

APPOINTMENT OF WARDEN AND CEO OF TRINITY COLLEGE AT THE UNIVERSITY OF MELBOURNE

Information for candidates



TRINITY COLLEGE
THE UNIVERSITY OF MELBOURNE



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We acknowledge the traditional custodians of this Country and pay our respects to Elders past, present and emerging.



INTRODUCTION

Trinity College was the first University of Melbourne affiliated Residential College, opening its doors in 1872. Since its establishment, Trinity has been steadfast in its commitment to intellectual inquiry, academic distinction, leadership development, pastoral care and providing opportunities to students who may not otherwise experience College life.

The College was originally established as a place to prepare theological school candidates for ordained ministry in the Anglican Church of Australia. Today, Trinity welcomes people of all faiths and none while retaining its connection to the Anglican values on which the College was formed. Although an Anglican institution, the College celebrates, and is enriched by, the diversity of backgrounds of its staff and students.

The Warden is custodian of the College – tasked with preserving the College’s heritage while shaping its long-term vision. Entrusted with ensuring Trinity’s longevity, the Warden is responsible for maintaining Trinity’s relevance without losing sight of its identity. We are seeking only the ninth Warden in College history to lead this storied institution in its next phase.

ABOUT TRINITY

Trinity College is more than an educational institution or Residential College. We are a community of 2,000 students, 260 staff, 30,000 alumni and many more supporters, donors and friends. It is an organisation that encourages debate and supports robust discussion on societal issues. A place that values its heritage while also being at the forefront of innovation in education, inclusivity and global engagement. It is a place committed to fostering an environment where individuals from all backgrounds can thrive and where opportunities abound. The people of Trinity are not only part of our community but are contributors and leaders of wider society.

The College has three thriving, yet distinct divisions – our Residential College, Pathways School and Theological School.

The **Residential College** is home to 375 undergraduate students from the University of Melbourne. Our residents come from across Australia and around the world, bringing with them a rich diversity of backgrounds, cultures, and experiences. Trinity is renowned for its inclusive community of like-minded individuals who value connection, collaboration, and a strong sense of belonging. It is a welcoming environment where residents not only strive for academic excellence but are also committed to making a positive, meaningful contribution to society.

During a formative time in their lives, the Residential College is a place where lifelong friendships are forged, leadership skills are nurtured, and residents are encouraged to challenge themselves both academically and personally. The College offers a broad range of opportunities for involvement, including a student-elected governance committee that empowers residents to take an active role in shaping College life. Additionally, there are numerous clubs and societies catering to diverse interests, as well as a rich program of intercollegiate sports and cultural activities.





TRINITY COLLEGE FOUNDATION STUDIES

The **Pathways School** is home to the Trinity College Foundation Studies (TCFS) program, a globally respected academic program that prepares approximately 1,600 international students each year for entry into the University of Melbourne and other Australian universities. The program provides a rigorous curriculum that bridges the gap between secondary education and the demands of tertiary study. Students are supported by highly qualified and experienced teachers and have access to world-class facilities and academic resources.

Beyond academic excellence, the program places strong emphasis on critical thinking and independent learning. Trinity's Foundation Studies graduates consistently rank among the highest-performing international students at the University of Melbourne. The success of the Pathways School reflects Trinity's commitment to offering international students not just a place to study, but a supportive and inspiring environment in which to grow academically, socially, and personally.





TRINITY COLLEGE
THEOLOGICAL SCHOOL



UNIVERSITY
OF DIVINITY

The **Theological School** is a College within the University of Divinity, dedicated to providing theological education and formation for those pursuing Anglican ministry as well as lay leadership roles within the church and broader community. With a close-knit community of around 100 students, Trinity Theological School offers academic programs that combine scholarly study with practical ministry training. Students benefit from expert faculty, rich theological traditions, and opportunities for spiritual growth and reflection. The school plays a vital role in preparing its graduates to serve thoughtfully and compassionately in diverse contexts, equipping them to contribute meaningfully to both the church and society.

Opportunities abound for all of Trinity students, across the divisions, to explore new interests and pursue their extra-curricular passions – be they musical, sporting, cultural, spiritual, entrepreneurial, or in the areas of leadership and social responsibility. The breadth and depth of these opportunities, supported by extensive student welfare and pastoral care structures, and the diversity of students' backgrounds, nurtures the development of well-rounded individuals, able and willing to lead and serve, locally, nationally, or internationally.



In addition to the three divisions, Trinity is home to the world-renowned **Choir of Trinity College**, the flagship of Trinity's musical program. Trinity boasts an impressive art collection and holds regular exhibitions in our very own **Burke Gallery**. The College also has a strong visiting scholar and endowed lectureship program and an engaged Chapel community that supports its Anglican heritage.



Trinity's proud, rich history of high achievement has positioned it as one of Australia's most reputable educational institutions, with a strong global network of successful and engaged alumni.

To maintain its high standing and to build on its achievements, Trinity continually moulds its priorities and traditions to keep pace with the evolving higher education environment and societal trends. Over the course of its history, there are many examples demonstrating Trinity's forward-thinking approach. One example is the way in which Trinity embraced international education, by establishing a Pathways School, to make the University of Melbourne more accessible to overseas students.

In 2001, it became one of the first colleges to provide scholarships to Indigenous students and has actively led initiatives to support First Nations students in higher education ever since. Trinity College embraces reconciliation and is committed to giving Indigenous students access to tertiary study and supporting them academically, pastorally and culturally to build their chances of successfully completing a university degree.

Trinity actively pursues students from different backgrounds, as it knows diversity enriches College life. The College offered \$3.4 million in scholarships during 2024 to achieve this goal.



TRINITY'S VISION

Trinity's vision is to be a diverse, inspiring and inclusive community.

TRINITY'S VALUES

- Being respectful of ourselves and others.
- Aspiring for excellence.
- Seeking diversity and inclusivity.
- Acting with integrity.
- Fostering a sense of belonging.

TRINITY'S PURPOSE

We are an educational community that encourages meaningful contributions and promotes lifelong connections.

Residential College Purpose

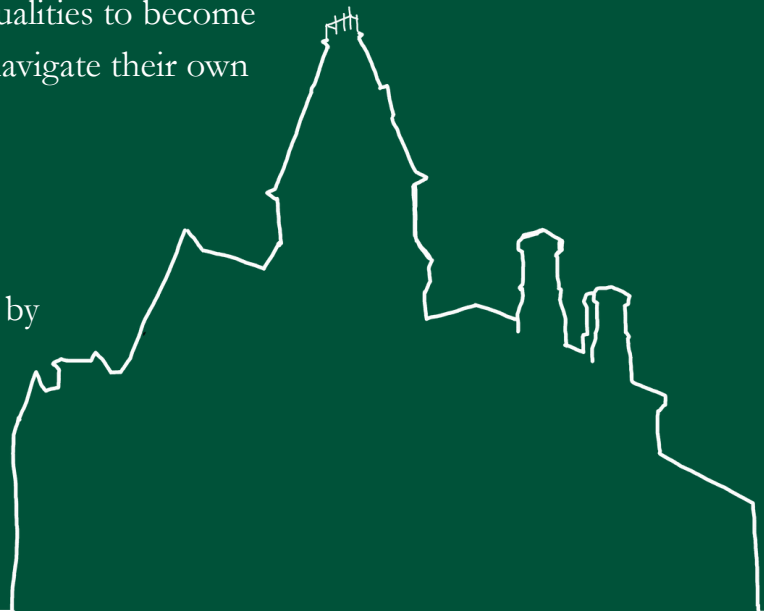
To create a nurturing community where every individual thrives, embracing their unique identities. It fosters a student-led journey of personal and academic growth, encouraging a life-long commitment to positive contribution to society.

Pathways School Purpose

To prepare students for success at university by supporting them to become increasingly independent, critical and creative thinkers. Embedding within graduates the skills and qualities to become cross-cultural learners who can confidently navigate their own path within a global community.

Theological School Purpose

To serve the Anglican Church, the academy, and society through theological research and by providing theological education at all tertiary levels, and, in doing so, prepare students for vocations in scholarship and all forms of Christian ministry.



TRINITY'S PEOPLE

College Governance

Trinity College is an autonomous institution, established by an act of the Victorian Parliament. It is governed by a 40-member representative Council and a 12-member Board.

The Council and Board may from time to time appoint committees to assist it. Other separate entities associated with the College also appoint committees of management. The Warden and President of the College is its Chief Executive Officer. The day-to-day administration of the College is overseen by a joint divisional heads group known as the Senior Management Team (SMT).

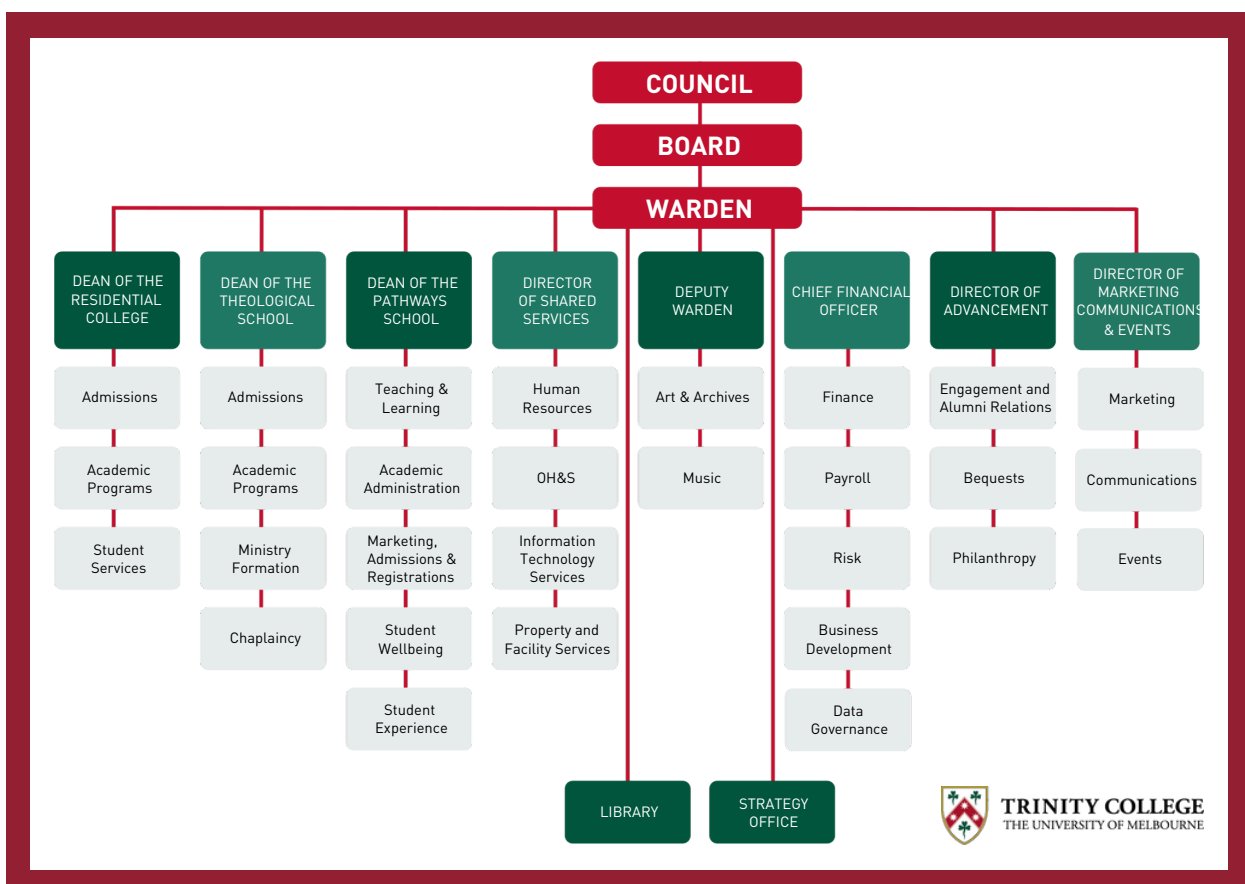
The Foundation

The philanthropic work of the College is managed by the Trinity College Foundation, established in 1983. The Foundation is a separate legal entity with its own executive committee and is supported by and administered through the College's Advancement Office.

Trinity Staff

Trinity College has 156 full time and 105 part time staff.

Pathways School: 168
Residential College: 24
Theological School: 8
Shared Services: 53
Senior Management Team: 8

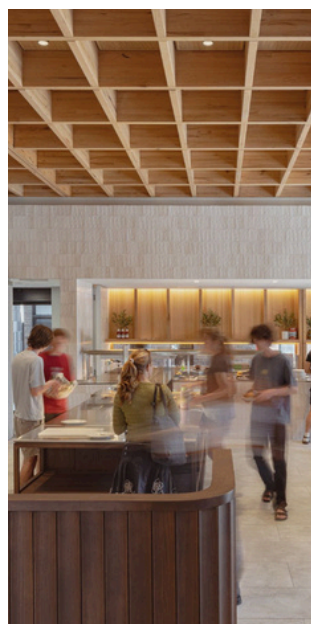
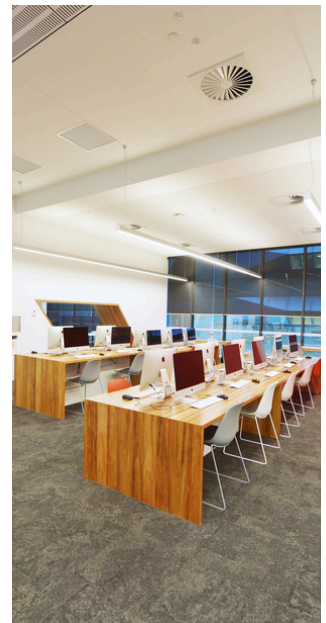


TRINITY'S CAMPUS



The main campus is located at Parkville, Melbourne, next door to the University of Melbourne. This is where all residential students live, where Foundation Studies classes are taught, and is the home of our Theological School and Chapel.

The second campus, solely for Pathways School students, is at 200 Victoria Street, where the College occupies four levels; and our Foundation Studies science labs are located at 243 Bouverie Street, which is a short walk from the Parkville and Victoria Street campuses.



Trinity has always prioritised world-class facilities for its students and staff. During the past 10 years an ambitious series of building projects have come to fruition, most recently with the opening of a new Residential Building in 2020, a Dining Hall in 2025 and a continuous program of building works that includes residential room upgrades.

TRINITY'S 2030 STRATEGY

The 2030 strategic plan focuses heavily on our people, our cultural activities and the community. The plan is underpinned by five strategic pillars and sitting underneath each pillar are key initiatives that will deliver on that pillar – actionable initiatives aligned with our purpose that will help realise our vision.

A modern College

We will provide an experience that truly reflects our contemporary community through innovation and collaboration.

An enduring College

We will ensure the College is here to educate and inspire for generations to come.

A staff-focused College

We will provide a fulfilling experience for staff across all teams through a truly supportive, inclusive, enjoyable and stimulating working environment.

A student-centred College

We will continue to be a highly valued educator and place for students through a unique, encouraging and well-rounded experience.

An outward-looking College

We will open up to our community to learn and connect through our diverse range of academic and cultural activities.

POSITION DESCRIPTION AND SELECTION CRITERIA

Position:	Warden and CEO
Department:	Warden's Office
Reporting to:	Chair of the Board
Directly supervising:	Senior Management Team, Executive Assistant, Strategy Manager and Leeper Librarian
Salary range:	Executive Level

The Warden and Chief Executive Officer (CEO) of Trinity College is the senior executive leader of the institution, appointed by and reporting to the Board, which is ultimately accountable to the College Council. As the principal steward of Trinity's mission, the Warden is responsible for the strategic, academic, operational, and cultural leadership of the College.

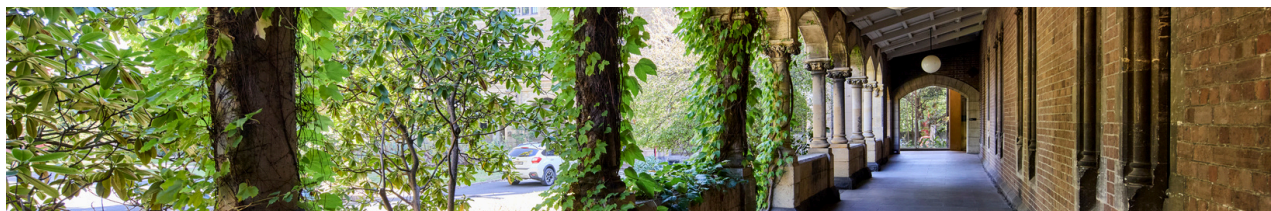
This is a role of significant scope and influence, requiring a leader of exceptional calibre who can inspire confidence across a diverse and dynamic community. The Warden will ensure that Trinity remains a beacon of academic excellence, cultural vitality, and social impact within the University of Melbourne, the University of Divinity, and the broader higher education landscape, while retaining the Anglican values on which the College was formed.

The Warden will bring substantial commercial and managerial acumen to oversee an organisation comprising three distinct divisions: the Residential College, Pathways School, and Theological School, with an annual revenue of approximately \$70 million. They will be a visible and engaged leader, capable of uniting academic vision with operational discipline, and of fostering a culture of excellence, inclusion, and innovation.

The successful candidate will be a person of intellectual distinction, with a strong academic or professional background and a deep understanding of the higher education sector. They may continue to pursue academic or professional interests during their tenure, contributing to the intellectual life of the College.

Equally important will be the Warden's ability to build and sustain relationships with a wide range of stakeholders, including students, staff, alumni, donors, church leaders, and academic partners. The Warden will serve as the public face of Trinity College, representing its values and ambitions with authenticity, diplomacy, and strategic insight – locally, nationally, and internationally.

POSITION DESCRIPTION AND SELECTION CRITERIA (cont.)



Selection Criteria

- A forward-thinking and strategic leader with the ability to articulate and implement a compelling vision for Trinity College. Demonstrated commercial acumen and experience in managing complex organisations with significant budgets and diverse operations.
- Exemplary personal qualities, including integrity, sound judgement, and intellectual rigour. A leader who inspires trust and confidence across all levels of the College community.
- A deep appreciation of Trinity's Anglican foundation and its role within the Anglican Church. A willingness to support and promote the College's theological mission and values in a contemporary, inclusive context.
- A confident and articulate public figure, capable of representing the College in senior forums, engaging with media, and advocating for Trinity's interests across academic, civic, philanthropic, and ecclesiastical domains.
- A person of significant influence or leadership in their field, whether in academia, research, public service, or professional practice, who holds a doctoral degree and demonstrates a sustained commitment to excellence, intellectual leadership, and the advancement of knowledge or innovation.
- A successful track record of leading an organisation of comparable scale and complexity, with experience in governance, financial oversight, and organisational development.
- Proven ability to build and sustain effective relationships with a wide range of stakeholders, including senior leaders at the University of Melbourne and University of Divinity, government, donors, alumni, and community partners.
- A strong understanding of global, regional, and national trends in higher education, and the capacity to position Trinity College as a leader in a rapidly evolving academic landscape.
- Familiarity with international education models and foundation programs such as the Trinity College Pathways School. An understanding of the strategic importance of these programs to the College's mission and financial sustainability.
- A demonstrated commitment to equity, diversity, and inclusion, with an understanding of the value of cultural diversity and the importance of supporting Indigenous students and international cohorts. A leader who fosters a welcoming and respectful environment for all.
- A leader who can inspire and unify a diverse management team, particularly during times of transition. The ability to build a cohesive and high-performing leadership culture, grounded in mutual respect, collaboration, and shared purpose.

POSITION DESCRIPTION AND SELECTION CRITERIA (cont.)

Key Responsibilities

- Provide inspirational and strategic leadership across all areas of Trinity College, including the Residential College, the Pathways School, and the Theological School. The Warden will be responsible for articulating and advancing a compelling vision for the College's future, ensuring that strategic objectives are translated into effective operational plans. This includes fostering a culture of accountability, innovation, and excellence, while empowering the Senior Management Team to lead day-to-day operations with clarity and confidence.
- Ensure the efficient and effective management of the College's human, financial, physical, and digital resources. The Warden will oversee the development of robust governance and operational frameworks that support sustainable growth, prudent financial oversight, and the optimal use of College assets. This includes championing best practices in people management, infrastructure development, and digital transformation.
- Champion Trinity College's reputation as a leading intellectual and cultural institution in Australia. The Warden will promote academic excellence, interdisciplinary collaboration, and a vibrant cultural life that reflects the College's values. This includes supporting the academic and personal development of students, fostering a dynamic scholarly community, and enhancing the College's national and international profile.
- Strengthen and expand Trinity College's strategic relationships, particularly with the University of Melbourne and the University of Divinity. The Warden will serve as a key liaison and advocate, ensuring that Trinity's contributions to these institutions are recognised and valued. This includes cultivating collaborative partnerships that enhance the College's academic mission and community impact.
- Support of the College's philanthropic and advancement efforts, building strong relationships with alumni, donors, and friends of the College. The Warden will play a central role in articulating the College's case for support, inspiring generosity, and securing transformational gifts that enable strategic initiatives, scholarships, and capital projects.
- Uphold and enrich Trinity College's Anglican heritage and its role within the Anglican Church. The Warden will support the Theological School's mission and ensure that Anglican values, such as inclusivity, service, and intellectual openness, are embedded in the life of the College. This includes fostering dialogue between faith and scholarship and contributing to the vitality of the Church's future leadership.

Further Information

The successful applicant must secure, or be in the process of securing, a Working with Children approval.

POSITION DESCRIPTION AND SELECTION CRITERIA (cont.)

Working Relationships

The Warden is a member of the:

- Council
- Board
- Finance and Audit Committee
- Pathways School Business Committee
- Theological School Committee
- Fellows Committee
- Investment Management Sub Committee
- Governance, Nominations and Remuneration Committee
- IT Advisory Committee
- Executive Committee of the Foundation
- Senior Management Team

The Warden reports to the Chair of the Board.

Child safety

Trinity College is committed to providing a safe, secure, disciplined and quality learning and residential environment in which all students can develop their individual talents, interests and abilities through a curriculum that fosters the intellectual, physical, social and moral development of the student. The College is committed to the safety of all children including those from culturally and/or linguistically diverse backgrounds.



HOW TO APPLY

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. For further information and to apply, please submit a CV and covering letter, detailing how you fulfill the role description and personal specification to [Perrett Laver's Vacancies page](#) quoting reference **7938**.

For any initial enquiries, a confidential conversation or to email your application please contact Claudia Roth Claudia.Roth@perrettlaver.com.

The deadline for applications is **Monday 21 July 2025**.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

Perrett Laver's Data Protection Policy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our [Privacy Statement](#).



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THE UNIVERSITY OF MELBOURNE

trinity.unimelb.edu.au

100 Royal Parade, Parkville VIC 3052

