your experience and skills as it relates to the selection criteria listed under qualifications, experience and skills.

### REFEREES

Full contact details of three referees that we may contact.

Candidates should state their relationship to the referees and why they have been nominated to speak on the candidate's behalf.

Referees will only be contacted after prior consultation with the candidate.

### DATE OF COMMENCEMENT

An indication of the earliest date on which you could commence in the position.

### CLOSING DATE

TBA

Applicants should provide a confidential email address and suitable daytime and evening telephone contact details (including mobile), and details of their availability during this period.

### CONTACT DETAILS

Applicants should provide a confidential email address and suitable daytime and evening telephone contact details (including mobile), and details of their availability during this period.

## TO SUBMIT AN APPLICATION AND FOR ENQUIRIES

For a confidential discussion or to apply, please email Sarah Lewis (Executive Dean, Health) at Sarah.Lewis@westernsydney.edu.au or Iona Reid (Faculty General Manager, Health) at I.Reid@westernsydney.edu.au.

On behalf of Western Sydney University and as part of the application and appointment process, candidates may be requested to undergo psychometric testing and give permission for verification of their tertiary qualifications and an Australian Federal Police check.

