



Inclusive Communities



SAGE Athena SWAN Academic Lead 2026-2028

Expression of Interest Application Form

SAGE Athena SWAN at UNSW

UNSW's participation in the Science in Australia Gender Equity (SAGE) Athena SWAN program remains a key pillar of the University's gender equity strategy and aligns with UNSW's Societal Impact priorities.

UNSW received the SAGE Athena SWAN Bronze Institutional Award in 2018 for its commitment to advancing gender equity and diversity in STEMM and is currently preparing to apply for Silver Accreditation in September 2026.

To support this next phase, the Diversity & Inclusion team (D&I) is seeking Expressions of Interest for the position of Athena SWAN Academic Lead for a two-year term (April 2026 – April 2028).

This is an exciting leadership development opportunity for a mid-career academic who is passionate about gender equity, diversity and inclusion, and is committed to driving meaningful institutional change.

About the role

The Athena SWAN Academic Lead will play a critical role in helping to drive UNSW's diversity and inclusion agenda. The successful applicant will engage with senior University stakeholders, lead strategic initiatives, and serve as an external representative of UNSW within the SAGE network.

The position does not attract additional remuneration. However, the successful applicant will be supported by the D&I team, working collaboratively with the Senior D&I Officer and a dedicated 0.4 FTE Research Assistant.

Responsibilities of the Athena SWAN Academic Lead

- Serve a two-year term as Athena SWAN Academic Lead (April 2026 – April 2028)
- Promote Athena SWAN and act as a visible and senior advocate for gender equity and the Athena SWAN Charter across the University
- Provide regular updates to the Gender Equity Steering Group (GESG), and EDI-SG Board, on updates on Athena SWAN initiatives and escalating key issues and priorities as required.
- Provide strategic leadership for the implementation of the Athena SWAN Silver Action Plan, with the support of the GESG, including monitoring, reviewing and reporting on progress
- Identify gaps and opportunities, and recommend and drive additional actions to advance gender equity, as appropriate
- Represent UNSW at SAGE national and regional member meetings (typically quarterly)
- Work closely with UNSW's Director, Diversity and Inclusion, and other key EDI committee chairs and leaders to identify and progress opportunities to enhance UNSW's gender equity initiatives and responses to identified priorities
- Contribute to reviews of University policies, procedures and processes to ensure they effectively support gender equity

Selection Criteria

This position would suit a mid-career academic.

Essential

- Demonstrated commitment to advancing gender equity and inclusion in higher education.
- Ability to engage, influence and champion change across a complex institution.
- Strong stakeholder engagement and communication skills.

Desirable

- Experience with the Athena SWAN initiative (at UNSW or elsewhere).
- Experience in committee leadership, strategic program design, or institutional change.

Selection process

EOIs will be reviewed by a panel including the PVC-Societal Transformation and Equity, Director Inclusive Communities, and a representative of the GESG.

Applications close 31st March.

All applicants will be informed of the outcome by 10th April.

Pre-commencement briefing/handover will take place in the week commencing 13th April.

If you have any questions

Please contact:

- Cathy Brown, Director, Inclusive Communities edi@unsw.edu.au

Application form: Athena SWAN Academic Lead

Please complete your application through the following form - [Athena SWAN Academic Lead - UNSW](#)

The below table is a preview of the relevant questions in the form.

Name:	Employee ID:
Position title:	Your manager's name:
Faculty / Division:	School / Department:
Email address:	Phone number:
In no more than a 500 words, please briefly outline: <ul style="list-style-type: none">• Your interest in being the Athena SWAN Academic Lead• Skills and experiences you could bring to the role• Actions and achievements you hope to make during this two-year term Please attach your CV as a separate document.	