



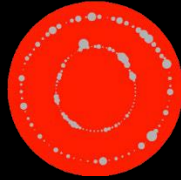
**UTS**

UNIVERSITY  
OF TECHNOLOGY  
SYDNEY

# Employment Prospectus



# Acknowledgment of Traditional Owners



UTS acknowledges the Gadigal People of the Eora Nation, the Boorooberongal people of the Dharug Nation, the Bidiagal people and the Gamaygal people upon whose ancestral lands our university stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.



# UTS rankings

UTS continues to strive to be highly successful and distinctive in terms of our academic profile, our diversity and our international flavour.

UTS is ranked 11th in the world and 1st in Australia in the QS Top 50 Under 50 Index and has been ranked by QS as Australia's top young university in each edition of the QS Top 50 under 50 from 2016-2021. The rankings are based on research, teaching, knowledge transfer and international outlook.

# 62

QS Global Graduate  
Employability Rankings  
2022

# 1

THE Global Young  
Universities Rankings 2024

100%

of our research is  
classified as world  
standard or above\*

Top 100

QS World University  
Rankings 2025

# 1

THE Young University 2024  
(Australian ranking)

Top 100

US News Best Global  
Universities Rankings  
2024-2025

Top 150

THE World University  
Rankings 2024

Top 300

ARWU World University  
Rankings 2020

THE: Times Higher Education

QS: Quacquarelli Symonds

\*ERA: Australian Government's Excellence in Research for Australia 2018



# UTS 2027 Strategy

UTS is a public university of technology. We will be defined by our support for the economic, social and cultural prosperity of our communities. We are measured by the success of our partners, staff and students and we are committed to research, innovation and the dissemination of knowledge of public value. We are, and always will be, an inclusive university.

By 2027, UTS will be a leading public university of technology recognised for our global impact.

Our purpose is to advance knowledge and learning through research-inspired teaching, research with impact and partnerships with industry, the professions and community.

## **Our commitment – transforming to a lifetime of learning**

The world is rapidly changing, and society will need to embrace a 'lifetime of learning' mindset to keep pace.

We'll continue to be a thought leader in this space and fundamentally shift our own operations to support development of individuals throughout their careers and lives.

We'll build upon our excellence in learning, teaching, research with impact and close links to industry, ensuring that we do more than simply prepare people to successfully enter the workforce.

We'll focus on relevant and timely learning, equipping students with creative problem-solving and design-thinking skills. We'll encourage students to be adaptive, flexible and resilient throughout their lives.

We'll enhance individuals and their professional skills, while directly shaping and benefiting society and communities.

Since our inception, an integral building block of our success has been our outward, global focus and ability to partner with industry – this is part of our DNA. Our campus has no walls; it is deliberately designed to be porous and support connections, knowledge exchange and collaboration. This embodies our approach to engagement, permeates our teaching and research, and drives our focus on transdisciplinarity.

# UTS 2027 Strategy

## 'Uniquely UTS'

Our strategy is underpinned by five key elements:

- Personal learning experiences that leverage our physical campus, are enhanced by virtual and technological capabilities, and can be delivered in partnership with students.
- Working in partnership to help industries develop the skills they need in their own workforce while also helping to guide our research, deliver university services, and shape our curriculum experience.
- Leading innovation and entrepreneurship in Ultimo's thriving innovation hub and beyond. We'll provide scalable entrepreneurial experiences for our students, staff and alumni, with a strong focus on positive impact.
- Delivering excellent research with impact that will be exemplified by engagement with global partners, and innovative collaborations that transcend disciplinary and professional boundaries.
- A sustainable future where we'll strive for continual improvement in our sustainability outcomes and ensure best practice in our processes and systems, research, learning, campus operations and community collaboration.

## 2022-2024

In the first phase of UTS 2027 we identified eight key initiatives over the initial three years to set a solid foundation to achieving our vision.

Now, we're in the transformational phase, with a suite of forward-thinking initiatives and exciting projects driving us towards our vision over the next three years.

- [Lifetime of Learning](#)
- [Connected Research](#)
- [Our Distinctive Identity](#)
- [Sustainable Partnerships](#)
- [Working Together](#)

You can find more information on [strategy.uts.edu.au](https://strategy.uts.edu.au)

UTS Central double  
helix staircase



UTS Tower and UTS Central

# Our transformative campus

A once-in-a-generation vision, the UTS Campus Master Plan has delivered a vibrant and engaging education precinct. UTS has invested more than \$1.3 billion to fundamentally change the way we deliver teaching, learning and research.

The Master Plan created a series of new buildings, major upgrades and improved pedestrian connections, right in the heart of Sydney's southern CBD. It is one of Australia's most recognised university campuses, with teaching, research and industry engagement spaces. These spaces support the delivery of UTS's collaboration-and technology-based model of learning, and our industry-focused research. The campus has become a destination for staff, students and visitors alike.

Alumni Green sits at the heart of the new City Campus. This "green heart" forms a key element of the UTS Campus Master Plan vision, which responds to a number of key drivers within the UTS strategic plan and transforming the atmosphere for students and staff alike.

The key aims of the Master Plan have become reality and:

- create a global city campus with an identifiable heart;
- embrace new teaching and learning paradigms, including the library of the future;
- create cutting-edge new research spaces, innovative infrastructure and laboratories of the future;
- build an engaged campus with dedicated areas for joint university and industry activities, plus industry precincts distributed throughout;
- create a porous campus integrated into the surrounding community with a clear pedestrian network and connections to adjacent transport, commercial and cultural hubs; and
- commit to holistic sustainability goals.

# Preferred paths around campus

Get around campus on foot easily, quickly and safely by following these paths.

### Top tips:

Avoid busy roads by using pedestrian links including the Harris St footbridge, Alumni Green and The Goods Line




Always cross at the lights and pedestrian crossings

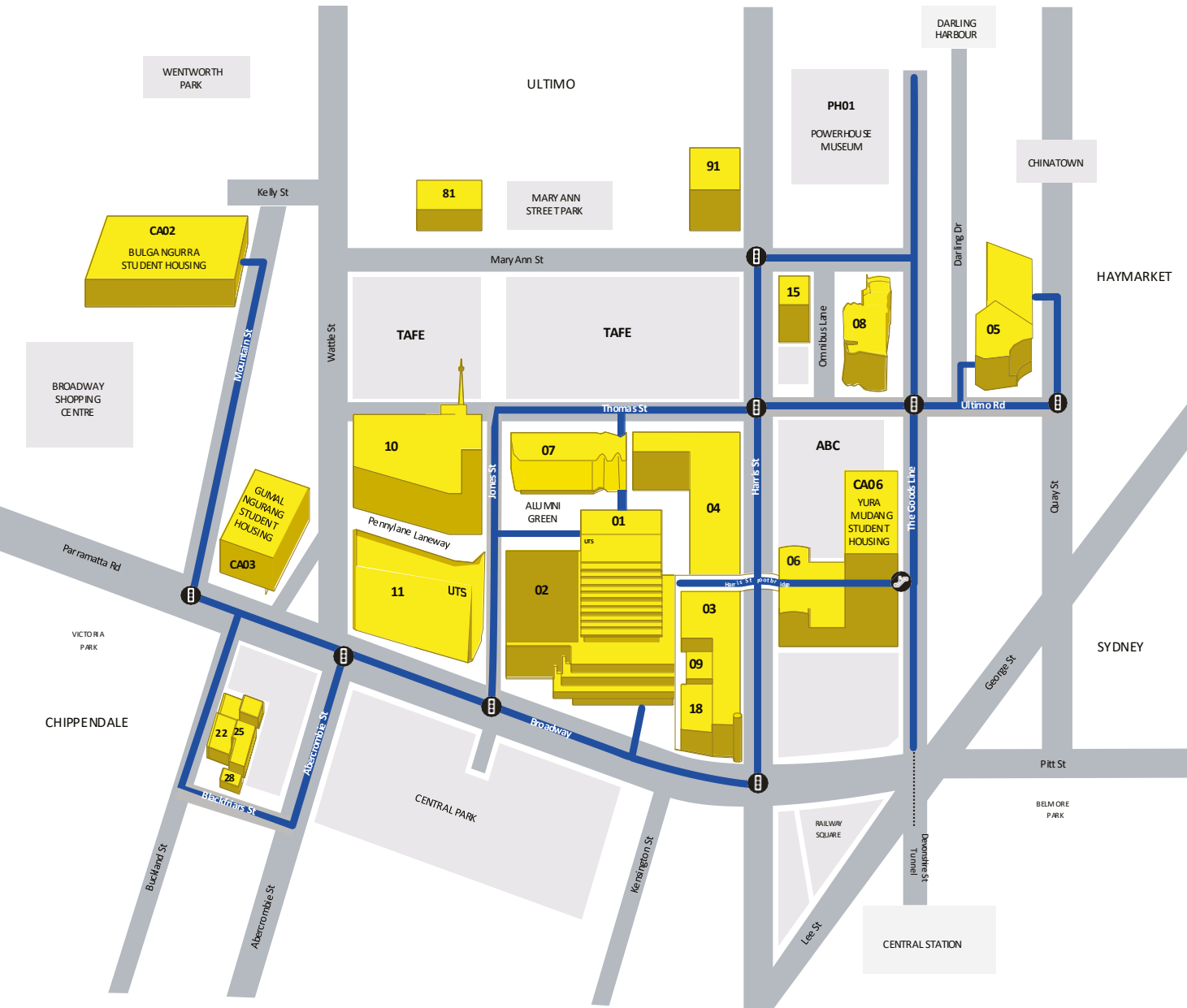
Stick to well-lit paths at night

### Did you know jaywalking is illegal?

Not only is it dangerous and can lead to injury or death, in NSW the current fine for jaywalking is \$72.

### Key

-  Preferred path of travel
-  Pedestrian crossing at traffic lights
-  Underground path



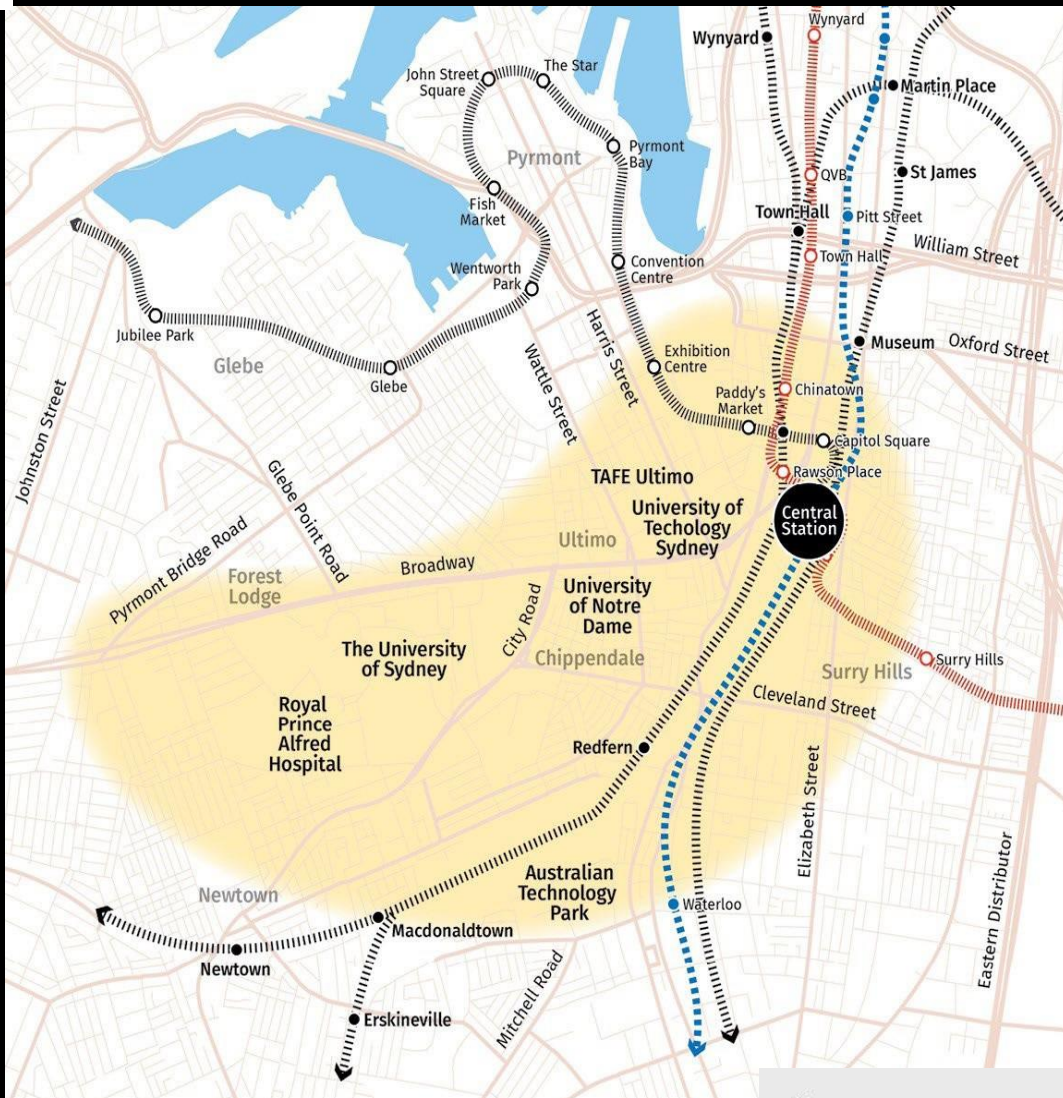
# Anchored in a tech precinct

The Central to Eveleigh Tech and Innovation Precinct

Being developed by a NSW Government taskforce

We're working alongside the likes of Jobs for NSW, Sydney Business Chamber, Atlassian and our partners StartupAUS, Fishburners and Tech Sydney

The aim is to generate 10,000 new jobs by 2036 – all on our doorstep, with our students at the forefront of that job creation



- Collaboration Area
- Waterways
- ▬ Rail
- ▬ Light Rail
- ▬ Light Rail (under construction)
- ▬ Metro
- ▬ Roads



# Social justice and equity

Social justice and the principles of equity and diversity are at the core of everything we do. We champion diversity in our staff and students, promote inclusivity in teaching and learning, and engage fully and vibrantly with the world beyond our campus. Our key social justice initiatives and achievements include:

- Social Impact Framework – formalises our social justice agenda; our contribution to the community through research, education and practice; and structures our future endeavours
- Access and Inclusion Plan – articulates our commitment to celebrating the contributions of people with diverse abilities within our community
- WGEA Employer of choice for Gender Equality – recognises our commitment as one of only three Australian universities to have received the citation each year since inception
- Athena SWAN bronze award – demonstrates our commitment to increasing the number of women in STEM.

Creating opportunities for Indigenous people and opportunities for all Australians to gain a deeper understanding of Indigenous Australia are at the core of what we do. For more than six years, we have adopted a whole-of-university approach to promoting Indigenous education and employment.

Under the leadership of the Pro-Vice-Chancellor (Indigenous Leadership and Engagement), our Indigenous Education and Employment Policy aligns UTS's Indigenous initiatives with national Indigenous higher education priorities and with international principles relating to Indigenous peoples.

## Jumbunna Institute for Indigenous Education and Research

Jumbunna plays a pivotal role in facilitating equal access to, and participation in, higher education, building student success through extensive academic, social, and cultural support programs.


Jumbunna is also home to an internationally recognised research unit, known for frank and fearless advocacy for Indigenous communities, delivering improved outcomes for Indigenous people.

## Indigenous Graduate Attribute commitment

Embedding an understanding of Indigenous Australia in all UTS courses is a ground-breaking work of national significance.

## Wingara Indigenous Employment Strategy

Embedding Indigenous senior leadership and capability in all faculties, building a diverse cohort of Indigenous academic and research leaders, and 'growing our own' Indigenous intellectual and professional leaders are major strategic objectives of our Wingara strategy.



Outreach programs  
engage high school  
students

# Indigenous engagement

Our vision is to create a place where all Indigenous Australians can access education and be supported to succeed.

At UTS, Indigenous education is for all Australians. While Indigenous education does, in part, mean the creation of educational opportunities and the pursuit of academic excellence for Indigenous people, it is equally about the creation of opportunities for all Australians to gain a deeper understanding of Indigenous Australia – the most ancient and ongoing thread in our national fabric.

## A new benchmark in Indigenous higher education and research

UTS will be home to a culture of excellence in Indigenous higher education and research by 2023.

All UTS graduates will be professionally equipped to work successfully with, and for, Indigenous Australians, while our university will have the cross-organisational planning, knowledge and capability to support and achieve this.

Our progress so far:

1. 25% increase in Indigenous undergraduate student enrolments.
2. 10% increase in Indigenous undergraduate student success.
3. 14% increase in Indigenous undergraduate student retention.


4. 400% increase in Indigenous research student enrolments (with higher retention/success than non-Indigenous)
5. Tripled the number of Indigenous students doing an internship while studying at UTS.

## Initiatives

In order for us to realise our UTS 2027 vision, we must take a whole-of-university approach to Indigenous education, employment and research.

UTS's genuine commitment to these strategies can be demonstrated through just a few of our initiatives:

- The Jumbunna Institute for Indigenous Education and Research aims to produce the highest quality research on Indigenous legal and policy issues and to develop highly skilled Indigenous researchers whilst supporting the academic, social, cultural and emotional well being of Aboriginal and Torres Strait Islander students at UTS.
- The Galuwa Experience offers young Indigenous high school students a chance to discover the opportunities a degree at UTS can provide.
- UTS is embarking on a ground-breaking proposal to build Australia's first truly comprehensive Indigenous Residential College. The college will celebrate the immeasurable value of Indigenous identity and history, while also building community capacity and knowledge by developing and nurturing the leaders of the future.



At UTS, Indigenous education is for all Australians

# Research



We create real-world solutions to complex problems

Through our role as a public university, we task ourselves with ensuring that our research outcomes benefit our communities the economy, environment and society.

We are proud of the results and societal impact that we have achieved since we formed in 1988. We now rightly have a reputation, both nationally and internationally, as a leading research university. This reflects the commitment of the university and individual academic and professional staff to produce excellent research.

We have made significant investments over the past decade, in particular through our academic growth and campus development strategies. These have enabled us to increase the scale, quality and impact of our research.

Our achievements have come through focus. They have been greatly accelerated by our culture of collegiality and creativity, use of agile and transdisciplinary approaches, and our industry and community connections.

All these have been used to create real-world solutions to complex problems.

This positive culture and approach has increasingly seen us sought out as a research partner across different industry and professional-practice sectors.

These foundational elements have been embedded into our UTS 2027 strategy.

## Excellent research with impact

The next phase in our development is to leverage our research characteristics and distinctive strengths and capabilities. We will do this by:

- taking a people-centric approach;
- taking a focused and deliberately evolving approach to research concentrations;
- more consciously driving knowledge exchange and research translation practices.

This will help us reach new heights in excellence, quality and scale – delivering impactful research of global significance. Ultimately this leads to the transformation of society.

The creation and capture of new research opportunities are enabled by all our staff and graduate research students valuing our innovative and evolutionary work environment, our willingness to explore new ways of working, our ability to connect different conceptual and disciplinary contexts, our valued partner status within extended and dynamic networks, and our physical locations and facilities.

We will continue to be focused and to ensure that our growing scale and the quality of our research outputs are matched with research outcomes that will be adopted throughout our national and international networks and partnerships, and be used to achieve wide-scale impact.

# Learning and teaching

The UTS Model of Learning guides what our students learn. A framework for practice-oriented learning and teaching at UTS, it guides how we design curriculum and links to the development of graduate attributes – essentially, what we want our students to become.

## The UTS Model of Learning

The UTS Model of Learning has three distinctive features, or themes, that are interrelated in our students' practice-oriented learning experience:

1. Integrated exposure to professional practice — through dynamic and multifaceted modes of practice-oriented education.
2. Professional practice in a global workplace — with a focus on international mobility and international and cultural engagement.
3. Research-inspired and integrated learning — providing academic rigour with cutting-edge technology to equip graduates for lifelong learning.

## From the 'what' to the 'how'

If the UTS Model of Learning defines what students learn, the learning.futures strategy guides how students learn, and what our teachers can do to support that learning. learning.futures champions future-focused

curriculum with informed technology use. It both guides and promotes an approach to learning design that places UTS students at the centre of the creative learning experience. The ultimate aim is to produce graduates who are ready for the future of work.

## Reimagining learning at UTS


learning.futures was introduced to UTS in 2014. As UTS began work on a reimagined physical campus — a suite of billion-dollar buildings to support an expanding future-focused university — learning.futures was tasked with reimagining the learning spaces in these new buildings.

When the doors opened to these new buildings, the facilities inside were technology-enabled collaborative spaces, group work pods, informal study hang-outs, and the aptly named 'Super Lab'.

The new learning spaces, combined with a range of learning.futures inspired pedagogical changes, would transform the way our students learn and how our teaching staff facilitated that learning — learning that would be collaborative, future-focused and student centred.

## International recognition

UTS's learning.futures strategy won the Hybrid Learning Innovation category of the 2015 Wharton-QS Stars Reimagine Education Awards in Philadelphia. Dubbed the 'Oscars' of higher education awards, the competition comprised of over 500 entries from 40 countries competing for just 10 awards.



Preparing students for  
the future of work

# Student experience



A number of programs are available to help students maximise their time at university.

UTS creates a vibrant and exciting student experience – in and beyond the classroom – that is dedicated to enhancing a sense of community, provides students with academic and non-academic support, and delivers opportunities for students to develop their employability and pursue international interests.

UTS delivers one of the most inclusive, safe and engaging campus cultures in the Australian higher education sector; one where students choose UTS because it is ‘the’ community they aspire to belong to.

A number of programs are available to help students maximise their time at university.

The Peer Network, an energetic, outgoing and friendly group of current students are dedicated to make the transition to university life for new students as easy as possible.

**BUILD** (Beyond UTS International Leadership Development) is an extra-curricular global leadership program with a mission to develop self-aware, informed and active global citizens and leaders in service to deliver positive social impact in the world. Through **BUILD**, students can participate in interactive workshops, learn from inspiring speakers, join field trips, engage in community activities and much more.

Students can then put their learning into practice by including an immersive overseas

experience, such as a six month Global Exchange or 2 to 6 week Global Short Program, and cap off their preparation for a truly international career.

UTS has recently reimagined its careers service to provide students with even more ways to receive timely and tailored career support.

Students can access a number of career advice sessions, workshops and industry events both in-person and online. UTS Careers also has a number of online resources and tools for students to explore, and manage a CareerHub for the latest jobs, events, virtual experiences and other great opportunities.

UTS is committed to helping students who have disabilities, or ongoing illnesses, participate fully in campus life, with assistance to students who are living on a low income, via Financial Assistance Service in Student Services.

We know that students forge relationships for life at university so UTS facilitates more than 130 clubs and societies where students can engage and socialise with like-minded individuals and gain a sense of community belonging.

The university is home to a range of sporting activities and elite facilities, with UTS Sport managing competitive and recreational sports, and the university’s Elite and Emerging Athlete Program.

As UTS heads into the ‘transformational’ phase of UTS 2027, we are re-orienting our people, systems and processes to support the lifetime learning journey of our students.

# International connection

UTS is a leading public university of technology recognised for our global impact and for providing a distinctive international profile and student experience.

The UTS International Strategy 2021-2025, addresses the full range of international engagement and other measures we can use to enhance the value proposition for international students and learners. It also ensures inter-cultural and global perspectives are integrated into all aspects of university life, so that staff and students are well-equipped to operate in an international environment.

At UTS, we also strive to ensure all students are engaged internationally, that inter-cultural and global perspectives are integrated into all aspects of university life and our courses are internationally relevant. We do this by:

- offering a variety of study options to international students and integrating students into UTS community life so they achieve a rewarding education experience.
- providing all domestic students with an international experience through Study Abroad and Exchange (which now incorporates online virtual experiences), inter-cultural programs such as BUILD, our Offshore Learning Centres and connections with UTS College offshore pathway partners.

- our Key Technology Partnerships (KTP) program facilitates international research collaboration between UTS and our global strategic partners, whilst building our research capacity and reputation around the world.
- international study tours for the education and professional development of students, academics and professionals who seek to internationalise their qualifications.

Our commitment to global learning ensures:

- all students and staff are internationally engaged and inter-culturally competent;
- students receive flexible, real-world and personalised learning experiences that create a global community of adaptive learners and thinkers;
- our courses and units are of the highest quality and are internationally relevant.
- our students receive quality advice and support;
- our research is of international quality and global impact and our researchers are internationally engaged and connected; and
- our international partnerships and pathways deliver opportunity and value across the university.



Staff and students are internationally engaged

# Industry, enterprise, partnerships

We're committed to driving economic development in NSW, contributing significantly towards our partners' successes and delivering benefits to the university, our community and partners.

To support our partners, and propel our partnerships forward, UTS is home to the:


- Enterprise Learning - UTS has teamed up with Telstra to upskill their workforce by offering microcredentials in data analytics, AI and machine learning to meet the demands of a rapidly changing jobs market.
- UTS Data Arena – a 360-degree interactive data visualisation facility that helps business, government, and researchers simplify complex information and data.
- UTS Shopfront – a community program linking the community sector to university expertise through pro-bono projects completed by final-year students as part of their studies.
- Australian Facility for Taphonomic Experimental Research (AFTER) – a unique facility dedicated to the study of forensic taphonomy, and assisting law enforcement agencies and emergency services in criminal and disaster investigations.
- 2SER – our community radio station, jointly owned by UTS and Macquarie University,

committed to social change, access and diversity.

- SME@UTS – an integrated program designed to help SMEs confidently invest in innovation and digital technologies.
- UTS ART – comprised of the UTS Gallery and the UTS Art Collection, UTS ART integrates creative practice into daily life by showcasing new art practices, diverse cultural perspectives and innovative uses of technology.

As part of UTS 2027, over the next three years, we plan to:

- create an environment that best positions UTS to lead public discourse, focusing on technology (its implications and responsible use), innovation, social justice, Indigenous knowledges and Sydney;
- lead and drive the development of a world-class innovation precinct in collaboration with our community, the State Government and other partners to develop and articulate the vision, governance, roadmap and economic, cultural and social value of our precinct; and
- develop a culture of external collaboration that informs and brings added value to all levels of research, industry partnerships, corporate education, graduate research, teaching and learning.



Together we drive economic and community benefits

# Innovation and entrepreneurship

We're dedicated to imagining new possibilities, exploring complex systems and navigating ambiguity to deliver positive, transformative, and sustainable change and impact.

By working across faculties and with industry, government and community partners, we're simultaneously nurturing the next generation of Australian entrepreneurs and innovators.


As part of our UTS 2027 corporate strategy, we aim to be recognised as Australia's leading university in entrepreneurship and innovation. We're doing this by:

- providing scalable entrepreneurial experiences for our students, staff and alumni, with a strong focus on positive impact;
- leveraging our world-class city campus and prime position within the heart of Sydney's creative/digital industries and startup community to lead the development of the Ultimo precinct as a thriving innovation hub;

- cultivating transformational, multi-faceted partnerships to strengthen our capacity to tackle complex challenges and identify real-world problems that can only be solved collaboratively; and
- implementing solutions that positively impact society.

While we continue to embed innovation and entrepreneurship into the work of all staff and students, our Innovation and Entrepreneurship Unit is specifically focussed on:

- growing, shaping and leading a culture of innovation and entrepreneurship in our UTS community;
- designing, building, testing and scaling the solutions UTS needs; and
- building communities and supporting collaboration between the university's faculties, and with partners across industry, government, and community, to drive innovation, entrepreneurship and nurture the next generation of Australian entrepreneurs and innovators.



Espresso Displays –  
one of our next-gen  
entrepreneurs



# Employee benefits

## Physical & Emotional Wellbeing

**Fitness Passport:** Unlimited access to multiple fitness facilities for you and your family.

**ActivateFit.Gym:** On-campus gym with staff discounts, including Reformer Pilates.

**Sports Clubs & Events:** Over 30 sports clubs for fitness and socializing.

**Employee Assistance Program (EAP):** Access to digital and in-person health and wellbeing services, including counselling and health consultations.

**On-Campus Medical & Health Services:** Accredited health services with bulk billing and a psychology clinic.

**Mental Health Support:** Workshops, mental health training, and access to programs like Beyond Blue and MiCBT.

## Financial Wellbeing

**Superannuation:** 17% employer contributions for eligible staff with options for UniSuper membership and personalized consultations.

**Salary Packaging:** Pre-tax benefits for super contributions, vehicle leasing, and more.

**Perks & Discounts:** Discounts on electronics, travel, food, and more through partnerships with JB Hi-Fi, Flight Centre, and TELUS Health.

- providing scalable entrepreneurial experiences for our students, staff and alumni, with a strong focus on positive impact;
- leveraging our world-class city campus and prime position within the heart of Sydney's creative/digital industries and startup community to lead the development of the Ultimo precinct as a thriving innovation hub;

## Career Growth

**Financial Assistance for Study:** Up to \$2,000 reimbursement per year for approved academic study at UTS.

**LinkedIn Learning:** Free access to online courses in business, technology, and creative skills.

**Leadership Development:** We have a dedicated Staff Learning Portal for you to discover and access the latest learning for leaders, including core programs to assist early leaders and those building on their leadership skills.

## Family & Community

**Childcare:** Priority placement and discounts at UTS affiliated, on campus childcare centres.

**Generous Leave:** Comprehensive leave entitlements including 20 days annual leave plus 3 days additional Christmas/New Year leave, 15 days sick leave, 7 days personal leave, up to 26 weeks parental leave, and various types of community leave.

**Community Involvement:** Participation in networks like the UTS Ally Network and Multicultural Women's Network, and opportunities to engage in social justice initiatives.

[Read about the Employee Value Proposition](#)

UTS library

# Our organisational structure

UTS is led by Vice-Chancellor and President Andrew Parfitt. The role of the Vice-Chancellor and the University Leadership Team is to provide effective operational management of the university to achieve strategic objectives.

Professor Andrew Parfitt, Vice-Chancellor and President

Andrew Parfitt, Vice-Chancellor and President, is UTS's chief executive officer. He is responsible to the UTS Council for the effective management of the university.



Professor Vicki Chen, Provost and Senior Vice-President

Vicki Chen is the Provost and Senior Vice-President. As the primary academic officer, the Provost is the second-in-charge to the Vice-Chancellor and oversees the academic activities of the university.



Professor Debra Anderson

Dean, Faculty of Health

Glen Babington

Chief Operating Officer and Vice-President

Professor Alan Davison

Dean, Faculty of Arts and Social Sciences

Professor Mark Evans

Interim Dean, Faculty of Design, Architecture and Building

Professor Kate McGrath

Deputy Vice-Chancellor and Vice President (Research)

Professor Robynne Quiggin

Pro Vice-Chancellor (Indigenous Leadership and Engagement)



Professor Kylie Readman

Deputy Vice-Chancellor and Vice-President (Education and Students)

Professor Carl Rhodes

Dean, UTS Business School

Professor Anita Stuhmcke

Dean, Faculty of Law

Professor James Wallman

Dean, Faculty of Science

Iain Watt

Deputy Vice-Chancellor and Vice-President (International)

Professor Glenn Wightwick

Deputy Vice-Chancellor and Vice-President (Enterprise)

Professor Peta Wyeth

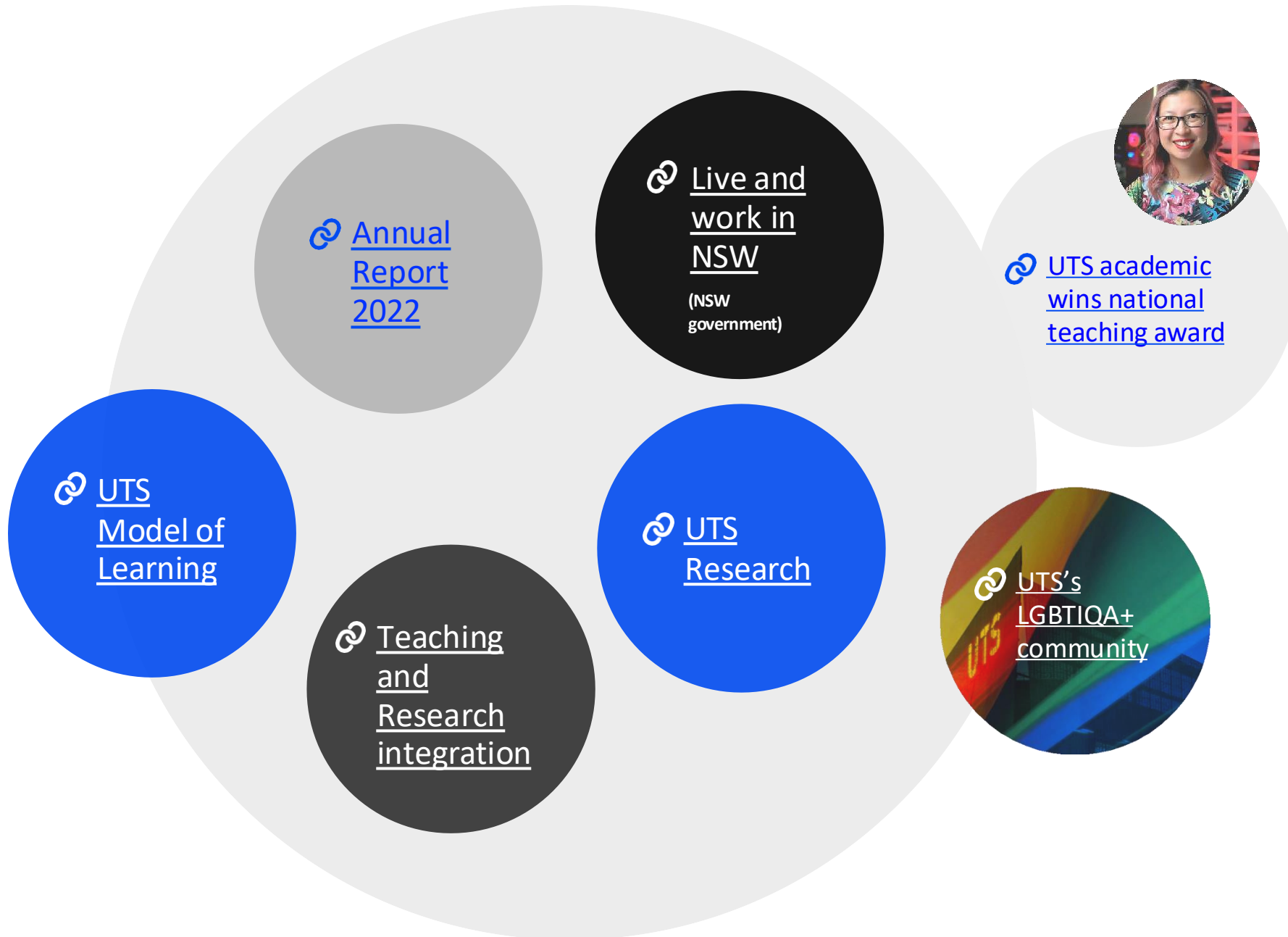
Dean, Faculty of Engineering and IT

See details: [Organisational structure | University of Technology Sydney \(uts.edu.au\)](#) and [UTS organisational structure](#)

# University divisions organisational structure



# Additional information links





For further information, please contact:  
[recruitment@uts.edu.au](mailto:recruitment@uts.edu.au)

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Photography: Toby Burrows, Andy Roberts, Andrew Worssam, Kwa  
Nguyen, Anna Zhu