



## POSITION DESCRIPTION

### EQUITY PRESIDENT

Reporting to:	President
Honoraria:	\$16,000 (based on 48 week year)
Time Commitment:	16 hours per week
Location:	Statewide
Employment Type:	Volunteer (Paid)
Date:	1 <sup>st</sup> December, 2022

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## 1.0 Organisation Description

The Tasmanian University Student Association (TUSA) was founded in 1899, is one of the oldest Student Unions in Australia, and is recognised as the peak student body representing all students attending the University of Tasmania.

The overall responsibility for the TUSA is overseen by our Board of Management (BoM), which consists of elected student representatives, external/lay members (appointed by BoM) and university representatives (appointed by UTAS), and is the employer of staff, who work with us to be an organisation 'run by students, for students'.

The TUSA is focussed on mobilising and enabling UTAS students to have their voices heard, and to be part of a community beyond the confines of the classroom. The TUSA aspires to facilitate this through student representation, the provision of clubs and societies, initiatives and independent student advocacy. We are an organisation focussed on realising the potential of our student base and providing opportunities for the cultivation of unique and exciting ideas that create meaningful and sustainable impacts for UTAS students.

## 2.0 Position Summary

The TUSA Equity President is primarily responsible for the representation of the equity interests of all students at the University of Tasmania. The incumbent is a member of the TUSA State Council, the University's Equity Committee, and any other committees to which they are nominated by the State President, both within the TUSA and the University.

The Equity President is the Chair of the TUSA Equity Committee, whose members represent students who identify as Aboriginal or Torres Strait Islander, as part of the LGBTQIA+ community, as having a disability, as a woman or as being an international student. Further, the incumbent must make efforts to be up to date on the data profile of various equity groups at the University of Tasmania and must be in regular contact with the State President, the TUSA Student Experience team, relevant staff members and any relevant external organisations.

## 3.0 Key Performance Areas

### 3.1 Specific Accountabilities

- Shall Chair the TUSA Equity Committee, attending all meetings and working with relevant staff to ensure the timely production of agendas and minutes.
- Shall review and amend as appropriate the Terms of Reference that governs the operation of the Equity Committee.
- Shall work to ensure that any vacancies on the Equity Committee are filled by either student applicants or external stakeholder groups in accordance with the Terms of Reference.
- Shall provide reports to the State Council regarding matters arising from the both the TUSA and University Equity Committees.
- Shall review the effectiveness and structure of the Equity Committee and provide recommendations for amendments to State Council and Board of Management twice annually.
- Work with College IDE Committee student members to ensure students from different faculties are having their equity interests heard.
- Shall attend no less than two TUSA College Academic Committees per ordinary semester and shall bring to the attention of academic society delegates any agenda items relevant to their respective Schools, Faculties or Colleges.
- Shall be the lead student representative on the University's Equity Committee while also sitting on other committees as determined by the State President.
- Shall brief the State Council and upon request, the State President or CEO on any urgent issues relating to the equity interests of the student community at the University.

### 3.2 All Representatives

- Shall attend and submit reports to 75% of all State Council meetings, UTAS Committee meetings and BoM meetings if applicable.

- Shall be familiar with the current issues affecting students at the University of Tasmania, and in the higher education sector generally and ensure any submissions made on behalf of the students is informed by accurate and timely data.
- Shall be available to University of Tasmania students to discuss higher education issues and bring these issues to the attention of the Tasmanian University Student Association.
- Shall endeavor to assist other officer bearers when called upon.
- Shall participate in the ongoing development and delivery of the TUSA Strategic Plan.
- Shall actively collaborate and work with all areas of the TUSA Team (inc. elected student representatives, student and non-student staff)
- Shall liaise with other regional officers on issues affecting University of Tasmania
- Shall heed advice from the TUSA Equity Committee in relation to best practices to be adopted throughout the organisation
- Other duties as required by the State Council, and the CEO.

#### **4.0 KPI's**

- Attendance at 75% of required meetings (TUSA & UTAS focused)
- Submission of monthly report to State Council;
- Completion of handover report for successor;
- Attendance at particular strategic and operational workshops/forums/meetings as indicated by the TUSA Calendar, Meetings Framework or the CEO or President
- Attendance at Monthly One on One Meeting and a quarterly People Insight Session with State President to discuss progress against performance and development plan.

If the relevant councils deem that the incumbent is failing to fulfill their responsibilities; the council may, after sufficient warning and opportunity for improvement has been given, call for the incumbent honorarium to be reduced, or for the incumbent to be removed from the position.

## 5.0 What the Job Requires (Success Profile)

### 5.1 Attributes & Behaviours

- **STUDENT LED** – understands and empathises with the needs and aspirations of students; maintains constant focus on improving student experience and makes decisions informed by student insight and based on creation of value for the students.
- **CONNECTED** - demonstrates drive to develop open, honest and mutually beneficial relationships with all stakeholders in order to positively impact the organisation; Able to build wide and effective networks of contacts inside and outside of TUSA.
- **BOLD** - Seeks opportunities to transform the business and supports others through the change process; promotes the cultivation of unique and exciting ideas which enable students to achieve their desired results; open to new ideas and willing to think 'outside the box' to allow TUSA to continue evolving to keep up with the changing pace of society.
- **EFFECTIVE** - seeks to use their attributes to their utmost to enable TUSA to deliver on strategic goals while empowering students to learn and grow; sets clear direction and standards and delivers performance by empowering & developing others and recruiting talent.
- **KIND** - builds capacity by listening and building an understanding of others and then investing in their development; able to adapt own interpersonal style and show sensitivity to different cultures or backgrounds.

### 5.3 Skills & Experience (Essential)

- The incumbent shall be a currently enrolled student at the University of Tasmania and remain a currently enrolled student for the duration of their term. A currently enrolled student is defined under Clause 18.1 of the UTAS Student Participation and Attainment Ordinance. (Essential)
- Nominations for this position must include written letters of support from two Equity focused organisations that demonstrate the prospective nominees willingness to represent students that identify as Aboriginal and Torres Strait Islander, members of the LGBTQIA+ community, students studying with disabilities, a person who identifies as a women and international students. These letters of support can be sourced from TUSA-affiliated societies or external organisations. Please contact the Returning Officer for more information as to what organisations are recognized as meeting this
- Nominations for this position must also include a statutory declaration that they identify as a student from one of the equity communities listed above.

### 5.4 Skills & Experience (Desired)

- Experience working with TUSA i.e. in State Council or SRC roles or as part of a TUSA affiliated Society (ideally academic) or Club or other community groups or UTAS student leadership role.
- Experience supervising, supporting and resourcing volunteers.
- Demonstrated ability to work with multiple stakeholders and contribute effectively as part of a diverse team.

## 6.0 Role Dimensions

<b>This Position Manages:</b>	NA
<b>Expenditure Authority</b>	TBC

**Expense Budget:** TBC

**Revenue Budget:** NA

The expected time commitment for this role is 16 hours a week over a 48 week period and may require after-hours work to attend functions, attend meetings and to complete work.

## 7.0 Relationships

### **Key Relationships Internal:**

- State Council members
- CEO
- TUSA Board of Management
- TUSA Staff

### **Key Relationships External:**

- University of Tasmania students
- University of Tasmania Committee members & key staff members
- Relevant Societies and UTAS Community Groups
- General Public