

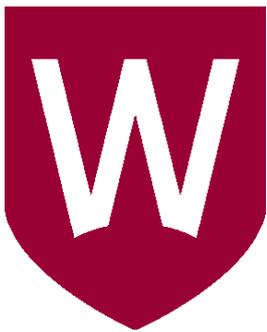
**WESTERN SYDNEY
UNIVERSITY**



CANDIDATE BRIEF

**DEAN, SCHOOL OF NURSING &
MIDWIFERY**

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 Nursing and Midwifery 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, life-changing 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 Nursing and Midwifery 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.

With campuses located in close proximity to some of Western Sydney's largest healthcare facilities, students have the opportunity to gain hands on experience in clinical practice and continuity of care. The School's dedicated teaching and learning facilities are designed to simulate the reality of healthcare settings and ensure that students have opportunities to learn in a safe environment and are clinically prepared for nursing or midwifery practice.

The School of Nursing and Midwifery is a national leader in nursing and midwifery education, research and scholarship, with one of the largest preregistration nursing programs in Australia. We offer undergraduate and postgraduate programs

leading to eligibility for registration as a nurse or midwife and a range of industry informed postgraduate, honours and higher degree research programs. In line with the School's strengths and opportunities, the strategic objectives of the School are based on six key themes: Graduate employment; course offerings; postgraduate and international; research collaboration and impact; engagement and marketing; and people and culture.

The School is highly placed internationally, ranking in the Top 100 in the World for Nursing in the QS World University Rankings by subject and Shanghai University Rankings by Academic Subjects in 2025.

The School is dedicated to educating the next generation of nurses and midwives to support the communities of the world and offers quality education to students to develop their careers or work towards entering the profession. Our teaching is focused on the theory and practice of nursing and midwifery through inquiry-based learning, critical thinking and evidence-based reflective practice.

The School has a strong national and international research profile with strengths in acute and complex care, ageing and aged care, health education and workforce, oral health, mental health, and women's, children's and family health.

Researchers in the School of Nursing and Midwifery advance research in nursing and midwifery that impacts the health 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 Nursing and Midwifery 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 and share our vision for the future. Through the academic transformation at Western, the Faculty of Health will bring 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 Nursing and Midwifery

CLASSIFICATION

Executive

REPORTING TO

Executive Dean, Health

SCHOOL/OFFICE

Faculty of Health

DIRECT REPORTS

Heads of Discipline, Professors and Associate Professors when required, School Academic and Professional staff.

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

The Dean of the School of Nursing and Midwifery 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, research impact and indigenous acceleration. Leading by example, the Dean will foster high value industry partnerships, regionally and beyond.

In delivering on our Western 2030 strategy, the Dean will drive the international ambitions of the university, growing staff and student mobility. The successful candidate is expected to maintain research/ professional currency.





Position Description

KEY ACCOUNTABILITIES

- Develop and activate a School Strategy in alignment with Faculty strategic initiatives, and translate into operational plans and outcomes, ensuring delivery of high-quality teaching, research, and engagement.
- Direct, and lead where necessary, the operations of the School, ensuring alignment with Faculty and University policies, priorities, and standards.
- Strengthen and grow relationships with LHDs, professional bodies, accreditation agencies, industry, and community partners to enhance curriculum relevance, graduate employability and workforce opportunity.
- Build and sustain a culture of research excellence, driving research performance, researcher development/mentoring, consulting expertise, enterprise, and interdisciplinary collaboration.
- Oversee curriculum development, accreditation processes, and continuous improvement of teaching programs to ensure quality, relevance, and compliance.
- Foster a high-quality student experience by promoting innovation, monitoring enrolment health, and improving retention and engagement across all cohorts.
- Manage the School's presence in our centres in LHD's and ensure that campus specific opportunities are realised in partnerships with our external stakeholders and community at large.
- In collaboration with the Division of Indigenous Leadership, support and activate an inclusive environment and excellence in indigenous acceleration.
- Build a global presence in transnational education and research, and high-quality partnerships with strategic institutions aligned with the One University principle.
- Support academic integrity and governance through oversight of results approval, misconduct management, and policy compliance.
- Manage the School's budget and resources effectively, ensuring financial sustainability and alignment with strategic priorities.
- Lead and support academic staff through workforce planning, recruitment, performance management, and professional development.
- Represent the School in Faculty-wide committees and contribute to governance, partnerships, and initiatives across the University to meet our Western 2030 strategy.



Position Description

QUALIFICATIONS, EXPERIENCE AND SKILLS

- PhD or Doctoral qualification in Nursing or in a related field with a minimum of 5 years' experience as a Registered Nurse and holding current registration as a Nurse in Australia (or ability to obtain) with evidence of meeting NMBA Recency of Practice registration standards (NMBA 2016).
- Demonstrated ability to lead and manage senior academic staff and provide guidance for junior academic staff, fostering collaboration, accountability, and high performance across diverse teams.
- Established national and international reputation demonstrated through an excellent research track record or exceptional strategic and managerial achievement in nursing and midwifery and a vision for amplifying research performance within the school.
- Capacity to maintain and strengthen discipline-specific relationships with LHDs, industry, professional bodies, and community partners to support curriculum quality, student employability, and accreditation.
- Significant experience in nursing and midwifery, with evidence of positive outcomes for student success and student equity.
- Strong understanding of future directions in nursing and midwifery disciplines, 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 nursing and higher education sectors, with demonstrated ability to expand, diversify and develop an organisation against benchmark.
- Comprehensive understanding of the higher education regulatory and policy environment, with the capacity to ensure compliance with governance and quality assurance.
- Demonstrated high-level capability in managing financial, human, and physical resources within a complex organisation, including budget oversight and effective staff deployment.
- Comprehensive understanding of undergraduate and postgraduate curricula, and the ability to maintain adherence to accreditation requirements.



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

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) and Ahpra Registration details.
- 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.

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.

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.

