University of Victoria  
Vice-President Research  
Candidate Profile

The Candidate

While no one candidate will meet all of the desired criteria in equal measure, the Appointment Committee is seeking a person who has demonstrated:

Research Leadership Experience: An understanding of the Canadian and international higher education environment, a thorough grasp of research opportunities and challenges, experience and a record of success in a related leadership role – preferably at a research intensive and learner-centred university.

Leadership Orientation and Capabilities: A commitment to furthering the mission of universities in making a contribution to individuals and society through research and education. A passion for research, broad scholarly interests, curiosity, and an expansive and inclusive understanding of high quality research. Demonstrated experience working with a wide range of disciplines, invested in the research success of every research area, and the capacity to derive satisfaction from nurturing scholars across many disciplines.

Strategic Vision: A champion for the University’s success and research leadership in today’s rapidly changing global higher education environment. An innovative thinker with a strategic vision for research at UVic that engages and inspires a diverse range of individuals. Commitment to the mission, values, and goals articulated in the Strategic Framework 2018-2023 and the Strategic Research Plan, and a willingness to work towards their implementation and further development. Commitment to furthering the integral relationship between education and research at a university and ensuring that research activities and culture of the University are integrated throughout its mission.

Communication and Interpersonal Skills: Consultative and collaborative. Extraordinary skill in persuasive communication accompanied by a willingness to meaningfully listen and engage with others. Builds trust through an open and respectful approach. An influential and respected spokesperson internally and externally.

Advocacy and Collaboration: A knowledge of how to obtain support and funding for research, and influence policy and program development. The energy, ability, and commitment to identify and cultivate opportunities from and partnerships with granting agencies, governments, foundations, industry, and other potential partners in the University’s research enterprise, and ensure structures and processes are in place to enable faculty members and students to take advantage of them. An ability to inspire and facilitate collaboration across faculties and research areas at the University.

Commitment to Equity, Diversity and Inclusion: An understanding of, and commitment to, the relevance and importance of equity, diversity, and inclusion to the achievement of the University’s research, intellectual, and social goals. This includes a commitment to and ability to contribute to the university’s goals in relation to equity, diversity, and inclusion, and fostering respect and reconciliation.
Leadership and Management Skills: A record of achievement as an administrator able to establish priorities and ensure their successful achievement. A principled and transparent decision maker with the ability to make and communicate difficult decisions. The ability to develop productive working relationships across portfolios and disciplines at the University. Ability to assess and manage risk and to avoid, mitigate, or take risks as appropriate. Exceptional organizational skills and sound judgment in initiating and managing change.

Academic Record: Demonstrate excellence as a researcher and educator, eligible for an academic appointment at the university. Those without extensive academic experience but with otherwise appropriate expertise and a track record of outstanding support for research may be considered.