



New Staff Prospectus

Future fit your career and lifestyle.
Consider UNE for your next career opportunity.

une
University of
New England



UNE Acknowledgement of Country

The University of New England respects and acknowledges that its people, courses and facilities are built on land, and surrounded by a sense of belonging, both ancient and contemporary, of the world's oldest living culture.

In doing so, UNE values and respects Indigenous knowledge systems as a vital part of the knowledge capital of Australia. We recognise the strength, resilience and capacity of the Aboriginal community and pay our respects to the Elders past, present and future.



Artwork 'Welcome to Country' by Larissa Ahoy; please see the painting's story on page 35.



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Welcome

As Australia's first regional university, established after years of lobbying and with little backing from metropolitan academia, UNE had modest beginnings. In 1955, a year after the University's establishment, 65 academic staff worked with just 599 students. Incredibly, from day 1, 58% of UNE's students were off-campus. The concept of 'online' education was not yet dreamed of. UNE has and remains Australia's leading university in this regard!

From the outset, UNE had to walk its own path. In fact, UNE invented distance learning for those who wanted university education but could not or did not wish to travel to get it. UNE's aspiration from the beginning was to offer students education on their terms and at times that suit their lives.

The demand for this unconventional experience remains as significant today as ever. Today we support more than 20,000 students who are located in Armidale, across Australia and the world. We provide the pathways for students to seek new beginnings or grasp new opportunities.

As Vice-Chancellor of UNE, I am dedicated to building an unconventional university; one not constrained by a sense of limited possibilities. I want UNE to be associated with innovation and

transformation in ways that benefit all – staff, students and the communities we sit within. Together we will create a university that on the one hand remains faithful to the essence of our formation and on the other embraces the possible and becomes a university that no-one has seen before.

If this sort of environment appeals to you, then please consider making UNE your next career move. Work with me to make sure that everyone who encounters this particular regional university is positively defined by the experience.

We look forward to hearing from you.



**Professor Chris Moran,
Vice-Chancellor and CEO**



UNE Overview

Our history, values, and achievements



Future fit your life

The University of New England was founded in 1953 on the principles set by the first Vice-Chancellor, Sir Robert Madgwick.

Madgwick created a university focused on helping adults access the knowledge they needed to be prepared for change by enabling them to study regardless of location. The first regional university in Australia, UNE is also Australia's oldest provider of distance, now 'online', education.

Today, UNE continues to help a diverse community of students gain the necessary skills, qualifications and connections to become 'future fit' in an ever-changing world of work.



Our Students

With 23,310 students studying at UNE, our campus is a vibrant melting pot of diverse cultures, ideas, and perspectives.



23,310 students study at UNE, comprising **69% females** and **31% males**.



15% of UNE's students study on campus while **85%** opt for **online learning**.



22% of our students are **postgraduates**, diving deeper into their fields of study to become leaders in their communities and respective industries.



Over **20%** of our students are from **low socio-economic backgrounds** or **first-in-family** to study.



Over **4%** of our students are Indigenous, bringing their traditions, stories, and wisdom to our campus.

We proudly welcome students from around the world, including **Nepal, India, China, Malaysia, the Philippines, Nigeria, Hong Kong, Bangladesh, and Saudi Arabia.**





Supporting Student Success



3 Faculties and 9 Schools

UNE's academy has been dedicated to promoting educational excellence for over 70 years. From sciences to the environment, business to law, arts and humanities to education, and medicine and health, there's a wide range of disciplines for our diverse community of students to choose from.



6 Residential Colleges

Our colleges offer a unique residential experience promoting academic achievement and fostering lifelong friendships and creating unforgettable memories for its students. UNE can offer [short term accommodation](#) at market rates in our studio or 1-bedroom apartments in our Wright College for our new staff members.

- Austin & Earle Page
- Duval College
- Wright College and Village
- Mary White College
- Robb College
- St Albert's College (independently operated)



9 Regional Study Centres

UNE Sydney is an accredited UNE site open seven days a week to meet the learning and support needs of predominantly part-time, online, city-based learners and international students.

UNE Tamworth is our centre for outreach, student support and community engagement and business in the Tamworth region. Plans are underway to establish a campus in the CBD that will further strengthen educational outcomes in the city and across the region.

UNE Taree provides students of the MidCoast a place to study and connect with UNE representatives. It is a connection hub for students, future students and alumni.

Community-based study centres located in **Coonabarabran, Glen Innes, Gunnedah, Guyra, Inverell, Moree, Narrabri and Tenterfield**, providing study facilities and academic support to our online students. UNE draws on **16 Country University Centres** across Regional Australia.



Our Staff

Equity, diversity and inclusion are central to the core values of UNE and we are committed to engaging, supporting and growing a richly diverse workforce. From Oorala Aboriginal Centre at the heart of our campus, to the inclusive organisation such as the UNE Ally Network, the UNE Women's Society, and the many international cultural groups – all feel valued and respected at UNE.



UNE is powered by a talented team of **1,229 permanent staff** members comprising **57% women** and **43% men**.



Our goal is that at least **3%** of staff members identify as **Aboriginal or Torres Strait Islander**.



8% of our team are from **non-English speaking backgrounds**, bringing diverse perspectives and global insights to our university community.





Our Research



15 5-star rated fields for research excellence in:

- Agriculture
- Land & Farm Management
- Animal Production
- Ecology
- Environmental Science & Management
- Evolutionary Biology
- Genetics
- Geology
- Macromolecular & Materials Chemistry
- Pure Mathematics
- Soil Sciences
- Veterinary Sciences and Zoology



9 Centres and Institutes

- Animal Genetics and Breeding Unit (AGBU)
- The Australian Centre for Agriculture and Law (AgLaw)
- Centre for Agribusiness
- Centre for Local Government
- Centre for Rural Criminology
- Cotton Hub at UNE
- Palaeoscience Research Centre
- Poultry Hub Australia
- The National Centre of Science, Information and Communication Technology, and Mathematics Education for Rural and Regional Australia (SiMERR)



2 multi-institutional health research collaborations

UNE supports improved health outcomes for individuals and regional communities.

- Manna Institute for mental health research and training for regional Australia.
- NSW Regional Health Partners (a Centre for Innovation in Regional Health)



3 Collaborative Research Centres

UNE has partnered with 3 CRCs to find innovative solutions to managing natural hazards, and ensuring sustainable food production and security.

- Natural Hazards Research Australia
- Food Agility CRC
- Future Food Systems



Sustainable UNE



Energy Consumption

The UNE Solar farm offset 49% of the academic campus' electricity and 42% of total electricity consumption for the academic and Bellevue campuses combined. This is the equivalent to over 3,700 tonnes of carbon avoided.



Water Consumption

Over 70,000kL of non-potable water is stored on site in Lake Zot.

Over 95% of SportUNE's irrigation is undertaken from UNE non-potable water sources including Lake Zot and rainwater tanks.



Waste & Recycling

UNE seeks to align with the key aims of the NSW Waste and Sustainable Materials Strategy through waste avoidance and reduction, increased recycling, better management of problem wastes and procurement of products with recycled content and/or less unnecessary packaging.



Habitat Conservation

120 habitat hollows were created on the main UNE campus.

Managing the landscape for a living campus

UNE is committed to best practice and continual improvement in teaching, learning and research, including research training, impact and outreach.

This vision is reflected through a commitment to a living campus, based on the principles and practices of biodiversity conservation, traditional knowledge, education, learning, aesthetics and sustainability. The Armidale campus is at the heart of UNE and our Landscape Management Plan (LMP) guides how we manage the land on which our campus is built.

The plan acknowledges first and foremost the Indigenous heritage of the site, but also the history of how UNE Armidale grew into the vibrant campus that it is today. As the management of flora and planting principles are key to any successful landscape management, the campus has been divided into a number of botanical precincts.



Commitment to United Nations Sustainable Development Goals

UNE's Landscape Management Plan (LMP) aligns with seven of the seventeen United Nations (UN) Sustainable Goals (SDG's) as outlined below:



SDG 3: Good Health and Wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



SDG 6: Clean Water and Sanitation

Ensure access to water and sanitation for all



SDG 9: Industries, Innovation and Infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation



SDG 11: Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable



SDG 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns



SDG 13: Climate Action

Take urgent action to combat climate change and its impacts



SDG 15: Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Our Campuses and Communities

Armidale – Nganyaywana and Gumbaynggirr people

The Nganyaywana people (Anaiwan) and Gumbaynggirr people are the shared Traditional Custodians of the country that encompasses current day Armidale and Uralla. Custodianship of these lands are shared between Nganyaywana and Gumbaynggirr people. These lands measured some 8,300 km², spreading over the New England tableland from Moree with some land and boundaries shared with these bountiful lands.

Tamworth - Gomeroi people

Tamworth and its surrounding areas belong to the Gomeroi people (other pronunciations include Kamilaroi, Kamilaraay, Gamilaraay) whose custodianship dates back 40,000 years. The Gomeroi name for the area is thought to have been Calala, meaning 'place of battle'. Today there are many different Aboriginal mobs who live on Gomeroi country, many of those people were relocated from Redfern in 1999 & 2000.

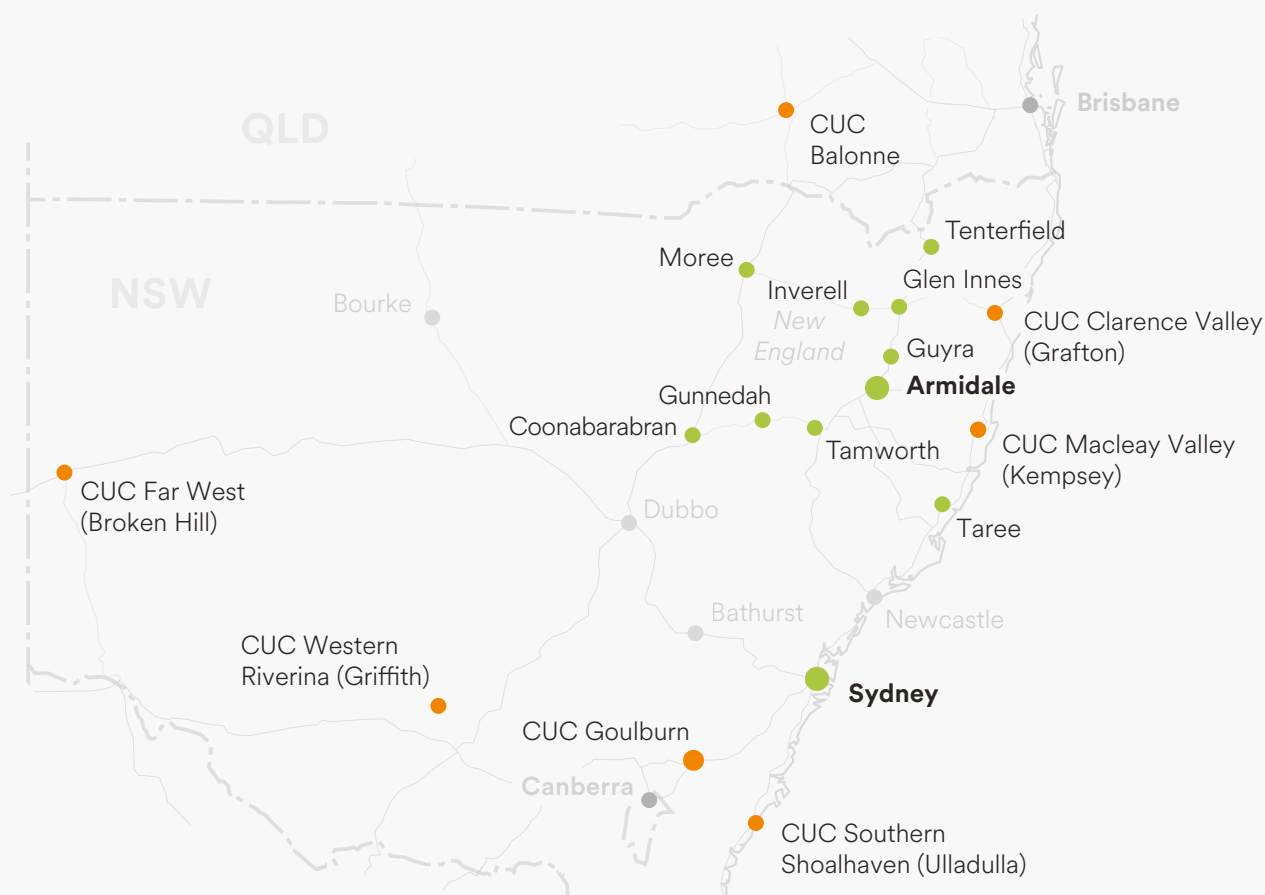
Taree – Biripi people

The Biripi area takes in such towns as Taree, Wingham, Nahiab, and Tinonee. The Biripi peoples' known as the Fresh water and Saltwater people travelled around their country according to the seasons and spoke the Gathang language. There are significant social relationships among Dhanggati, Gumbaynggirr and Worimi peoples of the east coast which are still ongoing today.

UNE Sydney (Parramatta) – Dharug people

UNE Sydney (Parramatta) is situated on Dharug land. The Dharug people are the Traditional Custodians and have lived in this area for over 60,000 years pre-colonisation. The Dharug lands spans from the Blue Mountains to the sea in the east, from the Hawkesbury river in the north to Appin in the south. 'Eora' is a Dharug word meaning people. Today our community includes people from all over Australia and the world.

Artwork 'Three rivers, Yorta Yorta Country' (2021), by Sue Chambers; please see the painting's story on page 34.



UNE Campus & Regional Study Centres

- UNE Armidale = Nganyaywana and Gumbaynggirr people
- UNE Coonabarabran = Kamilaroi
- UNE Glenn Innes = Ngoorabul
- UNE Gunnedah = Kamilaroi
- UNE Guyra = Banbai
- UNE Inverell = Kamilaroi
- UNE Moree = Kamilaroi
- UNE Narrabri = Kamilaroi
- UNE Sydney (Parramatta) = Dharug people
- UNE Taree = Biripi people
- UNE Tamworth = Gomeroi people
- UNE Tenterfield = Ngoorabul

CUC (Country Universities Centre) Locations

UNE is proud to be part of the affiliated network of CUC. This enables more of our students to access dedicated learning and study spaces in rural and regional areas.

- CUC Balonne
- CUC Clarence Valley (Grafton)
- CUC Far West (Broken Hill)
- CUC Goulburn
- CUC Macleay Valley (Kempsey)
- CUC Southern Shoalhaven (Ulladulla)



Our Lifestyle

Local culture, nature, food & drink, schools



New England Northwest Region

The New England region is full of hidden delights to discover and opportunities to enjoy our beautiful landscape. No matter the time of year, the New England weather is sure to turn it on. Four perfect seasons—from beautiful spring and clear summer days to gorgeous autumn colours and perhaps even winter snow.

Stunning walks, historical homesteads, farmers markets and more. It's easy to immerse yourself in the community with sport, music and events.

To learn more, visit [Experience the highs - Visit Armidale.](#)





Local Attractions

Armidale Region Aboriginal Cultural Centre and Keeping Place

Learn about local Indigenous culture and history at this significant community centre.

Armidale Sport and Rec

Enjoy ten pin bowling, skating, indoor sports and tremendous facilities for group activities.

Armidale Teachers' College

Explore the original home of regional education in NSW. The foyer of this magnificent building features portraits of past principals and teachers.

Belgrave Cinema

View the magic of mainstream blockbusters or the enchantment of quality art-house films. Belgrave Cinema also hosts the esteemed Armidale International Film Festival and the Armidale French Film Festival.

Bookstores

Browse for books at some of the best bookstores in regional NSW—second-hand treasures at [Boobooks](#) and an eclectic mix of literature and music at [Reader's Companion](#).

Fleet Helicopters

Fly over the gorges and waterfalls with Fleet Helicopters or in one of their historic warbirds.

New England Conservatorium of Music

Offering a comprehensive range of musical courses and classes onsite and online, the Conservatorium's team of professional staff and music teachers work in collaboration with local primary and secondary schools across the region to create new opportunities for students to access high-quality music education and experiences outside the school classroom.

NECOM's ongoing partnerships with regional music groups and festivals such as the Armidale Youth Orchestra, Armidale Symphony Orchestra, Musica Viva Armidale and the Regional Youth Orchestra enable students, parents, staff and community to discover the joys of musical performances.

New England Regional Art Museum (NERAM)

Explore the home of the nationally significant Howard Hinton Collection (featuring works by Arthur Streeton, Tom Roberts, Margaret Preston and many others), known for its exhibitions, displays and great gift shop.

Markets In the Mall

Stop by the Markets in the Mall on the last Sunday of every month for some delicious food and warm coffee. Shop fresh local produce and beautiful handmade products from a wide range of local makers.

Peterson's Winery

Visit the cellar door for a memorable experience, enjoy a long lunch on the weekend, take a walk through their beautiful 30 acres of vineyard and leave with a great case of wine for your own cellar.

Saumarez Homestead

Explore the heritage jewel of the New England with its historic Edwardian mansion, formal gardens and collection of farm buildings dating back to the 1830s.

The Armidale Drama & Musical Society

Enjoy or participate in the variety of musicals and plays that run throughout the year. Productions are often collaborative and can include the talents of other local organisations such as The Armidale Symphony Orchestra and The Armidale Choral Society.



Around the region

Dobson's Distillery & Eastview Estate, Kentucky

Enjoy lunch and international, award-winning gins and other quality spirits and liqueurs made here by the talented Dobson family.

McCrossin's Mill Museum, Uralla

Encounter the story of the bushranger Captain Thunderbolt and learn about our Chinese mining heritage in this refurbished 19th century flour mill.

Merilba Estate Winery, Kingstown

Taste a shiraz or dine in a stunningly refurbished shearing shed, with wines available for tasting or purchase from the cellar door.

New England Brewery, Uralla

Try a craft brew with a difference, made using local ingredients and brewed on wood, or dine on pizzas cooked onsite.

Waterfall Way

Be serenaded by the sounds of the bush as you experience one of Australia's most gorgeous scenic drives. It links Armidale with the Dorrigo mountain village, the creative community of Bellingen and the beaches of Coffs Harbour and Sawtell.

The Blue Hole (pictured above)

A favourite picnic spot dating back to the New England University College days. Pack your

swimmers in summer and check out the historic hydro-electric scheme on the peaceful walking track.

The Great Outdoors

Explore the Oxley Wild Rivers, Cathedral Rock and New England national parks, containing an abundance of wildlife, waterfalls, and breathtaking scenery. A wide range of walks are available to suit all ages and abilities.

Trout fishing

Try your luck at Dumaresq Dam, in the Oaky and Serpentine rivers, or the many trout streams in the area.

Shopping

Armidale has a range of boutique shops and weekend markets where gifts and treats can be purchased. Enjoy the farmers markets every second Sunday in a central Armidale location and grab a coffee as the kids play in the large park close by. There are also a number of supermarkets, homewares and major retailers for everyday needs.

Only a short drive away and you can visit a number of other regional towns offering various options for shopping. Peruse through the eclectic gift shops in Uralla and Inverell, or simply drive an hour to Tamworth and browse through a variety of stores.



Food and Beverage

From steaks to sushi, Armidale boasts a range of bars, pubs, cafés, event spaces and restaurants. Choose from a variety of different cuisines including Italian, Thai, Japanese, modern Australian and more.

With new venues opening regularly, Armidale offers a range of choices for family and friends to gather and connect, as well as event venues to celebrate memorable occasions.



Cafés

[Altitude Coffee Roastery](#)

[Armidale Coffee House](#)

[Black Kat Espresso](#)

[Cafe Life](#)

[Caffiends in the Mall](#)

[Courthouse Coffee](#)

[Daily Ritual Armidale](#)

[Elly's Coffee Lounge](#)

[Era Espresso](#)

[Fat Goose Crossing](#)

[Kawa Tea](#)

[Kinship Kitchen](#)

[Laneway Cafe](#)

[Café Patisserie Armidale](#)

[Seesaw Coffee Co](#)

[Six Counties](#)

[The Glasshouse Armidale](#)

[The Goldfish Bowl](#)

[Westside espresso](#)



Restaurants

[An Indian Affair](#)

[Azka Restaurant, Wine & Tapas](#)

[Hao Sushi & Grill](#)

[Kai's Cafe and Restaurant](#)

[Mandarin Chinese restaurant](#)

[Manny's On Marsh](#)

[Luniva MoMo Nepalese Restaurant](#)

[Mun Hing Chinese Restaurant](#)

[Paper Tiger](#)

[PJ Thai](#)

[R&H Curry House](#)

[Signor Vertelli & Signora Gelato](#)

[Tattersalls Hotel](#)

[Thai Home](#)

[The Bistro Grill](#)

[The Cottage Restaurant](#)

[The Manor Restaurant at Cotswold Gardens](#)

[The Mill Bistro](#)

[Wonder Chinese Restaurant](#)



Bars

[Great Hops Brewing Co](#)

[The Welder's Dog](#)

Pubs

[The Railway Hotel](#)

[The Royal Hotel](#)

[St Kilda Hotel](#)

[The Grand Hotel](#)

[The Imperial Hotel](#)

[The New England Hotel](#)

[The Whitebull Hotel](#)

[The Wicklow Hotel](#)



Daycare and Schools

Armidale is fortunate to have a range of high-quality educational institutions available for children of all ages, ranging from Pre-Kindergarten to Year 12. There are several government, catholic and independent schools to choose from.

Daycare and Pre-schools

Armidale has several early childhood providers including family day care, long daycare centre's and preschools. UNE also has a long daycare centre situated on campus which provides vacation care during the school holidays.



Primary Schools

[Armidale City Public School](#)

[Ben Venue Public School](#)

[Drummond Memorial Public School](#)

[Newling Public School](#)

[Sandon Public School](#)

[NEGS New England Girls School](#)

(pre-kinder available)

[PLC Presbyterian Ladies' College](#)

(pre-kinder available)

[TAS The Armidale School](#) (pre-kinder available)

[The Armidale Waldorf School](#)

[St Mary's Catholic Primary School](#)

High Schools

[Armidale Secondary College](#)

[O'Connor Catholic College](#)

[NEGS New England Girls School](#)

[PLC Presbyterian Ladies' College](#)

[TAS The Armidale School](#)



UNE Staff Benefits

Work life balance, professional and personal growth



Future fit your lifestyle and career

UNE has a wide variety of staff benefits available that focus on supporting our staff to thrive across all facets of their lives. We encourage work life balance, support wellbeing and foster professional development.



Fostering work life balance

Generous leave entitlements

UNE provides generous leave entitlements for all fixed term and permanent employees who fall under the University's Enterprise Agreements, including but not limited to an annual shut down for the Christmas and New Year period which is not taken out of your accrued leave. We also offer generous personal, carer's, religious/cultural, domestic violence and parental leave. Staff can also apply for unpaid leave, purchased leave and cashed out leave.

Span of hours

UNE offers appealing hours for full time equivalent staff members, that being 35 hours per week for a Professional employee and 37.5 hours per week for an Academic employee.

These ordinary hours of work are worked within the span of hours for the position. For example,

Flexible work options

We understand that having a work/life balance is a key contributor to the health, wellbeing and engagement of our staff.

Our staff can apply for flexible working arrangements to attain work/life balance and meet family needs and responsibilities while simultaneously ensuring the University's operational requirements are met.

the span of hours for most professional roles is 6am to 7pm Monday-Friday.

With the support of an employee's supervisor and subject to operational requirements, they can complete their standard 7 hours at any time during these span of hours.



Supporting Your Wellbeing

SportUNE – the ultimate fitness destination includes:

- A Fitness and strength building gym
- State-of-the-art geothermal heated swimming pool
- Group fitness classes including, spin, yoga, pilates, and more
- Access to personal trainers
- Sporting clubs
- Indoor rock climbing facilities
- World class mountain bike trails
- Courts and halls

[SportUNE](#) offers affordable memberships with no up-front fee and salary sacrifice options for staff and 7-day free trials are also available.

Other on-campus services include

- Café Life, on campus cafe
- The Shop, including an on campus Post Office
- Sleek, Hairdresser
- UNE Life Events & Catering, catering service for staff and the greater New England

Find all of [UNE Life services](#) online.

Green space and wildlife

Established in the 1930s by the University of Sydney, the University of New England is the oldest university in Australia outside of a capital city. Surrounded by 74 hectares of spectacular green space and gardens and featuring the original homestead of Booloominbah at the heart of the Armidale campus, UNE combines heritage with modern academic facilities,

sporting, recreational and accommodation facilities. Staff, students and visitors share these beautiful surroundings with the abundant wildlife such as koalas and kangaroos which are regularly sighted around the campus. Armidale's four distinct seasons are reflected in the changing colours of the many deciduous trees that adorn the parklands and avenues.



Art Collection

UNE Boasts an impressive art collection of over 1000 works of art including paintings, drawings, watercolours and prints in all manner of genre and style. The UNE Art Collection reflects our regional character and the University's place in the community through its holding of art by regional artists and artists who have worked in the area, as well as art which reflects themes of importance and of significance to the University.

The collection is displayed throughout the Campus in both public and private areas with themed selections regularly exhibited in the Dixon Library.

Other collections at UNE include, the New England and Regional Archives (UNERA), located in the Heritage Centre, the Library Special Collections, which includes rare books, plays and manuscripts, the Musical Instrument Collection, of non-western instruments is the largest at a tertiary institution in Australia and the NCW Beadle Herbarium (NE), which consists of more than 85,000 vascular plant species. The Herbarium NE is an internationally recognised herbarium and is able to exchange specimens with, borrow from and lend to other recognised herbaria.

In addition to these impressive collections, UNE is home to two expansive museums that are open to members of the public, these are the Museum of Antiquities, which is the only regional ancient history and archaeology museum in Australia and the Natural History Museum which houses a collection of geological specimens, botanical pieces, invertebrates, birds, mammals and more.





Financial Wellbeing

UNE are focussed on supporting your financial wellbeing.

- Our Enterprise Agreements provide you with salary increases each year.
- Additionally, our pay structures allow you to progress through your pay classification level on the anniversary of your employment each year until you reach the top pay point of your classification level.
- Our permanent and fixed term staff (12 months+) who are employed under the Enterprise Agreements enjoy 17% employer superannuation contributions.
- For roles that receive 17% super, staff can apply to have their employer super contribution amount reduced and paid as salary, increasing your take home pay.
- We offer salary packaging (salary sacrifice) where you can pay for some items or services straight from your pre-tax salary reducing your taxable income. You can salary package super, [on-campus childcare](#), [our gym](#), and [cars](#) at UNE. Our Payroll Information webpage provides further information.
- Academic positions also receive an annual leave loading of 17.5%
- Affordable on campus parking
- Free access to:
 - » UniSuper consultants dedicated to UNE and UniSuper's Financial Wellbeing Hub;
 - » MyCoach for Money provided through Benestar;
 - » Deal with debt and manage finances.

Family Focus

Leading parental leave

UNE is dedicated to providing generous parental leave for staff becoming parents and/or carers.

Including Maternity, Primary Carer, Adoption, Child Rearing leave up to 52 weeks (for staff employed under the Enterprise Agreements), Partner leave up to 8 weeks (for staff employed under the Enterprise Agreements), Foster leave up to 30 weeks (for staff employed under the Enterprise Agreements), prenatal and postnatal leave.

On-campus childcare

Yarm Gwanga Child Care Centre offers on campus childcare services to staff, students and the community. Yarm Gwanga provides long term (full day and sessional), intensive school and vacation care. Fees can be salary sacrificed for all fixed term and permanent staff.



Future fit your career

Learning and Development at UNE

UNE will provide you with opportunities to grow and advance in your career.

- We offer internal Learning & Development Programs.
- We have a dedicated fund to support professional staff to access enhanced development activities through our Professional Staff Development Fund.
- UNE is committed to enhancing a culture that values and recognises performance. Our annual Performance Planning and Development Review is a principal tool in your contribution to achieving UNE's strategic priorities.
- As part of our commitment to enhancing a culture that values and recognises high performance, UNE has an inclusive academic promotion process.
- Our Special Studies Leave provides academic staff with the opportunity to engage in a special period of study leave for professional development, beyond that provided during their normal employment, including teaching-free periods.
- UNE is committed to providing professional development opportunities for staff, fostering cross-institutional organisational knowledge and collaboration through our secondment process (internal, temporary transfers).

Job satisfaction

UNE has provided the perfect place to pursue my academic career in environmental science. We are surrounded by a wealth of unique landscapes for research and teaching, from the productive New England tablelands, through magnificent gorge country to wonderful coastal ecosystems. UNE's excellence in environment and agriculture has enabled me to access world class facilities and equipment supported by state-of-the art digital technology. The close community is vibrant and diverse. There's a great choice of well-regarded schools for bringing up a young family, lots of green spaces and no commute to work has been a real plus. Spotting a kangaroos or koala on the campus during the day is always a highlight!

Sue Wilson, Professor in Environmental Pollution



I relocated back to Armidale in 2016 with my husband and our 3-year-old daughter. We made this move primarily for family reasons searching for a regional lifestyle that would provide us with a better work/life balance. Armidale was a place we both knew well having studied at UNE and it just felt like home. Armidale is a fantastic place for families. I like to say that everywhere in Armidale is a 7-minute drive, and this means more time with my family instead of sitting in city traffic. There are fantastic schools to choose from as well for both primary and secondary education, as well as an outstanding childcare centre on campus.

Professionally it has a lot to offer as well. I am still young and have many years left in the workforce. So I was looking for an employer that could provide me with opportunities for years to come. I wanted the ability to further my career. When I joined UNE I had no experience in the Higher Education sector. But over the past 6 years I have grown to understand the industry and been fortunate enough to begin my career in leadership with the support of my colleagues around me.

I love working for my uni. I am passionate about walking alongside our students and investing in their aspirations, like those that were there for me when I studied here. UNE is a special place and I want to make it one of the best regional universities in Australia.

Samantha Fowler, Acting Director Oorala Aboriginal Centre



My career with UNE has centred on taking the opportunities present at the time, from secondments to life-changing courses offered through professional development. I have seen my career evolve from a casual job to now managing and leading a wonderful group of teams dedicated to supporting students in their studies and careers.

I have had a chance to learn from and be mentored by leaders in their fields of education and career development, who recognised my interest and nurtured my desire to learn more. Thanks to my time at UNE, I have undertaken postgraduate studies and look to continually educate myself as I progress in my career and see new possibilities in available roles. While I have had the pleasure of being actively involved in the personalised learning journey of UNE students, UNE has contributed to my learning journey and building a resilient career for this ever-evolving world of work, with a focus on positivity and adaptability.

Kate Pardy, Career Manager



I was attracted to working at UNE due to the reputation of the university as an employer of choice that offers career development opportunities across a wide range of diverse career streams. UNE has provided me with the opportunity to grow and develop professionally across different areas within the university. I started out as a manager in the facilities team and worked my way up to an Associate Director and Director the Estate and Built Environment team. I'm now working in an Associate Directors role in the People and Culture team.

I appreciate the flexibility that UNE offers to balance family, personal and work commitments, as well as the opportunities made available to staff to invest in their own personal and career development. The short commute and centrally available services, coupled with work life balance afforded to me by UNE, allows ample time to invest in my personal life and hobbies. Compared to larger urban centres, the cost of living in the New England Northwest region is more affordable, and I also appreciate the picturesque scenery and strong sense of community

**Patrick Crick, Associate Director
People and Culture**



My first experience at UNE was in 1995 when I came as a visiting PhD student from Canada. In my field of livestock genetic improvement, Armidale has always been a place that punches way above its weight. Although UNE may be a regional university, it is as well known internationally as other country's largest institutions. Armidale is a hub for livestock science with many allied industries located here. Having worked at larger organizations, since coming back to UNE I have experienced first-hand the benefits where strategic discussions can take place at the highest levels with priority.

When we arrived in Armidale in 1995 as a young family we quickly settled into a lifestyle that suited us well. Although Australians consider Armidale a cold place in Winter, on a global scale we find the weather quite attractive. Being the same latitude as Jacksonville Florida, there is an abundance of sunshine, yet the 1000 plus metre elevation keeps extreme heat at bay. We find Armidale a safe place that prioritises family with tremendous national parks on our doorstep. We often take day trips to the coast and Sydney is only a short flight away for connection to the rest of Australia and the world.

**Steve Miller, Director
Animal Genetics and Breeding Unit (AGBU)**



Artwork by Sue Chambers



Three Rivers, Yorta Yorta Country (2021) by Sue Chambers:

"The painting depicts an aspect of Yorta Yorta country with the three main rivers that run through it: the Murray, Goulburn and Broken rivers. The green side represents the great river redgums in the Barmah Forest and the gold area

represents the sandy beaches where I remember having family gatherings, along the banks of the great Murray River. The straight lines on the edges of the outer rivers represent the modern-day farmlands."

Artwork by Larissa Ahoy



Welcome to Country by Larissa Ahoy:

“My painting is a representation of the University of New England and its relationship with different communities from all over. The circle in the middle with the Iwata represents the University itself, as it is situated on Anaiwan land, and the totem for Anaiwan Country is the Iwata. The circles on the top represent the many cultures and heritages from all over the world,

and they are all connected with a pathway that leads to UNE. The bottom circles represent the UNE campuses which sit on other nations, connected as well with the UNE in Armidale. The smaller dots are the students, staff and workers who make UNE a success. The line of dots through the middle depicts the journey in which students take to make it to UNE.”

