

Success Profile

Council Member
Federation University

August 2025

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Online Advertisement

- Ensure the University is governed in accordance with best practice governance principles
- Play a critical role in relation to the university's strategic direction, mission and business plan
- Oversee and monitor the academic activities of the University

About the board

The Council is a university's governing body and is responsible for the general direction and superintendence of the university. All council members are expected to share the same corporate vision and to contribute to the university's strategies and performance.

The Council is chaired by the Chancellor and supported by two Deputy Chancellors. Council members have diverse skills, expertise and backgrounds, and are representative of our regional communities. Council comprises directly appointed members, government appointed members, staff and student elected members and the Vice-Chancellor and President.

About the role

As the governing authority and chaired by the Chancellor, university councils play a critical role in relation to the university's strategic direction, mission and business plan, as well as reviewing management and performance and monitoring risk, academic activity, and significant commercial initiatives.

Responsible for appointing and monitoring the performance of the Vice-Chancellor, university councils also establish policies consistent with legal requirements and community expectations.

The primary responsibilities of the Council include:

- ensuring that the University is governed in accordance with best practice governance principles
- shaping the strategic direction of the University including the development of its Strategic Plan and approving the University's strategic objectives and key performance indicators
- appointing and monitoring the performance of the Vice-Chancellor as the chief executive officer of the University
- establishing policy and procedural principles for the operation of the University consistent with legal requirements and community expectations
- approving and monitoring systems of control and accountability of the University, including those required to maintain a general overview of any entity over which the University has control
- overseeing and monitoring the assessment and management of risk across the University, including university commercial activities
- overseeing and monitoring the academic activities of the University
- approving any significant university commercial activities.

Applicants will be considered for one current vacancy on the council of Federation University Australia.

Who we're looking for

Appointees to Council are expected to have the following skills, experience, capability and personal attributes.

Skills and experience:

- Governance – Experience on boards and/or formal governance qualifications.
- Leadership – Guiding and influencing boardroom dynamics and organisational direction.
- Accounting and finance – Understanding and interpreting financial reports, budgets and financial risk.

- Legal, regulatory and governance – Knowledge of corporate law, compliance and governance frameworks.
- Risk management – Identifying, assessing and mitigating risks.
- Negotiation – Navigating complex discussions and reaching consensus.
- Strategy – Contributing to and evaluating strategic direction.
- People management – Understanding human capital and organisational culture.
- Sector knowledge – Sound knowledge of the education sector, ideally in higher education and/or vocational education and training.

General capability and personal attributes:

- Interpersonal and communication skills – Contributing constructively in a group, listening well and being confident communicating views frankly and respectfully.
- Critical analysis and intellectual curiosity – Interrogating and critically analysing a wide range of information as a basis for decision making.
- Good judgment – Making good decisions under pressure.
- Integrity and high ethical standards – Acting in the best interest of the University as a whole.

It is preferable that appointees reside in Victoria and have an understanding of Victoria's regions.

What you need to apply

The Victorian Government is committed to ensuring that government boards and committees reflect the rich diversity of the Victorian community. We encourage applications from women, young people (under 34 years old), Aboriginal people, people with disability, people from culturally and linguistically diverse backgrounds, LGBTIQ+ people, and people living in rural and regional Victoria. We will provide adjustments to the recruitment process upon request.

You do not have to disclose any personal information if you do not want to, but it can help us understand how we can support you through the recruitment process and beyond. We invite you to tell us if you identify as Aboriginal, a person with disability, from a culturally or linguistically diverse background, LGBTIQ+, or a young person aged 34 years old or less. If you identify as any of the aforementioned, we would welcome the opportunity to contact you and discuss how we can support you through the recruitment process. Sharing this information will help you access support should you need it and will also help us to better understand the impact of our work.

How to apply

The Department of Jobs, Skills, Industry and Regions is supported with this recruitment by Davidson Search & Advisory.

Please submit a cover letter and CV in support of your application to www.davidsonwp.com/2025-federation-uni-council

Applications close at 11.59pm on Wednesday 10 September 2025.

Applicants with further enquiries may contact Paul Lefebvre at Paul.Lefebvre@davidsonwp.com or Steph Davidson on Steph.Davidson@davidsonwp.com from Davidson Search & Advisory.

You can also contact the Department at HE.skills.governance@djsir.vic.gov.au

About Federation University

As regional Victoria's largest education institution, Federation University Australia is dedicated to delivering world-class, relevant and work-focused higher education, vocational education and training, and impactful and innovative research. We understand that place-based education and training foster intergenerational change and deliver the skilled workforce needs of industries that sustain and grow regional economies. This has been the core mission of Federation and its predecessor institutions for over 150 years.

Federation has campuses in Victoria across Ballarat, Berwick, Gippsland, Melbourne and the Wimmera. We are a diverse community with over 18,500 domestic and international students, 1,700 staff and 130,000 alumni across Australia and the world.

We are a proudly dual-sector university, providing pathways for a wide range of learners into vocational education and training, higher education and research. We enrol the country's highest proportion of first-in-family students, consistently ranking #1 in Australia for access and equity. The high-quality training and education provided through our university and TAFE significantly improve student prospects, leading to increased employment rates, productivity and lifetime income premiums.

Our innovative and applied research plays a critical role in strengthening, sustaining and enhancing communities across regional and rural Australia. Our philosophy is to apply new knowledge to deliver practical outcomes for our industry and community partners.

The tertiary education landscape is experiencing significant shifts in learner demand and government policy, and Federation University is responding accordingly with a bold vision to become Australia's leading co-operative university. Leveraging our strengths in graduate employment and skills development, we are integrating the Federation University Co-operative (Co-op) Model into every course we offer.

Co-op means our students can succeed wherever they start on their learning journey through courses co-designed, co-developed and co-delivered in partnership with industry. Students apply what they learn in the classroom directly in the workplace, gaining industry insights and building networks. By producing talented local graduates working with regional employers, co-op drives economic growth and development in regional Victoria.

Purpose, Vision and Values

Our Purpose

To transform lives and enhance communities as Victoria's regional university.

Our Vision

To be Australia's leading co-operative university.

Our Values

Council members are expected to demonstrate the University's Living Values of:

- INCLUSION, we celebrate our diversity, particularly valuing Aboriginal and Torres Strait Islander cultural heritage, knowledge and perspectives.
- INNOVATION, we are agile and responsive to emerging opportunities.
- EXCELLENCE, we act with integrity and take responsibility for achieving high standards.
- EMPOWERMENT, we create a supportive environment to take informed risks in pursuit of success.
- COLLABORATION, we establish genuine partnerships built on shared goals.



Strategic Plan

Vision to 2040

Federation University is developing a new Strategic Plan to 2040 that places the needs of our regions at the heart of the University's vision. The plan aligns Federation University's work with regional development goals, particularly to address critical skills shortages in our communities through our co-operative education model. In practice, this involves ensuring that all courses match the high-demand skills needed by local employers and that our research efforts are focused on solving regional problems. By doing so, the University will help produce the skilled graduates and innovation that local industries and communities require to thrive. This strong regional focus continues Federation's mission as a catalyst for the prosperity and sustainability of the communities we serve.

Current Strategic Plan 2021-2025

Transform lives by delivering:

- World-class multi-sector education available to all
- World leading research in our priority areas
- Positive career and life impact
- Broad access, diversity and inclusion, acknowledging our Indigenous heritage.

Enhance communities with:

- Research that drives economic and social transformation from regional Australia to all of our communities
- Meaningful, impactful and long-lasting partnerships with employers and industries
- Transformative collaborations and partnerships with governments and community organisations

- Exemplars of future-focused university towns in Australia.

Build a strong and sustainable university that has:

- High quality, impactful research aligned to educational programs
- High quality, relevant and profitable educational offerings
- First choice employer and destination for students in each of our communities.
- Strong accountability and governance
- A focus on sustainability
- A dynamic and empowered workplace.

Our Focus

External trends and challenges

- Relentless innovation and reinvention
- Technology in education
- Lifelong learning
- Geopolitical change
- Regions as drivers of economic revival
- Government policy
- Post-COVID economy

Strategic responses

Build Australasia's leading community-embedded university

- Offer Australia's best multi-sector educational pathways and experience
- Understand and support learner diversity
- Become the partner of choice for regional employers and industry and government
- Grow the economic and cultural opportunities of the regions and communities we serve
- Create new ways of working together

Capabilities required to support the strategic responses

- Transformational leadership
- Effective external stakeholder engagement
- Campus-based employment precincts
- Digital-first approach
- Rapid course development and renewal
- Short-cycle qualifications / microcredentials
- Analysis of education outcomes and trends
- Client-driven model for industry partnerships
- Shared infrastructure, assets and services
- Agile, specialised teams
- Continuous development of our people
- Modern business systems
- Governance, risk and project management



Role Overview

Position Title	University Council Member
Further Information from	University Secretary Telephone: (03) 5327 9014 Email: council@federation.edu.au

THE COUNCIL

As the governing body of Federation University, the Council is responsible for the general direction and superintendence of the University. The primary responsibilities of the Council include:

- Ensuring that the University is governed in accordance with best practice governance principles
- Shaping the strategic direction of the University including the development of its Strategic Plan and approving the University's strategic objectives and key performance indicators
- Appointing and monitoring the performance of the Vice-Chancellor as the chief executive officer of the University
- Establishing policy and procedural principles for the operation of the University consistent with legal requirements and community expectations
- Approving and monitoring systems of control and accountability of the University, including those required to maintain a general overview of any entity over which the University has control
- Overseeing and monitoring the assessment and management of risk across the University, including university commercial activities
- Overseeing and monitoring the academic activities of the University
- Approving any significant university commercial activities.

See further: [Federation University Council | Federation University](#).

The Council is chaired by the Chancellor and supported by two Deputy Chancellors. Council members have diverse skills, expertise and backgrounds, and are representative of our regional communities. Council comprises directly appointed members, government appointed members, staff and student elected members and the Vice-Chancellor and President.

Council is supported by the Academic Board and the following standing committees:

- Governance and Strategy Committee
- Audit and Risk Management Committee
- Resources Committee
 - Investment Management Subcommittee
- Inclusion Committee
- Senior Appointments and Remuneration Committee.

Council members are typically appointed for a 3-year term and may be eligible for reappointment. With respect to the time commitment:

- Council holds six ordinary meetings throughout the year, including one planning day.
- Meetings are generally around 5 hours long with preference for in person participation at the University's various campuses.
- Council meeting preparation requires at least three hours of reading in advance of the meeting.
- Additional special meetings and/or Circular Resolutions of Council are required on occasion for time critical matters.
- Members may be appointed to standing Committees based on professional experience and specialist knowledge.

- Council members are expected to represent the University at other events as practicable. For example:
 - University Open days to support student recruitment and to showcase the University (weekend and online events)
 - University Graduation Ceremonies to participate as part of the formal Academic Procession conducted twice yearly (daytime events)
 - University Scholarship and Alumni Events (evening events)
 - Other important yearly events (evenings) such as the Annual Reconciliation address, public lectures and orations.

EXPERIENCE, KNOWLEDGE AND ATTRIBUTES

Appointees to Council are expected to have the following skills, experience, capability and personal attributes.

Skills and Experience:

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- People management – Understanding human capital and organisational culture.
- Sector knowledge – Sound knowledge of the education sector, ideally in higher education and/or vocational education and training.

General Capability and Personal Attributes:

- Interpersonal and communication skills – Contributing constructively in a group, listening well and being confident communicating views frankly and respectfully.
- Critical analysis and intellectual curiosity – Interrogating and critically analysing a wide range of information as a basis for decision making.
- Good judgment – Making good decisions under pressure.
- Integrity and high ethical standards – Acting in the best interest of the University as a whole.

It is preferable that appointees reside in Victoria and have an understanding of Victoria's regions.

DUTIES, PROBITY AND CONDUCT

Council members have a duty to:

- Always act in the best interests of the University as a whole, with this obligation to be observed in priority to any duty a member may owe to those electing or appointing them
- Act in good faith, honestly and for a proper purpose
- Exercise appropriate care and diligence
- Not improperly use their position to gain an advantage for themselves or someone else
- Disclose and avoid conflicts of interest.

All applicants will be required to undertake pre-appointment checks, including:

- National Police Records Check

- Declaration of Private Interest
- Australian Financial Security Authority (AGSA) National Personal Insolvency Index (NPII) check
- Australian Securities and Investment Commission (ASIC) Register of Persons Banned and Disqualified
- Fit and Proper Persons declarations applicable for the relevant regulatory bodies.

If appointed, you will also be required to:

- Agree to comply with the Federation University Council Charter, the University's Policies and Code of Conduct and the Code of Conduct for Directors of Victorian Public Entities 2024
- Keep confidential all information provided to you in your role on Council
- Undertake an induction program on your duties and responsibilities as a Council member and the operation of the University
- Devote sufficient time to prepare for Council meetings so that you can be an informed and active participant in discussions and decision making.

DIVERSITY

The University is committed to ensuring that the Council reflects the rich diversity of the Victorian community, in accordance with the [Diversity on Victorian Government Boards Guidelines](#). Diversity of skills and expertise, and the perspectives and lived experiences of people from different backgrounds, contribute to good governance and help ensure that the Council is making decisions in the interests of the Victorian community.

The University encourages applications from people of all ages, women, Aboriginal and Torres Strait Islander people, people living with disabilities, people living in rural and regional Victoria, people from culturally and linguistically diverse backgrounds and people who identify as LGBTQIA+.

We encourage applications from people living with disability and will provide adjustments to the recruitment process upon request.

REMUNERATION

Remuneration for eligible Council members is prescribed in the Federation University Australia Act 2010 and within the bands set by the Victorian Government [Appointment and Remuneration Guidelines](#).

For More Information

To apply for this role, please upload a Resume and Cover Letter (if desired) via our website or email below. For a confidential discussion please contact:



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Davidson is committed to creating inclusive recruitment practices and ensuring our processes achieve best practice standards for improving diversity and inclusion outcomes through the hiring processes of our clients. Please reach out to the Davidson Partner listed above if you'd like further information about our diversity and inclusion practices.