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EXECUTIVE SUMMARY

The University of Victoria (UVic) is one of Canada’s leading research-intensive universities with a vision to be the Canadian university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet.

Our UVic Strategic Framework priorities include the advancement of research excellence and impact, with the goal to excel in diverse forms of research and creative activity, innovation, and knowledge mobilization. We are a recognized leader in a broad array of interdisciplinary research areas such as creativity and culture; data science and cyber-physical systems; environment, climate, and energy; global studies and social justice; health and life sciences; Indigenous research; ocean science and technology; and, physical sciences and engineering, mathematics and computer science.

UVic is seeking an Associate Vice-President Research (AVPR) to support and help guide the research mission of the University. The AVPR reports directly to the Vice-President Research and plays a critical role in seeking and responding to funding opportunities, building strategic partnerships with external organizations, and interpreting policy and procedures related to research in order to enhance the research environment at UVic. The AVPR has a particular and strategic focus on overseeing our excellent research centres and leading strategic initiatives in areas that align with the existing and emerging areas of research strength at UVic and with the priorities and objectives outlined in the Strategic Framework.

We are looking for a research leader who couples an understanding of the Canadian research landscape with a track record of facilitating collaborative and interdisciplinary research efforts. The successful candidate will bring administrative leadership experience and be a strategic thinker and excellent communicator who is consultative, collegial, persuasive, engaging, and visionary.
OUR VISION

We will be the Canadian research university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet.

OUR VALUES

Our values inform all our actions in achieving our vision:

- Excellence in all our endeavours
- Ethical and intellectual integrity
- Freedom of inquiry and freedom of speech
- Equity, diversity and inclusion

STRATEGIC FRAMEWORK

The University of Victoria’s Strategic Framework 2018-2023 articulates our shared understanding of our vision, values and priorities. It positions and inspires us to apply our commitment to excellence in research and creative activity, teaching, service and engagement to serve students, communities and the world. The Strategic Framework will serve as a guide to the future – setting out priorities and high-reaching goals in six key areas.

Please click here to learn more about the 2018-2023 Strategic Framework.
ABOUT UVIC

Students, researchers, and alumni from UVic are driving change around the world, powered by the UVic Edge – that unique combination of vital impact and dynamic learning embedded in our extraordinary learning environment, which make UVic Canada’s most extraordinary environment for discovery and innovation. The University is well positioned for remarkable success in the coming years.

Vital impact drives our sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places and the planet. That’s the kind of vital impact that defines our edge – from tracking environmental contaminants to improving the lives of people affected by homelessness, poverty and substance use.

The world is interconnected and ever-evolving. We think learning should be too. At UVic, every student is immersed in dynamic learning that’s fueled by research-inspired insights and personal, hands-on experiences.

Some students work with First Nations (Indigenous) communities, international village settings, or wilderness protected areas in field schools. Others tackle international innovation challenges or collaborate on groundbreaking research.

When students engage directly in problem-solving, the interplay of ideas and action gives them a powerful edge of career-relevant expertise and personal growth.

Place matters. Our Pacific Rim location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. Living and working in one of the world’s most environmentally rich regions inspires us to learn from its stories and safeguard its integrity. Strong personal relationships are an essential ingredient of a vibrant learning community. Our just-right size and collaborative structure nurture rich personal connections on campus and dynamic community, cultural and business networks beyond. Collaborations with vanguard researchers and organizations around the globe ensure we’re on the leading edge of critical knowledge and inspired solutions.
THE UNIVERSITY OF VICTORIA

CIVIC ENGAGEMENT

Civic engagement is a key part of our mission, and our faculty, students and staff work with community partners locally and globally to tackle issues that matter to people, places and the planet.

INTERNATIONAL PERSPECTIVES

Whether it’s welcoming and supporting international students or developing partnerships abroad, the University of Victoria is connected to the world.

The UVic International Plan: Making a World of Difference 2017-2022, launched in October 2016, takes our global commitment another step further by identifying key objectives and strategies to move us forward in this era of heightened connectivity, complex geopolitics and increased international collaboration.

UVic attracts international students (nearly 4,000 in total, including almost 3,000 students here on study permits from 118 countries around the world) and faculty from around the world. Discovery, creativity and innovation come naturally here, in a vibrant Pacific Rim community rich with international perspectives.

INDIGENOUS FOCUS

UVic’s first Indigenous Plan builds on our longstanding commitment to and relationships with Indigenous communities, both local and national. The plan establishes ambitious goals and clear accountability to work together to increase educational opportunities and success for Indigenous students and further develop education, research, outreach and engagement initiatives, and programs with an Indigenous focus. Download the complete Indigenous Plan or view a summary of the plan framework.

More than 1,200 Indigenous students – including more than 200 graduate students – choose UVic for their studies each year. Learn about our Indigenous-focused programs, services for Indigenous students, scholarships and bursaries.

From language revitalization to Indigenous law, University of Victoria researchers are working with Indigenous communities and organizations in Canada and around the world to understand, preserve and celebrate Indigenous traditions and cultures.
SUSTAINABLE INITIATIVES

With a wealth of natural and landscaped open space across a 166-hectare campus, almost anywhere you walk, you’ll see why the surrounding West Coast campus inspires us – in our teaching, our research, and in how we plan and manage our campus.

Sustainability is a key part of the curriculum in nearly every major field at UVic, from science and engineering to social sciences and law. The Gustavson Business School makes sustainability a core component of its curriculum as well, and is home to two research centres devoted to sustainable economies and business practices.

Across the board, UVic research is at the forefront of sustainability breakthroughs for our changing world. We’re a global leader in climate and ocean sciences, and sustainable energy research as well. UVic was also selected to host and lead the Pacific Institute for Climate Solutions (PICS), a province-wide hub for internationally leading climate change research.

Our campus operations also reflect our focus on sustainability. All our new buildings are constructed to meet the LEED Gold standard, one of the highest green building ratings in the world. Most are situated on former parking lots to preserve our natural spaces.

Valuable initiatives across campus – from strategic purchasing changes and transportation initiatives, to student-led proposals and changes in teaching curriculum – have further embraced sustainability in ways that bring both tangible results and an increased level of cultural know-how that continues to help us improve, individually and institutionally.
THE UNIVERSITY OF VICTORIA

QUICK FACTS

• 21,800 students (undergraduate and graduate)
• 900 full-time faculty members
• Sponsored research income of CAN $114 million (Research Infosource)
• 41 Canada Research Chairs
• 16 interdisciplinary research centres
• 531 patents filed to date
• 1,065 invention disclosures to date
• 169 start-up companies to date
• 100+ books published in the Humanities and Fine Arts since 2015
• 200+ performances and exhibitions per year
• $3.7 billion UVic annual economic impact

RANKINGS

• #2 among all Canadian universities in citation impact per faculty member (QS rankings, 2020)
• #2 among all Canadian universities in CFI funding per faculty member (2016)
• Gold star performer for sustainability practices in the 2017 Sustainable Campus Index, compiled by the international Association for the Advancement of Sustainability in Higher Education
• #1 among comprehensive universities in medical/science grants per faculty (Maclean’s 2019)
• 115th in the world and the top university in Canada, across all sciences, for international research collaboration (Leiden)
• Top 200 worldwide for English language and literature, philosophy, and earth and marine sciences (QS, 2019)
JOB PROFILE

The Associate Vice-President Research (AVPR) plays a critical role in supporting the growing research enterprise at UVic. Reporting to the Vice-President Research (VPR), the AVPR supports the priorities and objectives of the Office of the Vice-President Research (OVPR) including implementation of the UVic Strategic Framework here.

The AVPR has oversight with 16 Senate and Board of Governors approved research centres, and plays a key role in developing and advancing strategic initiatives, often in collaboration with other VP portfolios or with Deans and other institutional leaders.

The AVPR works closely with the Associate Vice-President Research Operations (AVPRO) to deliver UVic’s research mission and to seek and respond to institutional opportunities, such as institutional level funding proposals and strategic partnerships with industry, government, and community organizations. The AVPR has responsibility for developing and interpreting policy and procedures related to research and works closely with Deans, Research Centre Directors, Associate Deans, the Office of the Vice-President Academic and Provost, and others to enhance the research environment at UVic.
JOB PROFILE

The AVPR has responsibility for, or significant involvement in, the following:

1. Supporting the VPR in strategic planning for the University’s research portfolio. This includes leveraging our nimble, interdisciplinary and collaborative research culture and our areas of strength including creativity and culture; data science and cyber-physical systems; environment, climate and energy; global studies and social justice; health and life sciences; Indigenous research; ocean science and technology; and, physical sciences and engineering, mathematics and computer science.

2. Implementation of the priorities, objectives, and goals in the Strategic Framework, with a particular focus on the creation and enhancement of strategic research partnerships.

3. Working collaboratively with the other members of VPR Executive (VPR, AVPRO, Director of Research Partnerships and Knowledge Mobilization, Director of Strategic Initiatives, Office Director) to set strategy and foster local, national, and international research partnerships in areas that align with the existing and emerging areas of research strength at UVic and with the priorities and objectives outlined in the Strategic Framework.

4. An exciting element of the position is the important part it will play in developing and implementing a new strategic research plan for UVic. The current Strategic Research Plan 2016-2021 (SRP) is nearing its successful conclusion.

5. Oversight of UVic Senate and Board of Governors approved research centres, including leading the search and reappointment processes for research centre Directors and review processes for existing centres. The AVPR also serves on the Advisory Boards of some research centres.

6. Leading or contributing to reviews and implementation of UVic’s research policies and procedures.

7. Oversight of internal research grants and other research adjudication processes.

8. Working closely with the Office of the Vice-President Academic and Provost (VPAC) and the Faculty of Graduate Studies, Deans, Chairs, and Directors in relation to established and emerging research initiatives, such as the Health Sciences Initiative and Climate Solutions Initiative, and their impact on and integration with academic planning, furthering UVic’s aim to be Canada’s leader in research-enriched and experiential learning.

9. Supporting and building upon UVic’s commitment to equity, diversity, and inclusion in employment and research issues, as these relate to faculty, staff, post-doctoral fellows, and undergraduate and graduate students.

10. Chairing internal research committees and representing the University on the boards and committees of external research organizations, as assigned by the VPR.

11. Carrying out other duties as assigned by the VPR, including overseeing special projects and initiatives.

12. Serving as the acting VPR when necessary.
The AVPR currently represents the OVPR on the following university committees and groups, however membership of committees and board is subject to change based on circumstances and interests of the VPR and the incumbent:

Office of the Vice-President Research
- Ex officio member, Research Advisory Committee
- Chair, Institutional Research Review Committee
- Ex officio member, VPRE Executive Committee
- Chair, Council of Centre Directors Forum

Office of the Vice-President Academic and Provost
- Ex officio member, Deans’ Council
- Ex officio member, Integrated Planning Committee
- VPR designate, Academic Department and Program Reviews

Office of the President
- Ex officio member, President’s Leadership Committee

Direct reports
The following Directors of multi-faculty and inter-institutional research centres report directly to and through the AVPR (under delegated authority from the VPR):
- Centre for Indigenous Research and Community-Led Engagement (CIRCLE)
- Canadian Institute for Substance Use Research (CISUR)
- Centre for Advanced Materials and Related Technology (CAMTEC)
- Centre for Asia Pacific Initiatives (CAPI)
- Centre for Biomedical Research (CFBR)
- Centre for Global Studies (CFGS)
- Centre for Studies in Religion and Society (CSRS)
- Centre for Youth and Society (CFYS)
- Institute for Aging and Life-Long Health (IALH)
- Institute for Integrated Energy Systems (IESVic)
- Pacific Institute for Climate Solutions (PICS)

The following Directors of intra-faculty research centres report to their Deans, but often seek advice and support from the AVPR:
- Astronomy Research Centre (ARC)
- Centre for Forest Biology (FORB)
- Centre for Social and Sustainable Innovation (CSSI)
- Matrix Institute for Applied Data Science (MATRIX)
- Victoria Subatomic Physics and Accelerator Centre (VISPA)
SELECTION CRITERIA

The ideal candidate will be eligible to be appointed as a tenured faculty member at the University of Victoria, normally at the rank of Professor, and an accomplished and respected scholar in relation to research and/or creative activity with demonstrated experience, knowledge, skills and/or abilities as follows:

1. Possess an earned PhD in a discipline represented at UVic and eligibility for appointment at the level of full professor.

2. Excellent record of success as a scholar and researcher, with demonstrated success in obtaining support for research, training of graduate students and other research personnel, and high quality research outcomes including knowledge dissemination.

3. Track record of success as a university administrator (e.g. experience at the level of Research Centre/Institute Director, Chair/Director, Associate Dean, Dean, or Associate Vice-President), including well-developed and demonstrated leadership skills in the administration and management of research programs, units or initiatives. Specific administrative skills required include strategic planning, innovation, budgeting, human resources management, program management, organizational analysis and development, and implementing accountability frameworks.

4. Demonstrated experience in developing or implementing strategic plans and bringing a clear commitment to the provision of high quality research services to faculty and students.

5. Demonstrated capacity to make bold decisions and problem solve with sound judgement, consistency and flexibility.

6. Excellent interpersonal skills, including the ability to: form, lead, and support teams; build consensus within diverse groups; coordinate the activities of administrative and research leaders; liaise effectively with internal and external communities; and exhibit diplomacy, respect and sensitivity in all dealings with individuals, unions, and groups.

7. Capacity to develop, implement, and maintain internal and external partnerships.

8. Ability to interpret, apply, review, revise, and implement relevant university policies and procedures.

9. Capacity to identify goals, set priorities, be flexible, and make sound choices in the face of constraints and challenges to achieve those goals.

10. Superior communication skills, including the ability to: explain reasons for decisions with tact and diplomacy; inform and consult with research constituencies about decisions; and represent UVic effectively in public.

11. Experience with, and commitment to, upholding ethical and regulatory standards in research.
HOW TO APPLY

An executive search is being undertaken by the University of Victoria search partner Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role.

Applications should consist of a full CV detailing academic and professional qualifications and relevant achievements, and should be accompanied by a covering letter describing briefly how candidates meet the criteria in the ‘position description’, why the appointment is of interest and what they believe they can bring to the role. Further information, including details on how to apply, can be found at https://candidates.perrett­laver.com/vacancies/ quoting the reference number 4423.

The closing date for applications is 12 noon (Pacific Time) on Friday, January 10, 2020.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity. More information on our equity statement can be found at: https://www.uvic.ca/equity/employment-equity/statement/

The University of Victoria Campus is located on the traditional lands of the Coast Salish Peoples and we are privileged to do our work in a way that is inspired by their history, customs and culture.

The University acknowledges the potential impact that career interruptions can have on a candidate’s record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. Any personal information provided will be maintained in confidence.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

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Our legal basis for much of our data processing activity 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 visit our website http://www.perrett­laver.com/information/privacy-policy/.
ABOUT VICTORIA

Proudly representing British Columbia as the Capital City, the City of Victoria, with a population of 345,000, leads by example in the areas of environmental sustainability, social and cultural development, economic vitality, and staff and service excellence. We recognize that how we do business today will affect how we sustain our resources, infrastructure, and environment for future generations.

CULTURE

Victoria is located in the traditional territories of the Coast Salish, Nuu-chah-nulth and Kwakwakaw’akw people, who have long navigated the waters of the Pacific Ocean around Vancouver Island. They share a deep, respectful relationship with the bountiful ocean and temperate rainforests.

Victoria has an incredibly vibrant population and the City is known for both its charm and a great selection of things to do, from international film, music, art and cultural festivals, to museums and galleries, botanic gardens, to poetry readings, musical performances, and a wonderful food scene, there are countless opportunities enjoy the City and Vancouver Island more broadly.

INNOVATION AND TECHNOLOGY

A thriving and growing innovation hub, technology represents Victoria’s top-ranked industry with CAN $4.06 billion in annual revenue, 995 tech companies, around 17,000 employees and a CAN $5.02 billion economic impact in the Greater Victoria Region (Viatec).

OUTDOOR ACTIVITIES

Much of life in Victoria and across British Columbia and the Pacific North West is centred on the outdoors. Located at the southern tip of Vancouver Island, Victoria has a temperate Mediterranean climate with the warmest winters in Canada. Snow is rare in the City, so golfers, hikers and tennis enthusiasts can play outside all year round. You also have your access to sea to sky outdoor excitement here, from sailing and kayaking, to mountain biking, and skiing, to name just a few.

GETTING HERE

Victoria is closely connected to Vancouver with numerous options for the short trip across the Strait of Georgia including by conventional flights (approximately 15 minutes) from Victoria International Airport, 30 minutes by sea plane or helijet from downtown Victoria, or 90 minutes by ferry. The San Juan Islands (12 kilometers, 7.5 miles) and Olympic Peninsula (40 kilometers, 25 miles) in Washington State are just across the water and Seattle is only a 50 minute flight away, or 2 hours and 45 minutes ferry.

Helpful links for more information are listed below:

Tourism Victoria
Getting to Victoria and UVic
Victoria housing
Education Victoria magazine