

University of Victoria

Vice-President Research and Innovation

Candidate Criteria



The Candidate

the Vice-President Research and Innovation provides strategic and inspired leadership for all aspects of research, scholarship and creative activity (“research”) at the University of Victoria. The Appointment Committee is seeking a person who has demonstrated experience and skills in the following areas:

Research Leadership Experience: An understanding of the evolving nature of the Canadian and international higher education environments, and how emerging developments affect the research landscape. 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 contributing 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 innovatively 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 Plan, Aspiration 2030 and the university’s institutional plans, 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. Proven ability to contribute to the university’s goals in relation to equity, diversity, and inclusion. Commitment to and capacity for supporting the university’s goals to

advance truth, respect and reconciliation with Indigenous peoples, including the implementation of the *Declaration on the Rights of Indigenous Peoples Act* and other decolonization efforts at the university, as articulated in the university's *Indigenous Plan*.

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. A strong service orientation, and understanding of the importance of the duty of care relationship between the portfolio and the broader institution.

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.