



MELBOURNE
BUSINESS
SCHOOL

Director, Social Purpose Centre (SPC)

Candidate Brochure – October 2022

200 Leicester Street, Carlton, Victoria 3053 Australia

W: <https://mbs.edu/>

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Welcome to the Melbourne Business School

Melbourne Business School is Australia's leading provider of business education and insight. It is home to Australia's best MBA and business analytics degrees (Financial Times 2022), as well as custom solutions for organisations and short courses for professionals.

The purpose of Melbourne Business School is to unleash ideas and leaders for a sustainable future. Jointly owned by the business community and the University of Melbourne, the School's vision is to be among the top-ranked providers of business education within the Asia-Pacific Region, to be the first choice of students and clients seeking award and non-award educational experiences, and to be esteemed globally as a leading supplier of academic and business research.

In embarking on a new era of growth and impact, Melbourne Business School is establishing a Social Purpose Centre (SPC) and is seeking an exceptional leader to become the Director. The SPC is supported by a joint endowment by the School and the Helen McPherson Smith Trust (HMST). The Centre is a strategic initiative of MBS, relevant to its purpose. It is reflective also of the intent of the endowment to advance the practice of leadership and management in the for-purpose sector so as to support its development and sustainability as a thriving and dynamic sector.

The Director of the Social Purpose Centre (SPC) is responsible for the overall leadership and effective operation of the Centre, with primary responsibility for all of its academic activities, and its contribution to the fulfilment of the School's purpose, vision and strategy and the intent of the endowment. Its activities will be directed at building the business capabilities of the for-purpose sector as well as the social purpose capabilities of the private sector. The Director will hold a continuing position as a member of the School's Faculty and an honorary appointment with the University of Melbourne.



#1 MBA in Australia
Melbourne Business School
Financial Times, 2022
QS, 2022
The Economist, 2021



#1 University in Australia
The University of Melbourne
Times Higher Education, 2022

The Melbourne Business School

HISTORY

Melbourne Business School (MBS) was established in 1955. A pioneer in Australian business education since introducing the country's first MBA degree in 1963, Melbourne Business School makes significant contributions to the city's reputation for teaching and learning excellence by producing each year about 300 degree graduates and offering learning experiences to more than 4000 professionals through short courses or customised programs each year – many of whom (until the recent impacts of COVID-19) travelled from interstate and overseas.

MBS TODAY

Melbourne Business School is Australia's leading provider of business education and insight, offering a range of MBA and other postgraduate degrees, short courses and custom learning solutions.

Jointly owned by the business community and The University of Melbourne, we combine the best of theory and practice to address the real-world challenges facing organisations today. With cutting-edge programs in the areas of leadership, marketing, business analytics, finance, strategy, management and innovation, we give students the knowledge and experience they need to make a lasting impact at work – and on the world at large.

The School has a total workforce of approximately 200, of which approximately 40 are teaching and research faculty, and approximately 160 are professional staff. For more than 60 years, MBS has built a strong reputation for excellence in research, teaching and learning in both the postgraduate academic degree and executive education program areas. MBS has a proud legacy of advancing the careers of its graduates and transforming organisations through its programs.

Melbourne Business School is consistently ranked in the top 100 business schools in global surveys of postgraduate management and executive education programs such as the QS and the Financial Times.



The Melbourne Business School

SCHOOL PURPOSE, MISSION & VISION

The purpose of Melbourne Business School Ltd (the School) is to unleash ideas and leaders for a sustainable future. MBS enables individuals and organisations to be global leaders through the creation, application and growth of business and economics knowledge. The School's joint strategic vision with the Faculty of Business & Economics (FBE) is to be among the top-ranked providers of business education within the Asia-Pacific Region, to be the first choice of students and clients seeking award and non-award educational experiences, and to be esteemed globally as a leading supplier of academic and business research, by 2025.



The Melbourne Business School

ACADEMIC PROGRAMS

The MBA is the School's flagship program and one of the most highly regarded and prestigious MBA programs in the world. The MBA is delivered in four modes: full-time, part-time, executive and senior executive. MBS also offers a specialised suite of Business Analytics courses and the Master of Marketing. As part of its collaboration agreement with the University of Melbourne, other pre-experience business programs are marketed under the Melbourne Business School brand but delivered by the University's Faculty of Business and Economics.

The full-time MBA has one intake per year in September, while the part-time MBA program offers four intakes each year (January, March, June and September). The Executive MBA (EMBA) program begins each March, with students completing 17 x 4-day weekend residential modules and one week-long overseas module in Asia as part of the 18-month program. The Senior Executive MBA (SEMBA) program specifically addresses the challenges of studying for experienced executives and comprises 10 x 9-day residential modules over an 18-month period but requires only five weeks away from work in each of two calendar years. The SEMBA program, which commences in May, is a global experience, with seven modules delivered in Melbourne and three overseas in Asia, Europe and North America.

FACULTY

The School attracts world-class faculty, most of whom have PhDs from prominent international and Australian universities and business schools. Approximately half of its faculty were recruited from overseas and teach across a range of disciplines. MBS faculty are also some of Australia's leading researchers, business consultants and media commentators, and their qualifications and skills combine to provide creative and innovative teaching methods with a focus on practical application in the workplace.



The Melbourne Business School

RESEARCH

MBS places a high value on research. It recruits predominantly research-active faculty with PhDs from leading local and international schools. Its strategy emphasises quality research, published across major business disciplines, with a priority on discipline-based research, and the dissemination of that research into teaching and contributions to practice.

STUDENTS

As at 30 June 2022, Melbourne Business School had 1,400 students, of whom 900 were part-time MBA students. Its most recent full-time MBA intake comprises 64 per cent international students, from 15 countries, who have an average of six years' work experience. Part-time students share the same program and faculty as the full-time students and have 6-10 years' work experience in Australia and overseas. SEMBA students have 18-21 years' experience and are senior executives and CEOs who are typically aged in their 40s, while the EMBA class is comprised of experienced mid/senior level leaders with an average age of 37 and 14 years of work experience. The Master of Business Analytics students are typically pre-experience (less than 12 months in the workforce), having usually enrolled from an undergraduate degree.

ALUMNI

The MBS alumni network is made up of approximately 10,000 actively involved individuals who work in more than 95 countries and hold leadership positions in business, government and non-profit organisations. MBS alumni include participants in executive education courses as well as graduates of award programs. MBS graduates are also alumni of the University of Melbourne.



The Melbourne Business School

INTERNATIONAL PARTNERSHIPS

Melbourne Business School has a number of dynamic educational partnerships with well-respected global schools. This includes exchange programs with over 50 schools including, Cornell, Darden, Duke, UNC Chapel Hill, Rotman, CEIBS, HKUST, Indian School of Business, London Business School, ESADE, and IESE. MBS also hosts visiting academics from a range of leading institutions.

CENTRES OF EXCELLENCE

CENTRE FOR BUSINESS ANALYTICS

The Centre for Business Analytics is a state-of-the-art Centre that brings together scholars, practitioners, students and organisations who are interested in, and driven by, the challenge of data-informed organisational decision making. The Centre aims to create a virtuous cycle with world-class academics producing high quality graduates within an exclusive ecosystem

Vision: Centre for Business Analytics viewed as the thought leader in the area of data-informed decision making in organisations in Australasia

Mission: We strive to be a key catalyst to help Australian businesses gain a distinctive competitive advantage through harnessing trilingual insights of business, mathematics and technology.

Value Proposition: The Centre for Business Analytics will 'Transform decision making through business analytics' via education, research and thought leadership events

DILIN DUWA CENTRE FOR INDIGENOUS BUSINESS LEADERSHIP

The Dilin Duwa Centre for Indigenous Business Leadership is committed to the pursuit of equity for Australia's First Nations people in the economic life of our country. In the Woi Wurrung language of the Wurundjeri people on whose land our Centre is established, "Dilin Duwa" means everlasting flow. It signifies the convergence of our three activity streams – programs, research and engagement – into a centre of impact. Under the cultural and strategic guidance of an Indigenous Advisory Group, Dilin Duwa is a collaboration between Melbourne Business School and the University of Melbourne's Faculty of Business and Economics. Combining the teaching strength, research acumen and business networks of our institutions, we ensure that our programs meet the needs of the community whom we serve.

CENTRE FOR SUSTAINABILITY AND BUSINESS

From the impact of devastating bushfires to the existential threat posed by COVID-19, sustainability and business are top of mind for governments and communities worldwide. The Centre for Sustainability and Business helps leaders develop a strategic understanding of how to make sustainability a core part of their business, as a way to improve financial and social performance. We bring together business and sustainability leaders to develop the networks and comprehensive skill-sets needed to advance the practice of sustainability in business. We believe that bridging sustainability and business will lead to better business and social outcomes for everyone.

MBS Guiding Principles

Melbourne Business School is a values-based organisation, which means that we understand that the way we go about things, our behaviours, attitudes and actions make a big difference to what we achieve. Our guiding principles are as follows:

1. Promote Diversity

'We embrace our diversity to promote opportunities for growth, learning and innovation'

2. Be Respectful

'We are open to other opinions and emotions, treat each other with respect and care for everyone in our community'

3. Work Collaboratively

'We foster trust, build strong relationships and work together to achieve the best outcomes'

4. Encourage Experimentation

'We act with courage, recognising it's okay to speak out and take risks to innovate and grow'

5. Act with Integrity

'Be honest, transparent, trustworthy and fair'

6. Be Accountable

'Take responsibility for your decisions and interactions'

7. Strive for Excellence

'We strive for excellence in all our actions and interactions'



The Melbourne Business School

CORPORATE STRUCTURE

Our success stems in part from our structure, which is unique in Australia. Melbourne Business School is a company limited by guarantee. Membership is held by the University of Melbourne and individual and corporate donors, with the University of Melbourne having 45 per cent of votes in an AGM while donor members hold the remaining 55 per cent. The University confers MBS degrees and provides the academic rigour of one of the world's leading universities. The business community is represented by MBS donor members who mainly comprise Australia's leading companies and have exclusive rights to elect the business community directors on the School's board.

The majority of MBS board members are either CEOs, Directors of ASX-listed companies, partners of service firms or academics. The MBS board comprises the School's Dean, representatives from the University of Melbourne (four), business community (up to 10), a faculty-elected director (one), and the president of the Alumni Chapter Council (ex officio).

The structure and governance of the board is designed to:

- Foster the academic rigour of a major university
- Ensure that business imperatives deeply inform the School's educational programs, operations and stakeholder partnerships
- Allow a strong degree of flexibility to respond to changing constituent needs and demands.

CAMPUS

The School's main campus is located in Carlton, within the University of Melbourne precinct and on the edge of the CBD. The campus features a range of state-of-the-art tiered and flat-floor teaching spaces, modern syndicate rooms, residential accommodation and recently renovated café and social space. In addition to this, the School has Executive Education offices in Kuala Lumpur, Malaysia.

THE UNIVERSITY OF MELBOURNE

Melbourne has five major universities. The University of Melbourne is the second-oldest in the country and one of the eight 'sandstone universities' (the most prominent research universities nationally). It is consistently recognised as one of the world's top universities (ranked in the top 40 by the UK Times Higher Education Supplement).

While MBS is financially and operationally independent, the University has academic oversight over the MBS degree programs and faculty appointments. This includes approval of courses designed by MBS faculty and the provision of final disciplinary/appeal processes to students who are enrolled as students of the University. In the past few years, MBS has deepened its ties with the University by collaborating on joint programs while maintaining its unique governance and structure to ensure MBS's responsiveness to business community needs.

Director, Social Purpose Centre (SPC) – Position Purpose, Accountabilities

DIRECTOR, SOCIAL PURPOSE CENTRE (SPC)– POSITION PURPOSE

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The Director of the Social Purpose Centre (SPC) is responsible for the overall leadership and effective operation of the Centre, with primary responsibility for all of its academic activities in teaching, research and engagement, and for its contribution to the fulfilment of the School's purpose, vision and strategy and the intent of the endowment. Its activities will be directed at building the business capabilities of the for-purpose sector as well as the social purpose capabilities of the private sector.

The Director will hold a continuing position as a member of the School's Faculty and an honorary appointment with the University of Melbourne.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

Ensure that the SPC is viewed as one of Australia's leading research and education centres in relation to social purpose.

- In consultation with the Dean, Internal of MBS, formulate or refine the vision and strategy for the Centre encompassing its core streams of education (capability-building), research and engagement.
- As a key element of the Centre strategy, develop a compelling value proposition for social purpose and business education programs and research, thought leadership and insights-based convening activity.
- Work collaboratively with the staff of the SPC and across the School to execute on the strategy.
- With the support of the External Relations team, maintain and grow the financial resources of the CSP to ensure it flourishes and is sustainable.

Director, Social Purpose Centre – Accountabilities, Responsibilities

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

Engage externally to identify collaboration opportunities and increase impact in education and research relevant to the SPC's vision and strategy

- Act as the primary advocate and ambassador for the Centre externally, developing and maintaining a high public profile in the academic world and in the general community in relation to the Centre's activities.
- In conjunction with the External Relations team, be the lead contact for the HMST Chair and Chief Executive Officer in relation to the progress of the Centre and use of the endowment in support of its activities.
- Identify, develop and cultivate close and ongoing relationships within the for-purpose and private sectors, as well as with aligned philanthropic organisations, to enrich the activities of the Centre and maximise its impact.
- Identify, develop and cultivate mutually enriching connections for the Centre with aligned Centres in academic institutions nationally and internationally.

Ensure that the SPC and MBS are at the forefront of educating students, professionals and organisations in social purpose and business.

- Support existing executive education programs and identify and develop new executive education programs that address the dynamic needs of individuals and organisations in the area of social purpose.
- Support and engage with the Executive Education team to contribute to developing and delivering executive education programs relevant to the broader executive education strategy and activities of the School.
- In collaboration with the Deputy Dean, Academic, Associate Dean, Faculty and Associate Dean, Teaching & Learning, contribute to enhancing the inclusion of social purpose in existing award programs and extra/co-curricular activities.

Lead the development of a research agenda relevant to social purpose and business

- Identify and develop a vibrant impactful research agenda for the Centre, harnessing the research interests and capabilities across the School and the University of Melbourne.
- Ensure that Centre-derived research is widely disseminated in academic, professional and community circles.
- Identify and develop a national and international network of leading academics who are active in the area of social purpose and business and harness their involvement in the Centre.

Director, Social Purpose Centre – Accountabilities, Responsibilities

KEY ACCOUNTABILITIES AND RESPONSIBILITIES (Continued)

Collaboration with University of Melbourne and MBS Centres

- Seek out and develop opportunities to engage with related Centres in the University such as the Melbourne Social Equity Institute in mutually beneficial ways.
- Actively cultivate coordinated activity with the Schools' joint Dilin Duwa Centre (for Indigenous Business Leadership), Centre for Sustainability and Business and Centre for Business Analytics.

Leadership

- Provide direction and support for the SPC team, ensuring business and project plans are achieved and delivered accordingly to support the Centre's and School's purpose, vision and strategy.
- Oversee the Centre's finances including budgeting and planning, financial performance, and monitoring of Centre expenditure.
- Act as a role model internally for a Whole-of-School operating model and a way of working that accords with the School's Guiding Principles.
- Develop and foster an inclusive work environment and culture within the CSP reflective of the School's Guiding Principles, continual improvement, creativity and innovation.
- Provide leadership, vision and oversight to create a high performing and engaged team, including in liaison with the People & Culture team, consideration of attraction and retention mechanisms, capability development, performance management, remuneration, career progression, rewards and recognition.
- Ensure a safe working environment for SPC employees which includes meeting the School's occupational health, safety, and wellbeing obligations.
- Act as a general ambassador for MBS and build the MBS external profile.

Director, Social Purpose Centre – Selection Criteria

Qualifications/Experience

- A PhD, combined with significant academic achievement and scholarly reputation in business education and research with particular emphasis on teaching and research in areas relevant to the Centre.
- Experience in identifying opportunities for, designing and delivering executive education programs.
- Strong leadership skills and experience initiating, leading, managing and developing academic and non-academic teams and/or projects within a collegiate environment.
- A thorough understanding of financial management, academic management, and good governance in a business school/university context.
- Significant experience and demonstrated success in engaging externally for research and teaching; in particular external engagement with the for-purpose sector.
- Established networks with the for-purpose sector and related organisations or a track-record of network building with industry.

Competencies

- Ability to think strategically, taking a Whole of School approach as required, to successfully implement strategic and operational plans that meet both the Centre's and the School's objectives and organisational priorities, whilst navigating complex environments and stakeholders.
- Excellent verbal and interpersonal skills with the demonstrated ability to collaborate, consult and negotiate within networked, cross functional teams and with a broad range of internal and external stakeholders to build strong working relationships and mutually beneficial outcomes.
- Demonstrated presence and ability to articulate a compelling story to both internal and external stakeholders.
- Highly motivated with an achievement orientation.
- Excellent written communication skills.
- High attention to detail.
- An ability to work with urgency, adapt to new situations, quickly assimilate new concepts and information, develop and implement innovative solutions to complex strategic and operational issues.
- Strong organisational and time management skills with the ability to effectively manage multiple demands simultaneously.
- The ability to exercise judgement, with strong critical thinking and decision-making skills.

Director, Social Purpose Centre – Selection Criteria

Personal Attributes and Leadership Style

- Committed to and embodies the School's Guiding Principles, taking an organisation-wide view in his/her remit.
- Highly motivated, resilient individual with an achievement orientation.
- Has the willingness and tenacity to address organisational challenges as required to fulfil the role and to effect plans and changes to support the Centre and School's objectives.
- Is committed to diversity and inclusion and promoting a supportive and inclusive environment that encourages the growth and development of individuals and the Faculty as a whole.
- Possesses emotional maturity, self-awareness and key interpersonal qualities including honesty, maintaining confidentiality, integrity, compassion, fairness, and openness.

Director, Social Purpose Centre – How to Apply

HOW TO APPLY

The Melbourne Business School is partnering with the NGS Global to manage the search and recruitment for the Director, Social Purpose Centre (SPC)

Details of how to apply and where and how to seek further information is outlined below.

To apply, please submit a Cover Letter and your CV directly to the following email address applications.australia@ngs-global.com citing the Director, Social Purpose Centre - J16027. Your Cover Letter should be no more than two pages, should be addressed to the Managing Partner named below, and should address the relevance of your background and experience to this specific role.

Should you require further information after reviewing this document, and after reviewing the website <https://mbs.edu/home> please contact Dr Marianne Broadbent or Grant Nichol on +61 3 8626 0600 or 1300 138 863. Applications are required no later 2 December, 2022.

