DEPUTY DIRECTOR, RESEARCH MISSIONS AND IMPACT

At Monash, work feels different. There’s a sense of belonging, from contributing to something ground-breaking – a place where great things happen. You know you’re part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and diversity. When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an inclusive workplace culture for our staff regardless of ethnicity or cultural background. We have also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #ChangeIt with us.

The Deputy Vice-Chancellor (Research) and Senior Vice-President (DVCR) is responsible for the development, implementation and continuous improvement of the University’s research vision within the changing landscape of higher education, ensuring delivery of accountabilities within the context of the University’s strategic plan. Reporting to the President and Vice-Chancellor and as an integral member of the University’s executive team, the DVCR further advances the University’s
research performance, diversifies research funding, oversees research infrastructure strategy, and fosters interdisciplinary and transdisciplinary areas of excellence, collaboration and innovation within Monash and with global research partners. Further information about the University’s organisational and governance structure is available at www.monash.edu/about/structure.

POSITION PURPOSE

Reporting to the Senior Director, Research Missions and Impact, the Deputy Director, Research Missions and Impact, is responsible for working with all ten faculties and all central Institutes and Centres to embed impact into processes and practices thereby uplifting the capability of researchers to develop, articulate, and demonstrate research impact.

The position will be responsible for the following areas:

1. Support the formation and functioning of cross-organisation research consortia with high-level and strategic business development expertise, bringing together like-minded partners and donors to fund consortium mission-led international programs of research.

2. Facilitating collaboration of the DVCR portfolio across Monash, including all Faculties, Advancement, Enterprise and Engagement, Global Engagement (GE), and Monash Campuses, to identify, scope and secure programmatic bids and associated funding.

3. Expand the depth, breadth and reach of Monash’s external partnerships with local, regional and global philanthropy, industry, the United Nations organisations, impact investors and other impact research funders.

The position will be required to successfully operate on a cross-portfolio basis and work in close collaboration with other areas of the University as required.

The Deputy Director will be required to apply high level specialist skills to manage all aspects of projects, including managing stakeholder communications and expectations through effective planning, managing, reporting and advising on research strategy planning, design and implementation to meet the University’s strategic objectives.

Reporting Line: The position reports to the Senior Director, Research Missions and Impact

Supervisory Responsibilities: Not applicable

Financial Delegation: Yes, in accordance with the University delegation schedule

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

1. Lead high-level business development processes to co-design and catalyse new research missions:
   - Working closely with lead academics and professional staff to identify and scope promising mission-oriented initiatives
   - Undertake background research, analyse complex project issues, and provide high-level advice to senior management
   - Develop comprehensive business cases outlining research missions, including funding requirements, potential impact, and alignment with strategic goals
   - Prepare position papers to articulate the value proposition of research initiatives to potential funders and stakeholders
• Identify and engage potential funders, partners, and donors to secure support for research missions
• Identify risks, issues, and dependencies related to research projects and implement effective controls and mitigation strategies

2. Contribute to strategies, conditions, structures, and systems to grow research initiatives:
• Collaborate with cross-functional teams to create an enabling environment for research growth and innovation
• Identify opportunities to streamline processes and enhance organisational capabilities to support research mission initiatives

3. Lead and manage projects from conception to final delivery:
• Develop and obtain approval for business cases to initiate research projects, ensuring alignment with organisational goals and funding criteria
• Establish project structures, engage stakeholders, and define project deliverables and timelines
• Monitor project progress, manage risks and issues, and report on performance against milestones
• Coordinate post-implementation reviews to evaluate project outcomes and identify lessons learned

4. Oversee the preparation of business cases, position papers, and briefings for senior management and stakeholders:
• Ensure the quality and accuracy of documentation presented to senior leadership and external stakeholders
• Present information effectively to communicate the value and potential impact of research initiatives

5. As a member of the Senior Leadership Team within the DVCR Portfolio, provide information, advice and recommendations and contribute to the implementation of the research impact related initiatives outlined in the Research Plan

6. Conduct ongoing horizon scanning of external environments to ensure Monash stays abreast of research missions and impact best practices domestically and internationally

7. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications
1. The appointee will have:
   ● a relevant postgraduate qualification and extensive experience at senior management level within a complex management environment, or
   ● combination of extensive relevant experience and training/education.

Knowledge and Skills
2. Exceptional management and leadership skills with proven ability to strategically manage and provide authoritative technical and policy advice at the highest levels
3. Outstanding planning and project management skills, with experience in establishing priorities, allocating resources and a record of on-time delivery of project outputs
4. Demonstrated excellence in leadership, collaboration and influence in a matrix, or large and complex management structure

5. Experience in developing and implementing strategic solutions to complex projects and problems

6. Superior analytical, evaluation and research skills including demonstrated ability to quickly assimilate new concepts and information and deliver positive, innovative solutions

7. Exceptional interpersonal and communications skills, including the ability to articulate complex concepts, and capacity to negotiate, influence and build consensus at levels and with diverse stakeholders on complex and sensitive issues

8. Superior time management skills, and experience with setting priorities across a portfolio of projects to ensure a balance of short-term and long-term outcomes

9. Exceptional numerical, investigative, conceptual and analytical skills including high attention to detail, and the ability to identify emerging issues and potential risks, with a demonstrated ability to quickly assimilate new concepts and information to deliver positive and innovative solutions

10. Highly developed written and presentation skills and ability to produce clear, well-defined and compelling reports and documents for a range of audiences

11. Ability to work cooperatively and strategically in a cross-functional environment with all levels of staff and to integrate resources on a timely and organised basis

12. The ability to develop and maintain professional networks at the highest level in order to monitor the environment and create effective strategic responses to emerging trends and opportunities

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required.
- There may be a requirement to work additional hours from time to time.
- There may be peak periods of work during which taking of leave may be restricted.

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.