

Dean of Law and Criminology

Candidate pack 2026



Acknowledgement of Country

Murdoch University acknowledges the Whadjuk and Binjareb Noongar people as the Traditional Custodians of the lands on which our campuses are located. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We recognise that learning begins on Country and honour the knowledge, strength, and resilience of First Nations communities across Australia.



Contents

Murdoch University at a glance	4
Our strategy 2023–2030	5
The School of Law and Criminology	8
Our students	10
About the role	11
Application process	14



Murdoch University

At a glance

Founded on a commitment to social justice and the public good, Murdoch University empowers its people to lead with purpose, advance justice, and address the complex challenges that shape our world.

Established in 1974, Murdoch University was named after the famed essayist, Sir Walter Murdoch. It was created with a distinctive mission to challenge convention, broaden access to higher education, and ensure that knowledge serves society. That founding ethos continues to shape a collegial culture that is grounded in integrity, respect, courage and inclusion.

Located in Perth, Western Australia, Murdoch offers an exceptional quality of life in a globally connected city that sits at the crossroads of the Indo-Pacific. Its bushland campus provides a distinctive setting for collaboration and leadership, complemented by strong partnerships across government, community and industry, and an outward-looking international orientation.

Murdoch's strengths include impactful research, interdisciplinary education, and a long-standing commitment to engagement that translates scholarship into real-world outcomes. As a comprehensive university, Murdoch is recognised for excellence across Law and Criminology, the Humanities and Social Sciences, Indigenous Knowledges, Sustainability, Environment, Veterinary Science, Energy, Health, Agriculture and Business.



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Murdoch University has a global reputation for its research, teaching and learning... and with its tradition of free thinking is ideally placed to contribute to the solution of global challenges and to further promote social inclusion and equality.

Professor Andrew Deeks
President and Vice Chancellor

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Our strategy 2023 – 2030

Building a Brighter Future, Together: Ngala Kwop Bidi is Murdoch University's strategic framework that guides our future direction through a shared commitment to purpose, values and impact.

Grounded in respect for First Nations knowledges and leadership, Ngala Kwop Bidi (meaning Our Path Together in Noongar language) places people, community and country at the centre of our decision-making. It articulates our ambition to deliver inclusive and transformative education, research with real-world impact, and maintain strong local, national and global partnerships.

The strategy emphasises social justice, sustainability and innovation, providing a clear, values-led pathway for leadership, growth and meaningful contribution to society.



A global university

Three global campuses and more than 5,700 students in transnational campuses.



A growing university

Full time equivalent student growth of 10% in last five years.



A 5-star educational experience

Received 5-stars for student support, teaching quality and student-to-staff ratios in the 2021 Good Universities Guide.



A university of diversity

Highest Indigenous proportion of student in Western Australia, and students from more than 100 nations.

[Our strategy 2023–2030 can be found here.](#) 



Our vision

Our vision is that Murdoch University will be widely recognised as the university of choice for people who care, who value inclusion, curiosity and innovation, and who desire to make a positive social impact.

We are a leading university in the education, teaching and research of sustainability; we are a thriving, welcoming, diverse and inclusive community. We aim to be the university of first choice for First Nations peoples, promoting and benefiting from Indigenous knowledges.

Our quality education will continuously grow and improve, delivering contemporary, accessible and inclusive opportunities for learning. It is our goal that graduates will be keenly sought by employers and known for having adaptability, fresh perspectives, practical skills and a social conscience. The impact of our research will continue to grow, and we will continue to have strong industry and institutional collaborations.

Our shared purpose

Our purpose is to change lives and society for the better through accessible education and research, contributing to the solution of societal and environmental challenges and providing an inclusive, caring community in which everyone can realise their potential.

Our values

These five values guide how we behave individually and as a collective as we undertake our purpose:

Authenticity

Integrity

Respect

Inclusivity

Openness

Our principles

These eight principles guide how we lead, manage and work together. We will:

- Act with justice, respect and responsible care
- Be collegiate and respectful of other points of view
- Protect academic freedom
- Be agile, flexible and resilient
- Make decisions at the most appropriate level
- Be transparent in decision-making and with information
- Adopt common approaches to common tasks
- Be careful stewards of our resources

Strategic themes

These strategic themes will guide and shape much of our activity over the lifetime of the strategy.



Sustainability

Be a leading university in education, teaching, and translational research in sustainability, nurturing mindsets and creating solutions for a better and more sustainable world.

Equity, diversity and inclusion

Build a welcoming, diverse and inclusive community and environment that is equitable and safe, and that provides a culturally safe and supportive environment for all members of our community.

First Nations

Become the university of first choice for First Nations peoples, and an exemplar in embracing and promoting and benefiting from Indigenous knowledges and cultural inclusivity.



Core activities

Each core activity will be led at the Senior Leadership Team level by a Deputy Vice Chancellor (DVC) who will chair a university-level committee to oversee the core activity and alignment with the Strategy.

Education

Deliver contemporary, accessible and inclusive education, with a high quality and engaging student experience, producing graduates who are adaptable and have fresh perspectives and a social conscience.

Engagement

Build engagement with our local community, our State, our Nation and our global society, creating mutually beneficial partnerships at all levels.

Research

Increase our impactful and progressive research in our areas of strength and excellent research across our disciplines.

The School of Law and Criminology

Founded more than 30 years ago, the School of Law and Criminology at Murdoch University is a nationally and internationally recognised centre of teaching, research and professional engagement in law, criminology and justice. It is one of four Schools that sit within the College of Law, Arts and Social Sciences.

The School brings together leading academic expertise across law and criminology, with established strengths in human rights, constitutional and public law, clinical legal education, social justice, policing, and crime. Its programs are deeply connected to questions of justice, equity, governance and social change, with strong links to the professions, policy makers and community.

Law and Criminology is currently a medium-sized School on Murdoch's Perth campus, where there is a large and diverse student cohort in the Bachelor of Laws, Bachelor of Criminology and the Master of Criminology. The subject of Business Law is taught into the University's Business programs, extending the School's reach and interdisciplinary impact.

The School offers significant student experiences that include long-running international programs in Geneva and Macerata, front-line engagement in legal clinics with our community partner, SCALES, participation in national and international mooted competitions, and cold-case reviews of real-world criminal investigations.

Teaching is delivered across the University's three campuses—Perth, Singapore and Dubai—reflecting a strong global orientation and commitment to transnational education.

Murdoch's Bachelor of Laws is recognised in Singapore and Malaysia, supporting graduate mobility across the region.

The School has strong international enrolments in its postgraduate criminology programs.

There are significant opportunities to develop future-facing undergraduate and postgraduate programs, including new specialisations, interdisciplinary pathways and double-degree combinations. For example, in 2026, the School will launch a Graduate Diploma in Australian Migration Law and Practice, having won Commonwealth accreditation to deliver this professional qualification to prospective migration agents.

With an academic team of significant disciplinary and professional standing, the School is well positioned for strategic growth, innovation and leadership of its programs in Perth, Singapore and Dubai.

Interdisciplinary Leadership in Law and Criminology

For an incoming Dean, Murdoch University's integrated School of Law and Criminology offers a distinctive opportunity to lead a genuinely interdisciplinary academic community.

The combination of these fields within a single School supports close collaboration between legal scholars and criminologists, allowing legal expertise to be enriched by critical insights into justice systems, social context, and lived experience.

In teaching, students benefit from learning environments that connect legal reasoning with real-world criminal justice challenges, producing graduates who are both technically skilled and socially aware.

In research, the School encourages collaborative scholarship across complementary methods and perspectives, supporting impactful work on justice reform, policing, human rights, and social policy.

Engagement with the legal profession, justice agencies, and community partners is strengthened through this dual lens.

A School of Law and Criminology is unique within Western Australia, offering the Dean a strong platform to shape interdisciplinary collaboration, innovation, and justice-focused education and research.



Our students

The Murdoch student body is a diverse cohort of more than 20,000 Australian and international students. Our unwavering commitment to equity, accessibility and excellence defines how we approach the student experience.

As a medium-sized School, Law and Criminology currently enrolls around 1,300 individual students in Perth, most of whom are between the age of 20 and 30 years. As well as our domestic student enrolments, the School has a significant number of students from Singapore and Bhutan on its Perth campus.

About 90 per cent of the School's students are currently taking undergraduate programs in Law or Criminology. The delivery of undergraduate coursework is, therefore, currently the School's core business. The School also offers graduate entry

to its Bachelor of Laws (instead of a Juris Doctor), allowing students to fast-track its completion. In fact, more than half of Murdoch's students undertaking the Bachelor of Laws have entered via the graduate pathway.

About 10 per cent of the School's students are enrolled in a postgraduate program, most of whom are studying Criminology.

In Singapore and Dubai, where our programs are delivered in partnership with Kaplan and Navitas, most of the School's students access Business Law through a Bachelor of Business, or Criminology in combination with a discipline such as Psychology.

We offer high-quality and reputable academic programs through a range of appropriate entry pathways—a strategy for enabling and inclusivity that was part of Murdoch's founding mission. We are proud that our students come from a diverse range of backgrounds and take seriously our commitment to their success.

Leading human rights education

Our future Dean will find the School's longstanding strength in human rights scholarship represents a defining feature of its identity and impact.

The School of Law and Criminology has built a strong national and international reputation for research, teaching, and engagement that is grounded in human rights and social justice. Our academics are recognised for both their scholarly excellence and practical advocacy.

A distinctive focus on the applied dimensions of human rights enables staff and students to explore how legal frameworks can drive meaningful social change.

This is reflected in initiatives such as the School's legal clinic, where partnerships with the community legal sector help students develop practical skills while engaging directly with systemic justice challenges through a human rights lens.

Murdoch's International Human Rights program is delivered annually in Geneva, which provides immersive, experiential learning in international justice, and connects students directly with global institutions, practitioners, and thought leaders.

Together, these activities create a dynamic environment where human rights are understood as both intellectual inquiry and lived practice.

About the role

The role of Dean of Law and Criminology will suit a leader who is motivated by purpose, works collaboratively with others, expertly manages relationships and communication, and values opportunities to shape how law and justice are taught, researched and practiced in a rapidly changing world.

The role offers a significant opportunity to lead a School into growth by expertly shaping its programs, reputation and relationships in Perth and offshore.

The Dean will provide strategic, values-driven leadership to a diverse academic community, guiding future-focused education and research, while fostering a supportive, high-performing culture for staff and students.

Central to the role is the ability to lead and manage complex teams of people, navigate change with care and clarity, and build trust across the disciplines, professions and stakeholders.

The School consists of approximately twenty-five academics and seventy casual staff members, making this role both strategic and people-focused.

Experience or capability to effectively lead people and solve problems is therefore essential.

A School leadership team is appointed by the Dean to support the operational and strategic activities of the School, which usually includes Associate Deans of Learning and Teaching, Research and Engagement, as well as Academic Chairs of each program.

The appointment of a Dean at Murdoch University is at a level of Associate Professor or Professor, determined by a candidate's qualifications and record.

The new Dean will be appointed for a fixed term of 5 years with the possibility of extension, and will be concurrently offered a continuing, substantive position in an appropriate discipline within the School.

The Dean of Law and Criminology is located on the School on Murdoch's Perth campus in Western Australia.

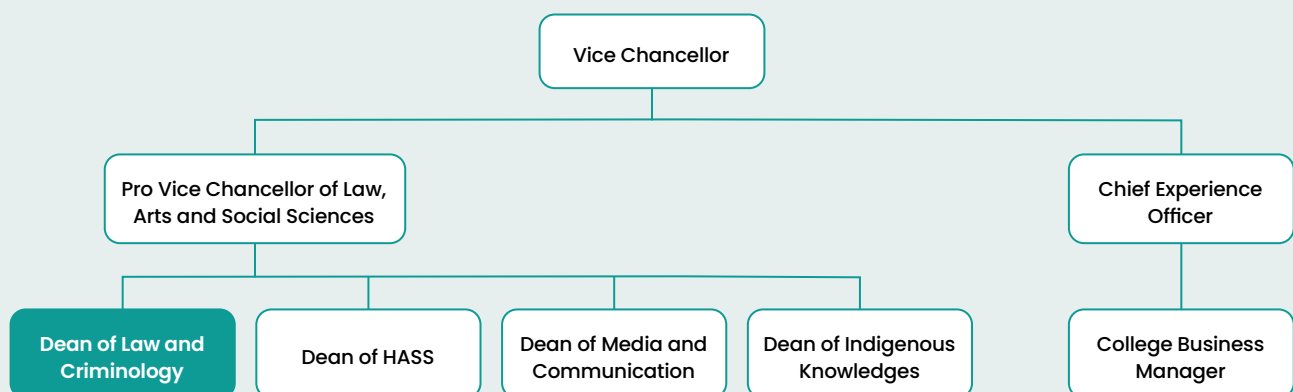
Organisational structure

The Dean reports directly to the Pro Vice Chancellor of Law, Arts and Social Sciences.

As an integral member of the College's leadership team, the Dean of Law and Criminology works closely with the PVC and with the other Deans of

HASS, Media and Communication, and Indigenous Knowledges. Together, this team advances the strategies, operations and interests of the College and its Schools.

The four Schools are supported by the College Professional Services team, which is led by a College Business Manager.



Immediate objectives of the Dean

Short-listed candidates who are interviewed for this position will be asked how they would achieve the following, immediate objectives:

1

Shape a confident, shared vision

The Dean will work collaboratively with staff, students and key stakeholders to shape a confident, shared vision for the future of the School. This includes planning strategically for a staff profile that meets current and future requirements, building strong relationships across the University and with professional stakeholders, and clarifying strategic priorities that reflect the School's strengths, ambitions and points of difference. The Dean will provide clear direction and momentum for the next phase of the School's development and impact.

2

Develop future-facing programs that drive growth and reputation

Working closely with others, the Dean will develop a strategy for future-facing academic programs that respond to emerging professional and societal needs. This includes strengthening the coherence and distinctiveness of the School's offerings, identifying opportunities for program renewal and growth in Perth, Singapore and Dubai, and building academic reputation, in order to achieve enrolment growth.

3

Cultivate a thriving academic team and community

The Dean will foster a connected, inclusive and high-performing academic community that supports staff to do their best work. This includes a culture of collaboration and transparency, mentoring and academic citizenship, strengthening leadership capability across the School, and ensuring roles, workloads and expectations are transparent and sustainable. Through this people-centred approach, the Dean will create an environment in which staff feel supported, valued and confident.



Responsibilities and duties

The key responsibilities of the Dean of Law and Criminology include the following. These may be prioritised in discussion with the Pro Vice Chancellor:

1. School and university leadership

- 1.1 School leader: Provide clear academic and strategic leadership for the School, fostering a culture of excellence, collegiality and accountability.
- 1.2 Strategic vision: Set and communicate the School's strategic priorities, ensuring they inform the School's operations. Align these with University and College strategies.
- 1.3 Reputation and relationship building: act as the senior academic representative of the School to the legal profession, justice agencies, government, community partners and accrediting bodies. Promote the School's achievements, strengths and programs to build reputation amongst the professions, employers, alumni and future students.
- 1.4 Prioritisation and responsiveness: Lead the School's response to emerging developments in education, regulatory and professional contexts.
- 1.5 Resource management: manage the School's budget and resourcing requirements, with oversight from the Pro Vice Chancellor.
- 1.6 University leadership: make a significant contribution to University leadership, governance and community.

2. People leadership

- 2.1 Leadership and recruitment: Plan strategically for the current and future staffing needs of the School, for workforce planning, succession planning and capability development aligned with the School's strategic priorities. Lead recruitment processes that will attract, appoint and retain high-quality staff.
- 2.2 Career development: Support the professional growth and mentoring of academic staff, including structured development pathways across teaching, research and leadership streams. Undertake annual career development conversations, support the development of current and emerging leaders.
- 2.3 Workload allocations: Collaboratively set the School's workload model and ensure that roles and workloads are fair, transparent and sustainable, in alignment with University frameworks, the enterprise agreement and

strategic priorities. Monitor and actively manage workload distributions across teaching, research and service to ensure equity, compliance and responsiveness to changing operational demands, resolving complex workload issues and addressing competing priorities.

- 2.4 Culture and citizenship: Model and support inclusive, respectful and collaborative behaviours, aligned with the University's values and citizenship expectations. Support initiatives that strengthen staff engagement, wellbeing, diversity and inclusion, and organisational effectiveness.
- 2.5 Performance management: Manage all aspects of performance management across the School. Set clear expectations, provide regular feedback, and manage complex staffing matters that may include underperformance, misconduct, conflict resolution and capability uplift.

3. Operations and governance

- 3.1 Create an effective School leadership team: Appoint and support Associate Deans, Academic Chairs and other leaders, ensuring the objectives of their portfolios are clearly scoped, communicated and align with School and University priorities.
- 3.2 Academic oversight: Lead the School's responsibility for the academic integrity, quality and coherence of its teaching, research and engagement activities.
- 3.3 Governance: Oversee School governance processes, including Boards of Studies, course approvals, accreditation and quality review processes.
- 3.4 Risk and compliance: Ensure the School meets relevant legislative, regulatory, accreditation and professional standards, including the Higher Education Standards Framework (HESF) and expectations of the Tertiary Education Quality and Standards Agency (TEQSA). Provide ongoing monitoring of the School's risk profile and ensure treatment plans are actioned.
- 3.5 Continuous improvement: Use evidence, feedback and performance data to guide strategic improvement across the School.

4. Other duties

- 4.1 Undertake other duties, that align with this role and as reasonably determined by the Head of College (PVC).

Application process

At Murdoch University, the appointment of a Dean is undertaken through a comprehensive and inclusive selection process involving a diverse panel. We greatly value the time and effort applicants invest in their applications.

Shortlisted candidates may be invited to meet with a range of stakeholders, including members of the School's academic community. We are committed to treating all applications with discretion, and to maintaining confidentiality with care and respect.

For a confidential conversation, please contact:

- **Dr Alistair Clark** on Alistair.Clark@odgers.com
- **Sophie Malone** on +61 2 8905 3703
Sophie.Malone@odgers.com

Applications should include:

Candidate statement

A Statement of Application (maximum 5 pages) outlining:

- your motivations to apply
- what you feel you would bring to this role in the context of the selection criteria on page 14
- your vision for the School and what you would expect to accomplish.

Curriculum Vitae

- Full name, home address, confidential email address and mobile contact details
- Nationality and citizenship or confirmation of right to work in Australia
- Positions held, dates, scope of responsibilities and key achievements
- Details of education, qualifications, registration (or eligibility for registration)
- Any other relevant information, such as involvement in professional and community activities.

Referees and date of commencement

- Full contact details of three referees whom the consultant may contact. Referees will be contacted only after prior consultation with you.
- An indication of when you would be available to start the role.

The preferred method of application is online at: www.odgers.com/en-au/opportunities

All applications will receive an automated response.

Should you be unable to submit your application online, please email it to:
Sophie.Malone@odgers.com

The closing date is Thursday 7 May 2026.

Selection criteria

Essential criteria

1. Academic and/or professional qualifications to suit leadership of a School of Law and Criminology.
2. Strategic vision, with capability to design and deliver a future-focused academic strategy, including the development, renewal and positioning of innovative academic programs that align with student aspirations, University priorities and expectations of the professions.
3. Demonstrated leadership capability, including the ability to lead and develop academic staff, support emerging leaders, mentor others in education, research and engagement, and foster a high-performing and inclusive culture.
4. Demonstrated capability in leading staff performance and professional development, including the ability to provide respectful, honest and constructive feedback, support continuous improvement, navigate complex people matters, and solve problems in ways that uphold collegiality, fairness and University expectations.
5. An established record of scholarly or professional achievement in law, criminology or justice, commensurate with appointment at the level of Dean. Sustained intellectual rigour demonstrated through an established academic, judicial or other relevant profile.
6. Highly developed communication and interpersonal skills, including the ability to influence, present clearly to diverse audiences, and listen actively.
7. Commitment to student-centred values, including capability to successfully manage student concerns and wellbeing, and ability to balance care and fairness with procedural integrity.

8. Understanding of governance and assurance processes, with the ability to meet University and TEQSA requirements for academic quality, accreditation, compliance, risk management and decision-making.
9. Ability to effectively manage resources, including management of budgets, planning for current and future staffing requirements, and identifying resource requirements in a complex organisational environment.
10. Alignment with Murdoch University's strategic plan, including its core values, demonstrating your commitment to equity, inclusion, integrity, collegiality and public purpose.

Desirable criteria

11. A completed doctoral qualification in an area relevant to the School.
12. Demonstrated understanding of the Australian higher education sector, including the regulatory and policy environment, academic governance, institutional processes, and contemporary issues affecting universities and disciplines.

Work requirements

Appointment to this position requires:

- The successful completion of a criminal record check in accordance with the University's Employee Background Checks Procedure;
- Occasional travel in Australia and/or internationally; and
- the ability to work outside of normal office hours when required.

International candidates

To be appointed to this position you must have the right to work in Australia from the date of its commencement. The University may support the application for working rights of a successful international candidate.

Guiding principles and values/Code of Ethics and Code of Conduct

The founding principles upon which Murdoch University was established continue unabated today. We continue to be guided by the principles of:

- Equity and Social Justice
- Opportunity
- Sustainability
- Global Responsibility

These Murdoch principles come to life through our culture as evidenced by being an institution where the following are clear:

- Integrity
- Respect and Diversity
- Purpose
- Excellence and Future-focus

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All staff are to complete an Annual Career Development Conversation (ACDC).





MU Murdoch
University

Ngala kwop biddi.
Building a brighter future, together.