

WESTERN SYDNEY
UNIVERSITY



CANDIDATE BRIEF

DEAN, SCHOOL OF MEDICINE
WESTERN SYDNEY UNIVERSITY



A portrait of a young man with dark skin and curly hair, smiling against a red background.

**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 Medicine 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 Medicine 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.

No region in Australia has greater opportunity than Western Sydney, and the School of Medicine is deeply committed to caring for and serving the region and its communities. Established in 2004, the School is based in a state-of-the-art medical education and research facility on the University's Campbelltown Campus, with clinical schools located within a number of hospitals in Western Sydney and regional New South Wales. To ensure alignment to the changing needs of the local communities, the School has strong connections and partnerships with Local Health Districts, Primary Health Networks and other agencies.

In 2025 we opened the Lang Walker AO Medical Research Building in Macarthur, a cutting-edge facility at the centre of the Campbelltown Health and Education precinct redevelopment. In partnership with the Ingham Institute for Applied Medical Research and the University of New South Wales, Western Sydney University will bring together researchers and clinicians from diverse disciplines to tackle complex health challenges in South Western Sydney and beyond.

The School of Medicine has a vertically and horizontally integrated curriculum, centred on problem-based learning, with four key themes: patient care, health in the community, personal and professional development, and the scientific basis of medicine. Western's clinical and education academic leaders in medicine are training and shaping the next generation of health care leaders.

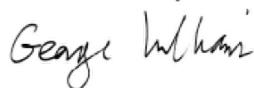
The School is home to international research leaders focused on solving some of the greatest health challenges, both regionally and globally. Led by the School, interdisciplinary teams are striving to address the escalating diabetes crisis, focusing on high priority Indigenous and Pasifika communities, and pregnant women. Combining Artificial Intelligence with consumer co-design, our clinician researchers are making cancer treatment and clinical trials more equitable and successful. Research leaders in gastroenterology are undertaking pioneering work in preventing gut issues through a prolific and targeted education campaign with young people.

Western Sydney University's School of Medicine is improving educational practice, working with patients in outpatient clinics at local hospitals, and working with Aboriginal medical services in rural and remote areas. With an interprofessional focus, our postgraduate programs are responding to the most pressing health and community needs, including epidemiology, public health, rural medicine, child health and imaging.

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 Medicine 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.



Sarah Lewis

Professor Sarah Lewis
Executive Dean, Health



Purpose of the Position

POSITION TITLE

Dean, School of Medicine

CLASSIFICATION

Executive

REPORTING TO

Executive Dean, Health

SCHOOL/OFFICE

Faculty of Health

DIRECT REPORTS

Portfolio Directors, 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 Medicine 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 Medicine 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 the clinical schools 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 Western2030 strategy.



Position Description

QUALIFICATIONS, EXPERIENCE AND SKILLS

→ PhD or equivalent. A medical qualification registrable or potentially registrable by the Medical Board of Australia, with extensive leadership experience and achievement at a senior level within higher education or a relevant professional domain.	→ Demonstrated ability to lead and manage senior 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 clinical, population health or biomedical research 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 medical/clinical/health education, with evidence of positive outcomes for student success and student equity.	→ Strong understanding of future directions in medical 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 health care or 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 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">→ 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).
- 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.

