



*WittKieffer*

CANDIDATE INFORMATION PACK

**RECTOR**

DEAKIN UNIVERSITY LANCASTER UNIVERSITY  
INDONESIA CAMPUS

*Bandung, Indonesia*



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# A JOINT WARM WELCOME

From Deakin University and Lancaster University

Dear Candidate,

Thank you for your interest in becoming the inaugural Rector of our new joint university in Indonesia – the Deakin University Lancaster University Indonesia Campus (DLI).

This new venture in Bandung, the growing capital of West Java, will bring with it challenges associated with anything truly ambitious, but similarly the huge rewards of delivering a career-defining, impactful undertaking with global reach. You will be leading our collective vision to bring world-class teaching, research and engagement to the local and international communities of our Indonesia campus.

With the solid reputation of two prestigious universities, that combined have over 50 years of transnational education experience in nine countries, we will deliver life-changing opportunities for students and employees of DLI, as well as improving the social and economic prospects of our host city and country.

As Rector, we are looking for someone who is bold enough to take on the most senior academic position at our new university. We want someone who is visionary and inspiring to attract talented academics to join the team and reinforce our strong reputations for high-quality transnational education. To be able to build strong and fruitful relationships in a new location with a new team will require someone who is positive, collaborative, respectful and someone with drive and foresight to see how our vision for DLI will sit within a local and global context.

The DLI Rector will need to manage academic governance and standards across relevant regulations in Indonesia, Australia, and the United Kingdom.

If you are looking for an opportunity to utilise your skills, knowledge and experience in a completely new environment and you want to be part of building a sustainable and inclusive partnership to deliver a modern learning institution in a beautiful and dynamic part of the world, then we would love to hear from you.

Sincerely,



**Mr John Molony**  
Pro Vice-Chancellor &  
Vice President (International)  
Deakin University

**Professor Simon Guy**  
Pro Vice-Chancellor Global  
(Digital, International, Sustainability)  
Lancaster University





Lancaster University, UK

## EXECUTIVE SUMMARY

As part of their commitment to deliver education to more students in more parts of the world, Deakin University (AU) and Lancaster University (UK) have joined with Navitas to develop an innovative partnership to manage and operate a new joint higher education campus in Indonesia.

Bringing together a combined reputation for world-leading education and research, and extensive experience in international education, the Deakin University Lancaster University Indonesia (DLI) Campus will deliver the highest quality, affordable educational opportunities to Indonesian and international students, while also working to support the education, research and human capital priorities of the Indonesian Government. It will also advance Indonesia's reputation as an appealing international education destination.

The Deakin University Lancaster University Indonesia campus will open to students in September 2024, offering five dual degree undergraduate programs in the areas of Business and Information Technology. The dual degree programs combine subjects from undergraduate programs at both universities, enabling students to achieve two individual degree qualifications (two testamurs) in just three years of undergraduate study. The campus will also offer ELICOS courses and a one-year foundation program as a direct pathway to the three-year undergraduate programs.

The Indonesia campus will be located in Bandung, West Java, which is recognised as an important and vibrant location for higher education in Indonesia. Students and teachers will be part of a thriving education community attracting diverse student cohorts from across Indonesia and globally. The site has been identified and the partners are now working with architects and builders to create a state-of-the-art teaching and learning environment.

# THE ORGANISATION

## DEAKIN UNIVERSITY

Established in 1974, Deakin is one of Australia's most progressive and agile universities, leading in the innovative use of digital technologies and online learning, and blending this capability across its distinctive campus precincts in Melbourne, Geelong and Warrnambool.

Deakin has achieved a balance of high-quality research with an education experience that is consistently rated as one of the best in the country. Deakin delivers impact locally and globally, with partnerships in 57 countries and offices in China, India, Indonesia, Malaysia, Vietnam, Pakistan and Singapore.

## LANCASTER UNIVERSITY

Since its establishment in 1964, Lancaster University has grown in strength, size and expertise across many disciplines to be one of UK's top universities, including recognition in the fields of Business and Management, Computer Science and Cyber Security. Its reputation for excellence in research and teaching is demonstrated by its consistent high ranking in many influential UK and global league tables.

Lancaster is a UK leader in transnational education (TNE) with long-standing and successful partnerships in China, Ghana, Germany and Malaysia. A driving ambition of Lancaster University is to use its collective intellectual and wider resources to make a positive impact in communities globally.

## NAVITAS

Navitas works with universities, industry partners, and governments to transform lives through education. From pre-university and pathway programs to postgraduate and degree programs, English language and vocational training, Navitas provide numerous study options to aspirational learners across our global network of colleges and campuses, powered by its diverse and talented employees. Its success is underpinned by our unparalleled international network and peerless commitment to student experience and outcomes. Its passion drives Navitas to discover new teaching and learning models and technology to improve education, both now and in the future.

## YAYASAN

The employer entity will be an Indonesian non-profit legal entity foundation called **Yayasan Deakin dan Lancaster University Indonesia** which was established jointly by Deakin University and Lancaster University in 2023 in accordance with the Indonesian Law No. 16 of 2001 on Foundations as amended by Law No. 28 of 2004 (the "Foundation Law"). Under Indonesian law, only this type of entity may operate a foreign university branch campus in Indonesia, and this is the entity that has been approved by the Indonesian Ministry of Education, Culture, Research and Technology to offer the joint Deakin University and Lancaster University programs in Indonesia.

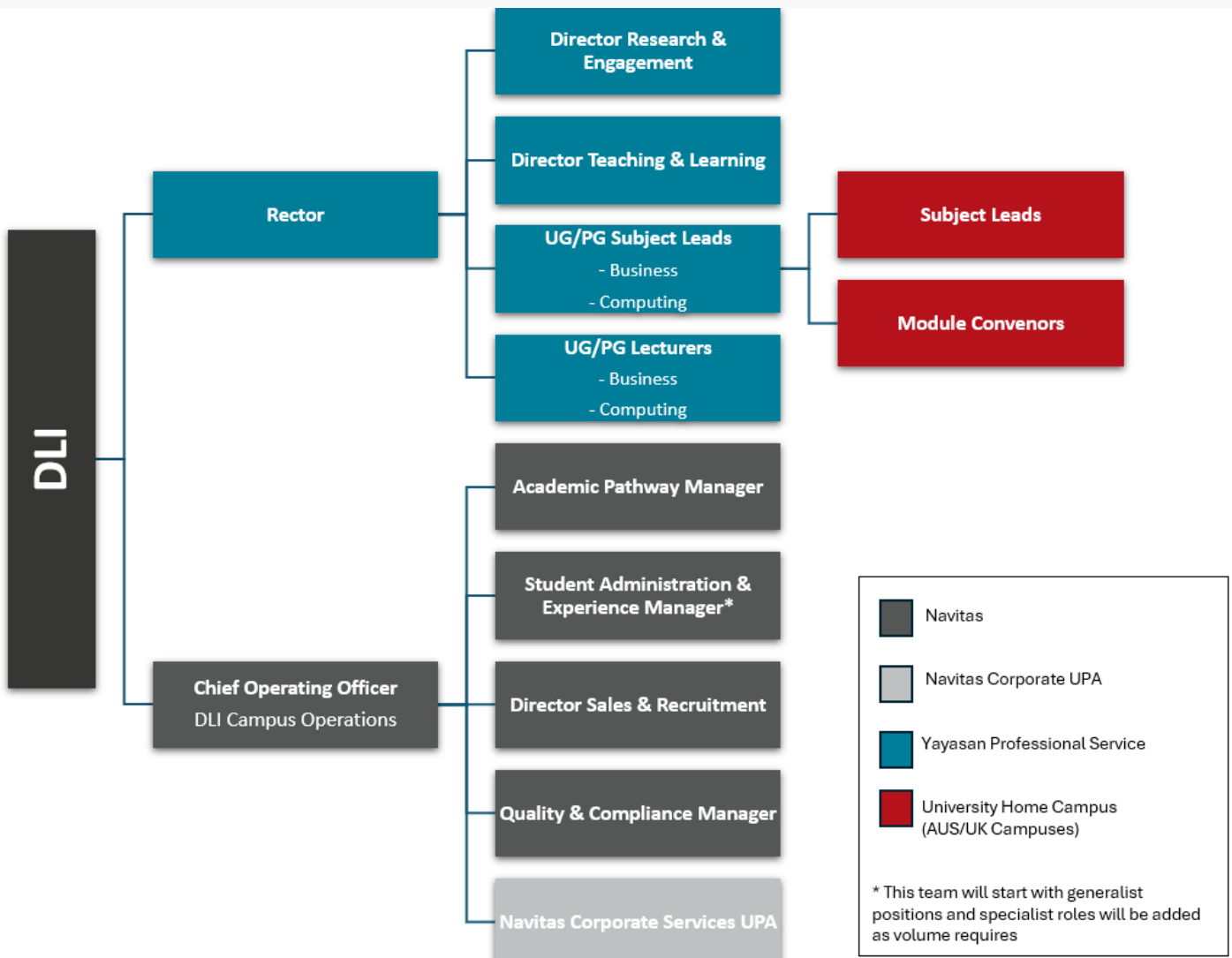
## DEAKIN UNIVERSITY LANCASTER UNIVERSTY INDONESIA (DLI)

DLI places great emphasis on a strong student experience and gives students access to academics who are experts in their field, whilst providing an integrative environment that is conducive to learning for a culturally and ethnically diverse student population. Research led teaching provides students with a challenging and stimulating experience leading to exceptional graduation outcomes post study.

The Campus will offer five dual degrees programmes combining modules from both world class universities, achieving two individual degree qualifications (two testamurs) in four years of study. The first student intake is expected in September 2024. The new campus will initially accommodate up to 1,500 students and approximately 100 staff, with plans to accommodate more students in the coming years.

Lancaster and Deakin have a longstanding collaboration in student mobility and research and have a global footprint of partnerships that complement each other well.

Global education provider Navitas will lead on operational delivery of the campus, building on its existing partnerships with both universities.





## THE ROLE

The Rector will lead teaching teams to adapt, develop and deliver courses and materials for the Indonesia context and are learner-centric, research informed and innovative in curriculum design. The position is expected to lead large scale, highly productive research and scholarship activities in a relevant discipline generating high impact outputs. They will develop and lead major collaborations that enable novel research or creative activities that are recognised internationally and ensure deep impact of academic activity in the field and community.

This position is suited to a highly motivated individual who has demonstrated success as an eminent authority in academic pursuits, and a track record in establishing or developing new markets, offerings or locations of study.

This position reports directly to the Foundation Chair and involves managing a team of highly skilled individuals.

The Rector:

**Shapes Direction:** sets an inspiring purpose, vision and direction, develops strategy.

**Inspires Results:** translates strategic priorities into reality, inspires outcomes through others.

**Develops Talent:** develops inclusive, capable and engaged teams to meet organisational needs.

**Collaborates:** cultivates collaboration across Deakin, strives for shared outcomes, builds partnerships.

**Delivers Outcomes:** creates clarity through governance, makes decisions that result in quality outcomes.

**Plans Work:** plans the delivery of work while balancing priorities and resources.

**Navigates Complexity:** makes sense of complex issues and responds insightfully.

**Location:** The Rector will be located at the DLI Campus in Bandung | **Remuneration:** Competitive package on offer

## JOB PURPOSE

- Lead, mentor, and inspire a team of skilled individuals, fostering a collaborative and high-performance work environment. Provide guidance and support to team members in delivering strategic initiatives, ensuring their growth and development.
- Develop and implement strategic initiatives that align with the Universities' goals and future needs. Collaborate with cross-functional teams to identify and develop new opportunities.
- Partner with Navitas and other key stakeholders on the establishment and development of the Campus, its culture and its offerings.
- Oversee the planning, delivery and analysis of teaching and learning. Lead the team in developing strategies that drive positive outcomes in student experience and student outcomes.
- Oversee academic governance and quality assurance for courses at the campus ensuring compliance with academic standards, reporting and evaluation in all jurisdictions.
- Represent the Campus at significant academic, professional and civic forums. Lead the development of the Campus strategic agenda and significantly contribute to its implementation, demonstrating delivery of material outcomes through formal and informal leadership and contributory roles to deliver core outcomes.
- Develop and implement strategies to foster dynamic and inclusive practices.
- Collaborate closely with various stakeholders and across the Universities to ensure alignment and successful delivery of initiatives.
- Act as a representative of the Universities and of the Partnership, providing input and insights into executive-level discussions and decisions.
- Lead the development and execution of effective governance to ensure delivery and sustainability of the Campus, enhancing the Universities' reputation in the market.
- Oversee the preparation of student load, business plans, budgets and academic work allocations.



Lancaster University, UK



## RESPONSIBILITIES AND AUTHORITY

- The appointed individual will be authorised to represent the Universities and the Foundation on a joint basis and be the primary contact point between the Universities and Navitas.
- Establishment, direction and implementation of learning and teaching, including their quality and enhancement, across the range of provision – growing this portfolio in line with market opportunity.
- Local leadership, on behalf of DLI, of the commercial relationship that underpins the campus operations – recruitment, admissions, facilities, student services.
- Local delegated decision making in non-standard selection of students for admission.
- The assignment of research, teaching, administrative and other duties to the academic and other staff employed by the Foundation.
- Ensuring compliance with relevant Australian, UK and Indonesian regulation in relation to all academic, employment, financial, professional, and statutory bodies, and other matters.
- Developing appropriate plans, strategies, and reports for the Foundation for approval by the Universities and to manage the available resources of the Foundation to fulfil the identified objectives.
- Ensuring on behalf of the Foundation compliance with its obligations with regard to the health, safety and welfare at work of staff and other persons or animals in or affected by the College and for the premises, plant and substances therein.
- To work with a range of stakeholders, both internal and external to ensure effective joint working and collaboration.
- Liaison, where appropriate, with all relevant professional, regulators and other bodies in order to ensure adequate support for research, education and training.
- Representing the Foundation on all appropriate bodies both internal and external.
- Recruitment, management and development of a talented academic teams
- Planning academic workforce needs, aligned to business plans, and recruitment, management and development of a talented academic teams.
- Acting as an advocate for the partnership internally and externally
- Planning academic workforce needs, aligned to business plans, and recruitment, management and development of a talented academic teams.
- Encouraging and promoting innovation and knowledge transfer as appropriate within DLI.

## ACCOUNTABILITIES

- Lead and motivate others to resolve conflicts, and confer with peers across the Universities, to determine best practice approaches in program/service delivery.
- Take personal responsibility for meeting objectives and progressing work. Show initiative and proactively step in and do what is required. Commit energy and drive to see that goals are achieved.
- Evaluate ongoing campus establishment and identify critical success factors.
- Instigate continuous improvement activities. Respond flexibly to changing demands.
- Build teams with complementary skills and allocate resources in a manner that delivers results.
- In collaboration with the Universities and with Navitas, develop the strategic direction for the International Branch Campus and create a shared sense of purpose by demonstrating how elements of the strategy fit together and contribute to higher-level goals.
- Align activities with strategic priorities. Develop plans that address both current and likely future requirements for the Campus and the Partnership.
- Bring a multi-perspective understanding to the development, carriage, marketing and implementation of new policies.
- Determine how to achieve results and substantially influence the allocation of resource.
- Act as a coach and work with team members to facilitate growth and development by giving balanced, constructive feedback considering individual capability and team performance, in alignment with the Universities' cultural and behavioural expectations, and core university strategies and policies that promote a safe, sustainable and productive working environment.
- Undertake key role in incident management responses and OH&S across the Campus.

*Bandung, Indonesia*





# THE PERSON

## SELECTION CRITERIA

- An **institution-builder** in higher education.
- **Drive the business:** A self-starter – working to realise the campus business model, overcoming challenges, spotting opportunity, and collaborating with partners to delivery to the agreed KPIs.
- An **academic leader** with a **credible research and teaching profile** able to **bridge and connect** between UK-Indonesia-Australia frameworks and with **senior staff** - locally and at home campuses.
- **Culturally intelligent leadership:** being the senior representative, working with minimal supervision to represent and safeguard the business interests and values of both Deakin and Lancaster.
- An **ambassador who builds and maintains key relationships, including handling challenging conversations with diplomacy**, ensuring the campus is engaged at senior levels with partner universities, business, and government: locally, nationally and in the region.
- Possess interpersonal skills to inspire and motivate others and foster a supportive environment.

## DESIRABLE CRITERIA

- An Indonesian speaker

*Bandung, Indonesia*



## THE LOCATION

### BANDUNG AS A PLACE TO LIVE AND WORK

By joining us in the development of our campus in Bandung in West Java you will have a unique experience shaped by the city's culture, environment, economy and social energy.

It is important to Lancaster University and Deakin University that our faculty and staff can not only deliver a world class education in our state-of the art learning environments and classrooms but also that students, educators and researchers will be drawn to the energy that this location will offer.

Bandung is a lively area that contains both connections to the city's history but also elements of contemporary life such as cafes, shops and other amenities. It is adjacent to Tegallega Park, one of Bandung City's main parks. It is also close to the Bandung landmark Alun-Alun and the vibrancy of Jalan Braga.

**Educational institutions:** Our new campus is being designed and built in Jalan Mohammad Toha (where numerous key West Java universities are located), contributing to the regions' reputation as an educational hub. This concentration of academic institutions will offer opportunities for collaboration, knowledge exchange, and partnership working.

**Cultural richness:** Bandung is known for its vibrant arts and cultural scene. Working in Bandung means being surrounded by diverse cultural expressions, from traditional Sundanese music and dance to modern art exhibitions and performances, food and sport.

**Environmental beauty:** The city has a cooler climate compared to other parts of Indonesia. Bandung is nestled in the heart of picturesque landscapes, with nearby mountains, parks, tea plantations and natural attractions.

**Culinary delights:** The city's culinary offerings are abundant! Bandung is famous for its culinary scene, offering a huge selection of delicious dishes ranging from traditional Sundanese cuisine to international fare.

**Creative industry hub:** Bandung has emerged as a hub for Indonesia's creative industry, including fashion, design and technology. This entrepreneurial energy will frame the development of our campus with opportunities to collaborate with creative professionals and entrepreneurs.

**Community spirit:** Bandung is known for its strong sense of community and society. The University will play its role in engaging with local communities and participating in social initiatives which will enrich the experience of working in our progressive University partnership.

**Travel:** Our site has easy transportation access, including public transportation. Jalan Mohammad Toha passes by Bandung Trans Metro Pasundan (TMP), Bandung's public bus service, servicing various routes that can connect Jalan Moh. Toha to various destinations in the City of Bandung as well as Bandung Regency, Kota Baru Parahyangan (Padalarang) and to Sumedang. The campus is conveniently located within easy access of the 'Whoosh' high-speed train from Jakarta – making it an accessible and attractive location for students and staff.



*Bandung, Indonesia*

# HOW TO APPLY

Enquiries or applications can be made, in confidence, to Evan Yeckley or Natalie Derry at WittKieffer.

Applications should include the following:

- an up-to-date Curriculum Vitae; and
- a covering letter (of no more than two pages) summarising your experience, attributes and your view of your overall suitability for the role.

Completed applications should be submitted electronically to [eyeckley@wittkieffer.com](mailto:eyeckley@wittkieffer.com) or [nderry@wittkieffer.com](mailto:nderry@wittkieffer.com).

The closing date for applications is **Monday 24<sup>th</sup> June 2024**.



Lancaster University, UK