

POSITION DESCRIPTION

Associate Dean (Indigenous)



WESTERN SYDNEY
UNIVERSITY



POSITION DETAILS

Position Title	Associate Dean (Indigenous)
Classification	Academic Level D/E
Position Number	NEW
School/Office	Faculty
Division	Provost

This is an identified position, and applicants must be an Aboriginal and/or Torres Strait Islander Person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act 1977.

POSITION PURPOSE

The Associate Dean (Indigenous) provides strategic academic leadership to advance Indigenous engagement, education, research, and success across the faculty. Reporting to the Executive Dean, the Associate Dean (Indigenous) works collaboratively with internal and external stakeholders to implement Western Sydney University's Indigenous Strategy and further embed Indigenous knowledges, perspectives, and participation throughout the faculty's teaching, research, and governance. This role is critical to strengthening Indigenous excellence and cultural capability across all areas of the faculty's academic life.

KEY ACCOUNTABILITIES

1. Strategy
 - Lead the development and implementation of Faculty-specific strategies and initiatives that align with the University's Indigenous Strategy of Indigenous acceleration and priorities
 - Promote and support Indigenous participation, success, and leadership in higher education, including student support, academic staff recruitment, and career development.
2. Education and Students
 - Lead and promote the development and inclusion of Indigenous knowledges in curriculum

- Support Indigenous students within the Faculty through partnership with The Badanami Centre for Indigenous Education.
3. Research Development
 - Collaborate with Faculty and University stakeholders to advance Indigenous-led and Indigenous-engaged research and community partnerships.
 - Work collaboratively with the Pro Vice-Chancellor (Research and Innovation), Pro Vice-Chancellor (Learning & Teaching), Graduate Research School, Pro Vice-Chancellor (Indigenous Education), Director of Indigenous Research and other stakeholders to drive cross-faculty and interdisciplinary initiatives.
 4. Indigenous Advancement
 - Work collaboratively with the Pro Vice-Chancellor (Learning & Teaching) to drive cross university ambitions for embedding Indigenous knowledges in curriculum.
 - Provide cultural leadership and contribute to building cultural safety, competence, and responsiveness among staff and students.
 - Champion the visibility and celebration of Indigenous cultures, histories, and achievements within the Faculty.
 - Act as a senior advocate for Indigenous matters within Faculty governance structures, including representation on leadership and academic committees, and drive Indigenous determination and voice.
 5. Partnerships
 - Foster partnerships with Aboriginal and Torres Strait Islander communities, organisations, and Elders to ensure research, teaching, and engagement are ethical, respectful, and impactful.
 - Monitor and report on key performance indicators related to Indigenous education, research, staffing and engagement in the Faculty.
 - Support the recruitment, mentoring, and retention of Aboriginal and Torres Strait Islander academic and professional staff.
 6. Undertake other duties as directed by the Executive Dean
 - Other duties relevant to the classification level.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. This is an identified position, and applicants must be an Aboriginal and/or Torres Strait Islander Person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act 1977
2. A doctoral qualification in a relevant discipline.
3. An academic appointment at Level D/E (Associate Professor/Professor).
4. Proven track record of academic leadership and engagement with Indigenous communities, education, or research.
5. Deep understanding of Aboriginal and Torres Strait Islander histories, cultures, and contemporary issues.
6. Demonstrated experience in leading or participating in initiatives that enhance Indigenous participation and outcomes in higher education.
7. Strong experience in curriculum development and/or research that centres Indigenous knowledge systems and perspectives.
8. Familiarity with national and international research policy, funding environments, and performance frameworks.
9. Strong interpersonal and communication skills, with the ability to work collaboratively across academic and professional teams.
10. Evidence of commitment to equity, diversity and inclusion.

KEY RELATIONSHIPS

- **This position reports to:** Executive Dean
- **This position supervises:** Nil
- **Key internal relationships:**
 - Executive Dean
 - School Deans
 - Heads of Discipline
 - Provost
 - Deputy Vice-Chancellor (Indigenous Leadership)
 - Pro Vice-Chancellor Indigenous Education
 - Director of Indigenous Research
 - Director of Indigenous Futures
 - Office of the DVC Indigenous Leadership
 - Associate Deans (Indigenous) from other Faculties
 - Indigenous academics
 - Badanami - Centre for Indigenous Education
 - Future Student Engagement Team
- **Key external relationships:**
 - Aboriginal and Torres Strait Islander communities, Elders, and organisations
 - Industry, government, and community partners with Indigenous engagement priorities
 - National and international Indigenous higher education networks and associations

CHALLENGES

- Effectively embedding Indigenous knowledges and leadership within established Faculty structures and academic frameworks.
- Building culturally safe and inclusive environments across diverse disciplinary contexts and large staff cohorts.
- Navigating complex relationships between academic work, community engagement, and cultural protocols.
- Managing change fatigue and resistance while driving meaningful cultural transformation.

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.

Approved by: Office for People

Date: 10 October 2025