Position Summary

College / Division  Research Division
School / Section  Research Performance and Analysis
Location  Sandy Bay
Classification  HEO Level 9
Reports to  Associate Director Research Performance and Analysis
Direct reports  Nil
Delegation level  Not applicable

The Opportunity

We are seeking to appoint a Research Impact Analyst in the Research Performance and Analysis Unit who will contribute to the Research Division’s role in strategic oversight and leadership of the University’s research governance and mission, aimed at embedding a strong culture of research integrity, excellence and impact.

Working collaboratively with the Deputy Vice-Chancellor Research, the Manager of Research Excellence, Colleges and Divisions, the Research Impact Analyst will lead the co-design of an institutional evaluation framework for research impact informed by existing evaluation approaches and models and global datasets. This will include the development and maintenance of research impact metrics and reports that support the University’s ability to deliver world-leading and impactful research that is responsive to the needs of Tasmanian communities, industry and governments.

The successful candidate will have excellent analytical and communication skills and have experience at an international level in systems, models and/or metrics used to measure and monitor research impact that can be used to showcase research impact at individual and institutional scales and inform future directions and investments in research.

About the University of Tasmania

In 1890, our university was founded with an important purpose: providing our island with the academic excellence to thrive. Today, we continue to make our home a better place. And working together, we do extraordinary things that have global outcomes.

From early on, our role has been to help people flourish and thrive. Isolation and a small population require us to work harder. The stories of our island are told by those needing to solve unique problems in unique ways. Here, success takes a quiet determination and adaptability. In turn, this makes us broader, more rounded, multi-skilled thinkers and creative problem solvers, and it sees our institution generative powerful ideas for and from Tasmania.

Because of our unique setting and challenges we go beyond creating places of learning. We strive to stimulate economic growth, lift literacy, improve health outcomes for Tasmania and nurture our environment as it nurtures us.

We welcome enquiring minds, from near and far, to join us in our pursuit of the extraordinary.
Accountabilities and outcomes

Purpose

- The core purpose of the role is to support the University’s mission to build a strong culture of research excellence, integrity and impact. Specifically, the successful candidate will be responsible for the development and maintenance of research impact metrics and reports that support the University’s ability to deliver world-leading and impactful research responsive to the needs of Tasmanian communities, industry and governments.

Key Result Areas

- Working with discipline experts, lead the co-design of an institutional evaluation framework for research impact, including developing ways of describing, measuring and tracking research impacts.
- Develop a suite of metrics to describe the various aspects of research impact and dashboards to track these across disciplines and time.
- Build partnerships with international leaders to contribute to global understanding of research impact and to help the University to benchmark its performance against international standards.
- Contribute to the maintenance of research management data and systems and the provision of data, reports and analysis to internal and external stakeholders for the purpose of understanding all aspects of research performance (excellence, impact and integrity) and meet external reporting requirements.

Behavioural Expectations

We aim to everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish by:

- Treating all others – staff, students and community with fairness, equity and respect.
- Ensuring the workplace is an inspiring and safe place to be.
- Ensuring the workplace is free from harassment, bullying, victimisation and discrimination.

Success profile

Personal Attributes

- Evaluative: Excels at examining information and asking probing questions, documenting facts and interpreting data in an objective manner.
- Innovative: Able to produce new ideas and adopt radical solutions. Readily applies theories and concepts to form strategies and navigate future trends.
- Rapport Building: Enjoys interacting with other people and effectively establishes report by putting others at ease. Effectively promotes achievement and recognition.
- Driven: Takes action and uses initiative to seize opportunities and pursue outstanding results, even when presented with difficulties or setbacks.
Core Capabilities

- Community Engagement: Role models a genuine commitment to our mission and plays an active role contributing toward sustainable social, economic and cultural progress for the Tasmanian society we serve.
- Growth Mindset: Adopts a growth mindset and consistently seeks feedback, makes others comfortable with taking risks and experimenting to improve over time.
- Innovation Management: Effectively facilitates idea generation within and across teams. Brings cohorts of people together to incubate ideas from concept to design to implementation. Fosters and enables safe spaces for creative thinking and contribution.
- Self Awareness and Interpersonal Skills: Recognises and regulates emotions and behaviour in the work context and effectively builds relationships with others to create a collaborative and empowering environment that enables people to achieve and thrive.

Role Specific Skills, Knowledge and Experience

- A post-graduate qualification or an equivalent combination of education and experience.
- Extensive experience in analysing all aspects of research performance in higher education settings including research impact.
- Strong analytical and/or statistical skills including experience in analysing large datasets, data modelling and design and configuration of dashboards.
- Excellent written and verbal communication abilities, with high level interpersonal skills including engagement, consultation and liaison with a range of stakeholders.
- Demonstrated ability to work collaboratively to achieve results and maintain relationships with a diverse range of stakeholders including senior managers.
- Track-record of building successful partnerships with external collaborators on data projects.

Qualifications and Licences

- Nil

Other Requirements

To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role.
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utas.edu.au

CRICOS Provider Code 00586B/OOM0610043

The intention of this Position Description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties may be altered in accordance with the changing requirements of the position.