



POSITION DESCRIPTION

Position:	Dean of Graduate Research and Researcher Development
Work Area:	Office of the Deputy Vice-Chancellor (Research and Innovation)
Classification:	Senior Staff
Supervisor:	2032 Deputy Vice-Chancellor (Research and Innovation)

VISION

To become Australia's premier regional university.

MISSION

Enriching our regions, connecting with our communities and creating opportunities for all.

VALUES

At UniSC we will:

- Advocate for equitable access to education and knowledge
- Recognise and embrace diversity and inclusion
- Champion environmental sustainable principles and practices
- Commit to fair and ethical behaviour
- Respect our people, our communities, and their potential
- Be accountable to ourselves and each other
- Strive for excellence and innovation in all that we do

OVERVIEW OF OFFICE OF THE DEPUTY VICE-CHANCELLOR (RESEARCH AND INNOVATION)

The Office of the Deputy Vice-Chancellor (Research and Innovation) is responsible for the leadership and management of research activities at UniSC and is focused on building the current research profile and capacity of UniSC and identifying and developing future areas of growth. The Office of the DVC (R&I) directs, manages and provides strategic directives for research development at the University, which includes the Office of Research operating as the driver for promotion, support and development of research at UniSC.

PRIMARY OBJECTIVES OF THE POSITION

1. The Dean of Graduate Research and Researcher Development will be responsible for leadership and oversight of UniSC's higher degree by research (HDR) program and researcher development for both HDR candidates and academic staff.
2. The HDR focus includes strengthening the research environment and experience of HDR students, implementing mechanisms to ensure the timely completion of HDR students and building HDR student completions.
3. The researcher development focus includes strengthening supervision and training of research students, the creation of appropriate research training opportunities, along with oversight and management of the University's research training program resources.



NATURE AND SCOPE OF POSITION

The Dean of Graduate Research and Researcher Development will work with the relevant stakeholders across all of UniSC's Schools, Institutes, Centres and Campuses with due recognition of external influences from government and industry. To succeed in this critical role, the Dean of Graduate Research and Researcher Development will demonstrate academic leadership in relation to the quality of research training within the University and represent and promote the University internally and externally.

The Dean of Graduate Research and Researcher Development will work closely with, and report to, the Deputy Vice-Chancellor (Research and Innovation) to ensure that the quality, effort and operations of the UniSC HDR program and researcher development activities align with and support the University's strategic priorities.

The Dean of Graduate Research and Researcher Development contributes a high level of strategic direction and graduate research leadership with a focus on strengthening the research environment and taking overall responsibility for reform and promotion of researcher development, both at University level, and within the Academic Units. The Dean of Graduate Research will provide leadership in the maintenance of academic standards for HDR's, and in the development of University policy on graduate research.

CHALLENGES AND PROBLEM SOLVING

The Dean is responsible for developing and implementing innovative and practical solutions to diverse and complex challenges within the HDR programs and researcher development activities. This position demands the exercise of independent judgment and accountability for outcomes, requiring the ability to adapt strategies, leverage data, and create effective, long-term solutions that align with UniSC's strategic goals.

DECISION-MAKING

The Dean of Graduate Research and Researcher Development utilises data analytics, insights, and comprehensive budget and business planning to inform strategic decision-making. The role involves making evidence-based decisions to align HDR programs and researcher development activities with UniSC's strategic objectives, ensuring resource optimisation and continuous improvement across the university.

INTERPERSONAL RELATIONSHIPS

The Dean of Graduate Research and Researcher Development requires strong interpersonal skills to influence, negotiate, and develop collaborative and mutually beneficial relationships with a variety of internal and external stakeholders. The Dean will work closely with UniSC's Schools, Institutes, and Centres, as well as industry and government partners, to build networks that enhance HDR programs and research initiatives, ensuring alignment with the university's strategic vision.



KEY ACCOUNTABILITIES OF THE POSITION

1. To work with the Deputy Vice-Chancellor (Research and Innovation) to ensure strategic leadership in consultation with staff and HDR candidates to enable delivery of the UniSC Strategic Plan in all areas related to HDR student and other researcher development.
2. Provide the UniSC Executive with strategic advice on HDR enrolments and retention, research skills development, growing research supervision capacity, attracting and supporting HDR students (including scholarships) and engaging HDR candidates with industry.
3. Manage and grow resources to support HDR students, including the identification of external scholarship support.
4. Lead a talented team, building a positive and collaborative culture committed to growth, professional development, and excellence in supporting both staff and candidates effectively.
5. Drive innovative process improvements and digital enhancements, ensuring efficient systems that elevate user experience while fostering a high-performance, stakeholder-focused culture.
6. Work across the Institutes, Centres and Schools and other organisational units of the university to ensure that strategies are continually being refined based on data and feedback.
7. Be informed and responsive to national and international developments in HDR programs and training and researcher development.
8. Contribute to a positive and safe work environment for you and others, by modelling and promoting conduct that is culturally capable, inclusive, respectful, and ethical.

KNOWLEDGE SKILLS AND EXPERIENCE NECESSARY

Applicants need to demonstrate they meet the following **Selection Criteria**:

1. A doctoral or equivalent qualification with relevant management and leadership experience and international recognition as a leader in a relevant discipline through a significant record of achievement in teaching, learning, research and leadership.
2. Demonstrated leadership capabilities, including the demonstrated ability to initiate and lead change within a complex and dynamic tertiary education institution inclusive of fostering interdisciplinary, cross-school and cross-campus collaboration.
3. Demonstrated ability to develop, implement and manage strategic, financial and operational plans to achieve successful outcomes, including the demonstrated ability to control costs, increase revenue and successfully mitigate risks, and to advise and direct reports and, where relevant, centres in budgetary planning and control.
4. Demonstrated capacity to build and sustain a high-performance school, including the demonstrated ability to lead the development of teaching, research and engagement and to lead, manage and support staff to achieve strategic and operational objectives.



5. Demonstrated ability to grow UniSC's researcher development activities and reputation regionally, nationally, and internationally, with the capacity to promote and enhance industry engagement and partnerships for HDR candidates.
6. Demonstrated knowledge of the Higher Education sector in Australia and internationally, including the changes and challenges faced by the sector, industry trends and developments and the needs of employers in the employing sectors, and the regulatory and legislative requirements and the impacts of these on the HDR candidates and UniSC.
7. Demonstrated analytical and problem-solving skills, including the demonstrated ability to develop and implement innovative and practical solutions to diverse and complex problems, exercise independent judgement and accept accountability for outcomes.
8. Demonstrated interpersonal, communication, influencing and negotiation skills, including the demonstrated ability to develop and sustain collaborative and mutually beneficial relationships with a range of internal and external stakeholders.
9. Knowledge and understanding of the needs of a diverse range of HDR candidates, including those with disabilities.

Additionally, in accordance with UniSC's Staff Code of Conduct – Governing Policy, all staff are expected to display professional behaviour, communicate respectfully, and perform their duties responsibly.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered in order to meet the changing operational needs of UniSC.

UniSC is committed to creating a work and study environment that values diversity, facilitates equitable access and full participation.