

## Position Description

### Director, La Trobe Institute for Sustainable Agriculture & Food

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<b>Position No:</b>	NEW
<b>Business Unit:</b>	Research and Industry Engagement
<b>Division:</b>	La Trobe Institute for Sustainable Agriculture and Food
<b>Department:</b>	
<b>Classification Level:</b>	ESMC2
<b>Employment Type:</b>	Full-time 5 year fixed-term appointment
<b>Campus Location:</b>	Bundoora
<b>Other Benefits:</b>	<a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a>

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>  
LISAF – <https://www.latrobe.edu.au/research/lisaf>

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## **Position Context/Purpose**

The La Trobe Institute for Sustainable Agriculture & Food (LISAF) is a key strategic initiative that supports La Trobe University's world-class research, research training and industry engagement in agriculture, agri-food and medicinal agriculture. Global population growth, combined with an increase in diet-related illness and the need for more nutritious food highlight the need to integrate agri-food and health. LISAF takes advantage of the opportunities presented through an intersection between food supply and its impact on health to improve nutritional outcomes, leveraging the substantial investment by La Trobe University in expertise and capability.

LISAF's vision is to use a holistic approach to deliver innovative solutions for sustainable and nutritious food production in a resource and climate-constrained world, fostering outcome-focused research and education through its interdisciplinary research domains:

1. Farming systems – soils & agriculture,
2. Protected cropping – medicinal agriculture & horticulture,
3. Fit for purpose seeds,
4. Food nutrition & health, and
5. Food business & food security, and Digital Agriculture

The Director LISAF will lead the Institute and deliver on this vision. This appointment is a critical strategic leadership position for La Trobe University identified to drive the vision and mission of the Institute, contributing to the development of the Agri-food ecosystem in Melbourne's north as a premier agri-food R&D precinct, and to establish the university as an Australian and global leader in agri-food research and translation. The position will provide leadership in building LISAF's research profile, partnerships, and international reputation in agriculture, food, nutrition, and health. The appointee will be a world expert in field related to LISAF's core activities and have a track record of fostering excellence in research, research policy and research training within the institution, discipline and/or profession and within the scholarly and general community.

The Director reports to the Deputy Vice-Chancellor (Research & Industry Engagement) and performs a pivotal research leadership role in the University's organisational structure, carrying significant accountability for providing a coherent vision and direction for the Institute and for management of the LISAF budget. With the support of the DVC (R&IE), the Director leads programs involving academics appointed through their home faculties to establish high-performing, multi-disciplinary, research teams that align with the university research strategy. A substantial institute budget serves as a strategic fund, with additional major grant co-funding prioritised through the DVC (RI&E) budget. It also supports a project management team and six research focused (postdoc/research assistant) staff to assist Domain leads to develop programs for further funding through competitive grants and industry partnerships. An attractive research support package commensurate with an active Professorial appointment can also be negotiated.

The Director LISAF will work closely with members of the Research & Industry Engagement senior leadership team in workforce and infrastructure planning, and executing strategies for research translation, industry and global partnerships, and revenue generation.

### **Duties at this level will include:**

- Working in collaboration with the DVC (R&IE) and the Senior Leadership Team to ensure the effective and efficient achievement of the Institute's Strategic and Operational Plans.
- Development and implementation of a strategic plan for LISAF consistent with La Trobe's research strategy; including setting strategic goals, defining priorities, and outlining action plans.
- Providing exemplary research and innovation leadership, and develop a culture of excellence, innovation and collaboration across the research domains of the Institute

- Strategic academic and administrative leadership with overall responsibility for the operations of the Institute.
- Fostering excellence and advancement of the research discipline of agri-food biotechnology for value chain impact. Develop, with the domain leads, funding pipelines to support largescale programs across the research domains. Play a major role in delivering research projects including management and leadership.
- Facilitating a vibrant postgraduate research program that prepares a future skilled workforce appropriate for Australia's agri-food innovation and nutrition strategy.
- Contributing to broader leadership processes with the University.
- Taking a leading role in the professional field, nationally and internationally, via appropriate national and international organisations and events, including involvement with government agencies, commercial and industrial sectors where appropriate.
- Building collaborative and sustainable relationships with, and act as expert advisor/consultant to industry and other external organisations.
- Undertaking other duties and administrative functions commensurate with the classification and scope of the position as required by the DVCRI&E.

## **Essential Criteria**

### **Skills and knowledge required for the position**

- Completion of a PhD a relevant discipline or demonstrable experience as a Director of an Institute and equivalent position.
- Demonstrated previous experience in research leadership, including proven ability to develop and execute strategic plans that achieve key performance indicators.
- Outstanding record of original, innovative and internationally recognised research in the agri-food sector with evidence of its impact and significance in agrifood value chains.
- Strong understanding of the food value chain, from agriculture to human health industries and the policy settings shaping these sectors.
- Demonstrated success in supervising, mentoring and fostering the research activities of others and contributing effectively at multiple levels within an organisation.
- A substantial record of success in external research funding through competitive national or international grants, philanthropy, and/or industry funding.
- Demonstrated effectiveness in liaising with, and delivering outcome-focused programs with, collaborators and industry partners, and in promoting research links with outside organisations/agencies.
- Highly developed oral and written communication skills with an ability to lead and motivate others, to resolve conflicts and to confer with a broad range of stake holders.
- Ability to demonstrate drive and integrity through a strong commitment to actions and taking responsibility for role modelling the professional behaviours important to the University.

### **Capabilities required to be successful in the position**

- Ability to operationalise strategy, adapt quickly to disruption and actively contribute to a healthy culture to successfully navigate change – implementing recommended improvements to organisational practice.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
- A high level of integrity and accountability in fostering a culture of research excellence and ethical relationships.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation across La Trobe – encouraging and enabling the generation of new ideas,

demonstrating a willingness to experiment, and taking calculated risks to solve organisational problems and support the University's strategic and cultural priorities.

### Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working with Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

### Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

### Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

### Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

### La Trobe's Cultural Qualities:



#### We are accountable

*We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.*



#### We are connected

*We connect to the world outside – the students and communities we serve, both locally and globally*



#### We are innovative

*We tackle the big issues of our time to transform the lives of our students and society.*



#### We care

*We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities*

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Initials:

Date: