

## Success Profile

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Council Member  
The University of Melbourne

December 2025

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## Acknowledgement of Country

We acknowledge the Traditional Aboriginal Owners of Country throughout Victoria and pay our respects to them, their connections to land, sea, and community. We pay our respects to their Elders past and present and future Traditional Owners.

## Ministerial Appointed University Council Member

The Minister for Skills and TAFE appoints members to the councils of Victoria's eight public universities. Forming part of the university's governing body, council members must have an appreciation of the values and strategic direction of the university, as well as the needs of the community it serves.

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.

## About Victorian Universities

Victoria has eight public universities. They are:

- Deakin University
- Federation University
- La Trobe University
- Monash University
- The University of Melbourne
- RMIT University
- Swinburne University of Technology
- Victoria University

Each university is formed under its own individual act of the Victorian Parliament. The Minister for Skills and TAFE administers the acts that establish the universities and their governing bodies and accountability requirements.

## About University Councils

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.

University councils typically consist of at least 13 members, including:

<b>Official Members</b>	Chancellor Vice-Chancellor President of the academic board, or its equivalent
<b>Government Appointed Members</b>	At least 3 members appointed by the Governor in Council One member appointed by the Minister for Skills and TAFE
<b>Council Appointed Members</b>	Typically, 4 members appointed by the council
<b>Elected Members</b>	A staff-elected member A student-elected member

The Minister for Skills and TAFE makes appointments to university councils of individuals who have:

- The knowledge, skills and experience required for the effective working of the council
- An appreciation of the values of a university relating to teaching, research, independence and academic freedom
- The capacity to recognise the needs of the external community served by the University.

## About the University of Melbourne

The University of Melbourne (the University) enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities.

The University competes on an international stage with the best institutions globally and has an international outlook and reach to match.

With a rich history stretching over 160 years, the University of Melbourne also occupies a special place in the city. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 60,000 students from over 130 countries. The University comprises nine faculties providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

Melbourne's alumni network is significant and truly international, with representation from 160 countries. This international community life and former Prime Ministers, Nobel Laureates, and professional graduates from all walks of life and is testament to the world-class education the University of Melbourne delivers.

The University employs approximately 9,000 staff including many renowned researchers and industry leaders who are internationally recognised at the highest levels.

The University of Melbourne is equivalent to a top 60 company on the Australian Securities Exchange (ASX), with revenue in excess of \$2.8bn, net assets exceeding \$6.6bn and has been consistently rated with an AA+ credit rating by Standard and Poors.

The University is regulated by the University of Melbourne Act 2009 (the Act), which confers powers upon its peak governing bodies to administer the business, performance and strategy of the University.



<b>Position Title:</b>	Ministerial Appointed University Council Member
<b>Salary Range:</b>	\$42,604 - \$70,025 per annum
<b>Usual Meeting Location:</b>	Parkville Campus (flexibility may be available)
<b>Meeting frequency:</b>	Council currently meets 6 times a year and one full or half-day strategy day
<b>Tenure:</b>	3 years (with the potential for reappointment)

## The University of Melbourne Council Functions Include

The primary responsibilities of Council Members as set out in the Act are:

- Appointing and monitoring the performance of the Vice-Chancellor as chief executive officer of the University;
- Overseeing and reviewing the management of the University and its performance;
- 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.

## Key Accountabilities and Required Skills and Experience

Expressions of interest are sought from individuals who demonstrate the following competencies and attributes:

Council members must at all times:

- 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 him or her. Whilst members of Council are elected as representatives for particular bodies they do not serve on Council as delegates of those bodies.
- Act in good faith, honestly and for a proper purpose.
- Exercise reasonable skill, appropriate care and diligence in decision making.
- Not improperly use their position to gain an advantage for themselves or someone else
- Avoid or disclose conflicts of interest (in accordance with the Act, any procedures established for that purpose by the University).
- Not make improper use of their position as a member, or of information acquired because of their position as a member, to gain, directly or indirectly, an advantage for the member or for another person.
- Maintain confidentiality in all matters and ensure any information and advice received as a member of Council is not shared or used in any other context.
- Act in a financially responsible manner.
- Ensure compliance with all matters prescribed by law.
- Recognising their duty of loyalty to the University and to the Council, accept collective responsibility for Council decisions and support the letter and the spirit of Council decisions when dealing with other parties.
- Otherwise not conduct themselves in a manner likely to cause harm or damage to the reputation of the University.
- Strive for the highest standards of personal behaviour in their dealings with other members of Council, with University management, and with other members of the University community. Council members must listen respectfully to other members' contributions and otherwise support the orderly conduct of meetings. Council members are entitled to expect that the same standards and principles will guide the treatment they receive from other members and University management.

All members of Council **are required to have** the following competencies and attributes:

- **High standards of integrity and ethical conduct:** Commitment to acting in the best interests of the University, with a strong awareness of and adherence to conflict-of-interest principles.
- **Strategic judgement and intellectual curiosity:** Proven capacity for sound decision-making, strategic insight, and a genuine interest in exploring complex issues.
- **Corporate governance expertise:** Knowledge and experience in governance practices, with an understanding of the responsibilities and accountabilities of board-level roles.
- **Financial literacy:** Ability to interpret and understand high-level financial documents, including balance sheets, cash flow statements, and financial reports.
- **Understanding of risk management:** Familiarity with risk management principles and frameworks, and their application in strategic decision-making.
- **Insight into the higher education sector:** An understanding and appreciation of the important role that universities play in our society. A willingness to serve for the public good and advancement of the higher education sector.
- **Exceptional interpersonal and communication skills:** Demonstrated ability to collaborate effectively with Council members, University leadership, and broader stakeholders. Capable of active listening, critical reflection, and clear, respectful communication.
- **An appreciation of the University of Melbourne:** An appreciation of the nature and challenges that a comprehensive research-based Group of Eight university faces, coupled with a genuine interest in the University.
- **Commitment and Engagement:** Willingness to attend and actively contribute to Council meetings, Strategy sessions and two Council Committees.
- **Networking capability:** Willingness and ability to leverage professional networks to support and advance the University's mission and strategic objectives.

Ideally you will also have specialist knowledge and experience in one or more of the following:

- **Information Technology and Cybersecurity:** Strategic IT leadership experience, particularly in technologies relevant to higher education. Expertise in cybersecurity governance and risk management is highly valued.
- **Research commercialisation and innovation:** Expertise in research commercialisation and an entrepreneurial mindset to drive innovation and commercial success.
- **Senior leadership experience in higher education:** Recent executive-level leadership within the higher education sector, with up-to-date knowledge of sector-wide challenges, opportunities, and policy developments.
- **Strategic Financial Skills:** High-level financial analysis, modelling and planning skills to drive strategic decision-making.
- **Estate Planning and Property Development:** Executive level skills in the planning, development, financing, and operation of property assets and estate management.

It is preferable that appointees reside in Victoria.

## Diversity and Equal Employment Opportunity

The University of Melbourne and the Victorian Government are committed to ensuring that the University council reflects the rich diversity of the Victorian community. Diversity of skills and expertise, and the perspectives and lived experiences of people from different backgrounds, contribute to good governance and help ensure that University's council is making decisions in the interests of the Victorian community.

Individuals with the following diversity backgrounds are highly encouraged to apply:

- LGBTIQA+ people
- People living with disabilities
- People who are Aboriginal and/or Torres Strait Islander
- Cultural and Linguistically Diverse
- Young people (aged 25-34 years and below)
- People who live in rural or regional Victoria
- Women.

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.

## Remuneration

Council members are eligible to be paid \$42,604 to \$70,025 per annum.

This is in accordance with the government's Appointment and Remuneration Guidelines (the Guidelines) available on the Department of Premier and Cabinet website: [www.vic.gov.au/guidelines-appointment-remuneration](http://www.vic.gov.au/guidelines-appointment-remuneration).

Council members are entitled to be remunerated and reimbursed for expenses incurred during Council or committee business.

## Pre-Appointment Misconduct Screening Requirements

All applicants may be subject to the following pre-appointment checks:

- National Police Records Check
- Qualification Check (where a mandatory qualification is required)
- Declaration of private interests
- Pre-employment misconduct screening declaration.

## Appointment Information

- Applicants must be an Australian Citizen, Permanent Resident or hold a valid work permit or visa.
- The collection and handing of declarations and personal information relating to appointment will be consistent with the Privacy and Data Protection Act 2014, the Health Records Act 2001 and the Public Records Act 1973.



## How to Apply

### For More Information

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

Applicants with further enquiries may contact Paul Lefebvre at [Paul.Lefebvre@davidsonwp.com](mailto:Paul.Lefebvre@davidsonwp.com) or Steph Davidson on [Steph.Davidson@davidsonwp.com](mailto:Steph.Davidson@davidsonwp.com) from Davidson Search & Advisory.

You can also contact the Department at [HE.skills.governance@djsir.vic.gov.au](mailto:HE.skills.governance@djsir.vic.gov.au)

**Please note that we are unable to respond to queries from 19 December 2025 to 4 January 2026.**

### How to Apply

All Applications must be submitted **via the link below** – no applications can be accepted outside of this process.

To apply for this position, you must provide the following:

- Cover letter
- Resume
- Completed Council Application Form

The Council Application Form is available here: <https://www.davidsonwp.com/2025-melbourne-university-council>

Applications close at **11:59pm Wednesday 7 January 2026**. Applications beyond this date will not be considered.



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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.*