



Position Description

Director, La Trobe Institute for Sustainable Agriculture & Food

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

Further information about:

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

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 the 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 agri-food biotechnology and be expected to foster 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 and instrumental 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. 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
- Providing leadership and mentorship within the Institute to build strong high functioning teams who work towards clear goals and targets. Develop, with the domain leads, funding pipelines to support the largescale programs of research across the research domains
- Exercising a strategic academic and administrative leadership role and assuming overall responsibility for the operations of the Institute.
- Fostering excellence and advancement of the research discipline of agri-food biotechnology for value chain impact. Play a major role in elements of major research projects including management and leadership.

- Providing leadership and fostering excellence in research and policy development across the agri-food sector, with research institutions, industry and government, nationally and internationally.
- Supporting the development and, where necessary, lead large multidisciplinary research proposal submissions to external funding bodies and industry.
- Monitoring the external environment to inform the continued development and currency of programs, systems and processes within the Institute.
- Encouraging and promoting a robust and innovative research culture within LISAF and the University.
- Supervising Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
- Playing a leading role in discipline-based mentoring and supporting the development of early and mid-career research, teaching, and administrative staff within the Institute/ Department/ School/ University.
- 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.
- Demonstrated previous experience in research leadership in a university or other higher education institution at Professorial Level, including proven ability to develop and execute strategic plans that achieve set 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 and agriculture industries and the policy settings shaping these sectors.
- Demonstrated high level strategic leadership and management experience in leading research teams or programs.
- 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.
- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of organisational practice.

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 CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials: Date: