**Summary of Purpose of Position**

The Dean Innovation & Development is a strategic position and will work in collaboration with other senior leaders across the organisation to deliver the change required to realise the transformative vision and strategic goals of Unitec. They will provide leadership in learning, teaching and research excellence and work in collaboration with other senior leaders across the organisation to deliver the change required to realise the transformative vision and strategic goals of Unitec. Through Network leadership they will engage and guide staff through the transformation agenda to ensure excellence and continuous improvement in learning, teaching and research.

The Dean Innovation & Development – Construction, Infrastructure and Engineering, in close collaboration with General Managers Industry Workforce Development and General Managers Benefits Realisation, will be responsible for ensuring the ongoing viability and credibility of Unitec’s academic portfolio and related products and services. They will be highly responsive to external workforce development demands from industries, communities and external stakeholders; with an emphasis on converting these demands to new and changing programme frameworks, learning pathways, and products and services. They will utilise a business case approach to drive viability testing, design, development, approval and accreditation processes for new innovations and ensure the developments and products are firmly adopted, embedded and evaluated.

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| Key Areas | Key Responsibilities | Expected Outcomes |

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| Portfolio Viability | Ensure the ongoing viability and credibility of Unitec’s academic portfolio and related products and services. | Viable delivery of programmes based on vocational requirements in industry, delivering on budget requirements and the commercial growth of the Network. |
| Partnership | Demonstrate a willingness to commit to the values of Te Noho Kotahitanga and the embedding of mātauranga Māori. | Effective partnerships. |
| **Leadership** | Demonstrate leadership capability to ensure staff confidence in the leadership. | Effective leadership and leadership development. |
| **Student Achievement** | Ensure student success and retention for all programmes delivered within the sector continues to improve and meets the EPI targets set. | Delivery on NZQA standards against strategic KPI’s set for the Network. |
| **Māori Student Achievement** | Ensures Māori student success and retention rates continue to improve for all courses delivered within the sector and meet the targets set. | Delivery on strategic KPI’s set for the Network in Maori and Pacifica strategies. |
| **Student Employability** | Ensure Unitec programme offerings are highly relevant and develop student capabilities in line with their future employment aspirations. | Proven work placement against strategic KPI’s. |
| **Stakeholder Engagement and Recognition – Professional Bodies** | Ensure that Unitec has strong integrated institutional relationships with professional bodies. | Excellent relationships with all relevant professional bodies, agencies and employers. |
| **Course and Programmes** | Ensure all programmes have achieved their Phase 2 and Phase 3 Living Curriculum requirements including embedding mātauranga Māori. | Proven delivery. |
| **Teaching and Learning Models** | Ensure all programmes and their courses implement the new Teaching and Learning model/s. | Validation of all academic delivery against Academic standards set. |
| **Research Productivity** | Ensure that all degree‐level programmes have achieved Research productivity targets and that Research Strategy expectations are met. | As per annual research KPI targets. |
| **Teaching Currency/Capability** | Ensure that students are being taught in a way that is effective for them. | Effective and proven validation of vocational learning meeting the requirements of vocational placements and industry requirements. |
| **Projects** | Ensure all projects realise financial and non‐financial benefits. | Effective commercial management and associated budget management. |
| **Staff Capability** | Ensure the sector has the staff capabilities to deliver current and future needs of their programmes. | Continuous improvement against vocational standards, knowledge, research, practices and technology. |
| **Performance Development** | Ensure all staff are well managed including having a current performance development plan and current annual review in place. | Proven delivery against Performance Partnering model. |
| **Employer Requirements** | Ensure that the industry requirements are met by the Unitec graduates. | Proven delivery against industry requirements and registrations or compliance requirements. |
| **Graduate Employability** | Ensure graduates believe that their qualification enables them to meet employer requirements. | Proven knowledge and implementation of vocational delivery against market requirements and projections. |
| **Stakeholder Engagement and Recognition – Industry and Community** | Ensure that Unitec has strong integrated institutional relationships with industry partners and community (including iwi) groups. | Effective relationship management with all internal and external partners. |
| **Academic SSRS** | Ensure all programmes deliver to their annual agreed targeted SSR. | Measured against KPI’s and international best practice within cost effective commercial model. |
| **Financial Decision‐Making** | Ensure the Sectors/Network operates within Budget including revenue and contribution targets. | Meeting Budget KPI’s |
| **Alignment of Programme Portfolio** | Ensures Unitec’s programme portfolio is aligned with Auckland regional industry needs, which is then reflected in investment plan mix of provision. | Advanced knowledge of industry projections and requirements. |
| **Monitoring of Investment Plan Mix of Provision** | Monitor and where necessary reprioritise the mix of provision in response to changing industry requirements. | Effective delivery against KPIs. |
| Unitec Kaupapa | Demonstrate leadership of the Unitec Kaupapa by articulating, reinforcing and promoting the Kaupapa on a daily basis as detailed below;  The Kaupapa sets out Unitec’s aspirations and the factors that will enable success as follows;  **Our Partnership**   * Te Noho Kotahitanga is Unitec’s partnership between Maori and non-Maori underpinned by the principles of Rangatiratanga, Wakaritenga, Kaitiakitanga, Mahi Kotahitanga and Ngakau Mahaki   **Our Purpose**   * We enable better futures for students, communities and public and private enterprise   **Our Aspiration**   * To be a world leader in contemporary applied learning and an agent of positive social and economic change   **Our Success**   * Highly employable and enterprising lifelong learners * A more highly skilled innovative and enterprising NZ workforce * Engaged and Inspired staff with capabilities for our future * A financially sustainable Unitec   **Our Values**  Accountable, Being bicultural, Student and customer focus, Enterprising, Generosity of spirit.  **Our Way**  A dynamic community of learners engaged in a culture of open inquiry   * Uphold the values of the Unitec Kaupapa | The Unitec Kaupapa is actively articulated, reinforced and promoted.  Values are upheld, and positive feedback is received from key stakeholders. |

**What you will bring**

**Role Related Experience**

* Doctoral qualification preferred. A minimum of a master’s degree.
* Highly regarded in an industry sector with experience in building productive partnerships and collaborations.
* Senior leadership and management experience and proven capacity to work effectively and collaboratively as part of a senior team.
* In‐depth knowledge of a relevant industry sector and experience in determining future workforce needs.
* Ability to translate workforce needs into qualification frameworks.
* Proven experience in leading major change initiatives in large organisations.
* Understanding of the importance of innovative industry‐based or applied research and the need to build a strong research culture.
* Sound financial management including financial literacy and strong budgeting capability.

**Personal Attributes and Capabilities**

**Financial Authority (Yes/No)**

* **Fosters a Student-Centred Whānau**

Building strong customer and student relationships and delivering solutions to the Unitec whanau

* **Engages with Difference**

Harnesses the value that different perspectives and cultures bring to Unitec

* **Collaborates**

Building partnerships and working collaboratively with others to meet shared objectives

* **Builds Trust**

Gaining the confidence and trust of others through honesty, integrity, and authenticity

* **Ensures Accountability**

Holding self and others accountable to meet commitments

* **Develops Self-Awareness and Reflective Practice**

Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses

* **Demonstrates Ongoing Commitment to Engaging in Treaty-Based Partnership**

Takes responsibility as a partner in living Te Noho Kotahitanga

* **Cultivates Curiosity and Innovation**

Examining the status quo, identifying opportunities and introducing real world solutions for improvement

### **Financial Authority (Yes/No)**

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| --- | --- |
| Budget owner | Yes |
| Delegated Financial Authority as per Unitec’s Delegations Policy | Yes |
| Responsible for new employee hire | Yes |

### **People Management**

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| --- | --- |
| Number of Direct Reports: | As per portfolio |
| Number of Indirect Reports | As per portfolio |
| Responsible for contract staff, and/or coaching, training of others | Yes |

### **Dimensions of the position**

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| --- | --- |
| Financial delegations: | Yes |
| Safety sensitive role: | Yes |
| Vulnerable Children Act applicable: | Yes |

### **Position Contacts and Relationships**

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| Internal | External | Committees/Groups |
| Executive Management | Industry | Relevant industry and professional bodies |
| Finance | Community |  |
| People and Safety | Academic staff at other institutions |  |
| Academic Administration | Private sector |  |
| Network Deans |  |  |
| Head of Practice Pathway |  |  |
| The role reports to the **Executive Dean**. | | |