

Role Statement – Dean (Practice Innovation)

Updated March 2026

ROLE DETAILS	
College	College of Nursing and Health Sciences
Supervisor	Vice-President and Executive Dean

ROLE SUMMARY
<p>The Dean (Practice Innovation) is a recognised expert in work-integrated learning (WIL), simulation and student-led services in tertiary health and social care education and provides strategic leadership and oversight of the College's activities in these areas. The role leads the strategic direction and advancement of WIL, simulated learning environments and flagship student-led services within the College, ensuring alignment with University and College Strategic Plans.</p> <p>The Dean is responsible for ensuring the quality, capacity and sustainability of WIL initiatives, simulated learning environments and student-led services in a globally competitive higher education environment. This is achieved through innovation, co-design, interprofessional education, strategic workforce development, scholarship and community engagement.</p> <p>As a member of the College Executive Leadership Team, the Dean contributes leadership within the education portfolio and to the collective leadership and strategic objectives of the College, working closely with the Vice-President and Executive Dean and other executive members.</p> <p>The role works collaboratively with Deans across the College and University, senior University leaders and academic and professional staff to ensure consistent, high-quality educational practices and outcomes. The Dean also provides leadership and decision-making that impacts student outcomes, compliance and institutional reputation, while strengthening internal and external partnerships across the health and social care sectors to support innovation in education and research.</p> <p>The Dean (Practice Innovation) will foster an innovative, high-performing and inclusive leadership culture.</p>

UNIVERSITY EXPECTATIONS AND VALUES
<p>All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:</p> <ul style="list-style-type: none"> • demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence, and the underlying ethos of being Student Centred; • contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor; • promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity; • perform their responsibilities in a manner which reflects and responds to continuous improvement; and • familiarise themselves and comply with the University's <i>Work Health and Safety, Injury Management and Equal Opportunity</i> policies.

KEY RESPONSIBILITIES

The Dean (Practice Innovation) works in collaboration with, and under the supervision, guidance and direction of, the Vice- President and Executive Dean and together with the College Executive Leadership Team, to deliver on the following:

Strategic Leadership and Innovation

- Drive the strategic direction of the College's student-led health services, ensuring integration with teaching, research, and community engagement priorities with a focus on innovation and sustainable practices.
- Oversee the implementation and success of College student-led health services, ensuring compliance, quality, and sustainability.
- Contribute to the College's executive leadership team in shaping policy, governance, and long-term planning.

Academic Oversight

- Ensure the College's student-led health services support interprofessional education and research excellence.
- Collaborate with discipline leads to provide opportunities to embed clinical learning into curricula through the College's student-led health services.
- Champion innovation in student-led models of care and interprofessional collaboration.
- Contributes subject to the direction of the Dean (Education) for program accreditation matters.

Governance & Compliance

- Maintain high standards of clinical governance, risk management, and regulatory clinical and practice compliance across all College student-led health services.

Stakeholder Engagement

- Represent the College in negotiations with government departments, health networks, and professional bodies within the scope of student-led services
- Contribute leadership to building strategic partnerships, specifically relating to enhancement of service delivery and evaluation.

Financial & Resource Management

- Inform budget planning and resource allocation for College student-led health services in collaboration with the Director of College Services.
- Ensure effective use of allocated resources and identify opportunities for additional funding streams.

Leadership & People Development

- Provide leadership to senior staff, including the Practice Manager and clinical supervisors.
- Foster a culture of collaboration, innovation, and continuous improvement.

Other Duties

- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY CAPABILITIES

Academic and Professional Credentials

- Completion of a PhD or equivalent in a health-related discipline or relevant experience.
- Demonstrated, sustained excellence in academic leadership, innovation and achievement consistent with the University's vision and expectations.

Strategic Leadership and Organisational Capability

- Proven capacity to work collaboratively with executive colleagues to shape, implement and advance the strategic direction, performance and external positioning of the College.
- Demonstrates strong strategic planning, governance, and stakeholder engagement capability by translating strategy into disciplined execution, robust decision-making, and high levels of stakeholder alignment that deliver measurable outcomes.
- Proven ability to translate strategic objectives into deliverable operational plans resulting in high performance outcomes.

Analytical, Planning and Execution Expertise

- Proven ability to analyse, interpret and present complex data and build business cases supported by clear evidence.
- Proven ability to lead large-scale, multi-disciplinary initiatives that lead to positive outcomes for stakeholders.
- Demonstrated success in securing and managing significant external funding.
- Demonstrated success in leadership of student led health services.

Diversity and Inclusion

- Demonstrated knowledge of the diversity and equality agenda and appreciation of a proactive approach to diversity within a complex organisation.

People leadership and development

- Experience in managing, leading, coaching and mentoring a diverse range of academic and professional staff and students.

Interpersonal and Collaborative Skills

- High-level interpersonal, communication and problem-solving skills, including the ability to consult, network and build relationships internally and externally.
- Demonstrated ability to work effectively in a collegiate environment, develop and achieve shared goals and objectives, and negotiate agreed directions and outcomes.
- Evidence of providing high-level academic and organisational leadership in developing and implementing educational strategy, curriculum innovation, and teaching delivery.

Educational Quality and Innovation

- Proven ability to foster excellence in practice in a University environment.
- Demonstrated ability to manage quality assurance processes related to practice.
- Evidence of leading sustained and large-scale initiatives that strategically integrate teaching, research and professional practice to deliver demonstrable improvements in student outcomes, scholarly impact, and stakeholder value.

Global and Sector Knowledge

- In-depth knowledge and understanding of contemporary practice contexts related to learning and teaching.

Governance and Operational Expertise

- Demonstrated understanding and application of University, health and social care systems to progress the development of practice in this context.
- Experience in managing, leading, coaching and mentoring staff, and addressing practice experienced by College staff.

Interpersonal and Collaborative Skills

- High-level interpersonal, communication, influencing, problem-solving and negotiating skills, including the ability to work collaboratively within the College and across the University, consult, network and build relationships internally and externally.
- Demonstrated ability to work effectively in a collegiate environment, develop and achieve shared goals, and negotiate agreed directions and outcomes.