



Position Description

Academic Director, Rural Health Research Institute

Rural Health Research Institute (RHRI)

Office of the Deputy Vice-Chancellor, Research

Classification	Executive Leader, Level 1
Delegation band	This position has delegated authority to Band 7
Annual operating budget	TBC
Number of direct reports	TBC
Number of indirect reports	TBC
Date last reviewed	2 July 2021



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university.

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our Purpose and Vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia.

Our Values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities senior leaders will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	All Injury Frequency Rate Engagement
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

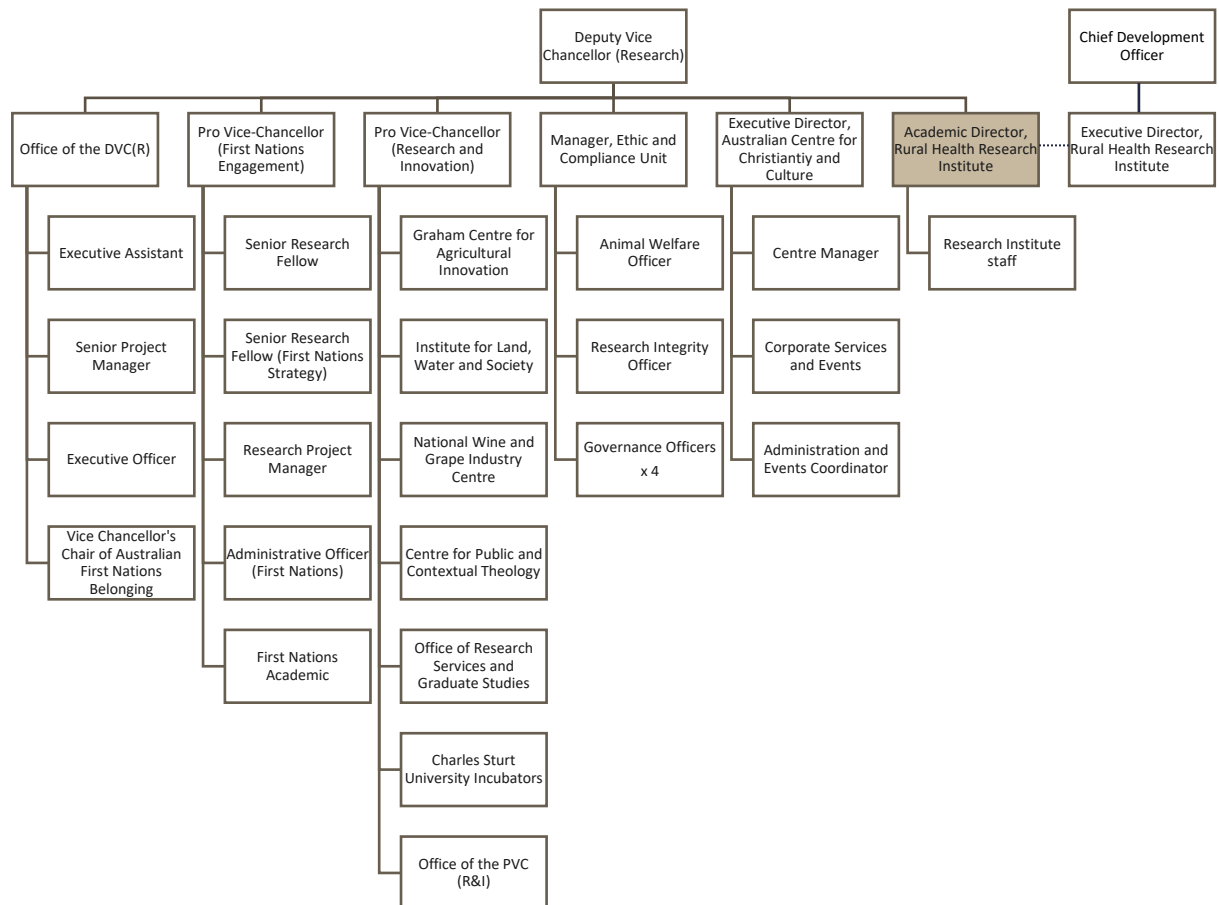
Research Institutes

To deliver on the university goal of research excellence, the university is establishing three research institutes, all with a digital and regional focus:

1. Agriculture, Water and Environment Research Institute
2. Rural Health Research Institute
3. Cyber, Data and Security Research Institute.



Organisational chart



Reporting relationship

This position reports to: Deputy Vice-Chancellor, Research

This position supervises: Research Institute Staff

Key working relationships

- The Advisory Board of the RHRI
- Executive Director of RHRI
- The Academic Directors and Executive Directors of the other university Research Institutes
- Executive Dean, Faculty of Science and Health
- Federal and State Government Departments of Health
- Charles Sturt School of Rural Medicine



- Western Sydney University School of Medicine
- Western New South Wales Local Health District
- National Health and Medical Research Council and other external funding bodies

Position overview

The Academic Director of the RHRI will be responsible for leading the research institute focussed on Rural Health. The Rural Health Research Institute has been established at Charles Sturt University to lead research on regional, remote and Indigenous health. It follows the establishment of the Doctor of Medicine joint program at Charles Sturt University in collaboration with Western Sydney University, in which the Commonwealth Government has provided funding for a Research Institute over four years. Charles Sturt University has a long term commitment to the institute and is positioning it to be the leading research institute in Australia on regional, rural and Indigenous health. The institute will lead international research on aspects of rural and remote health. A highly qualified Executive Director will assist the Academic Director with strategic planning, business development, and access to grants, and will bring private sector contacts to enhance those of the Academic Director.

Principal responsibilities

Leadership

- Lead and deliver Charles Sturt's RHRI.
- Position the university at the forefront of innovation and research capability in rural health.
- Act as an advocate for rural health issues within the region, the state, the nation and internationally.

Research & Innovation

- Lead the overall research performance of the institute through strategic initiatives, targeted funding programs, and in-depth data analysis.
- Lead RHRI research, research training, partnerships, innovation, and commercialisation.
- Create a culture of high-performance, international research excellence and accountability in RHRI.

Community/ Partnerships

- Ensure that Charles Sturt University participates and contributes to the well-being and improvement of the communities in which it operates.
 - Support and empower the development and implementation of the university's First Nations engagement strategy with respect to research through meaningful engagement, as well as contributing to high-quality research training and education.
 - Lead the development of collaborative connections between the university's other research institutes, centres, industry, end-users and other stakeholders to strengthen and expand the research agenda.
 - Lead and foster the development of international research networks.
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**Corporate
Social
Responsibility,
Ethics and
Integrity**

- Support Charles Sturt University's commitment to corporate social responsibility.
- Act with the highest level of professionalism and ethical behaviour and foster ethical and responsible decision-making amongst others.
- Ensure compliance with Charles Sturt University's policies and procedures, and external regulations and codes.

Governance

- Provide advice and information to the DVCR, the Advisory Board and the VC and Council to fulfil its statutory obligations and responsibilities.
- Be a member of governance committees within the university relevant to the portfolio.

Disclosure

- Ensure appropriate and timely disclosures consistent with the university's requirements on declarations of interests.

**Strategic
Planning**

- Lead the research strategy for the RHRI.

**Business
Management**

- Provide general supervision and management of the day-to-day research activities of RHRI within established guidelines, and consistent with decisions requiring prior approval.
- Develop annual operating plans, including business plans, organisational structures, staffing and budgets that support the RHRI's agenda, and recommend annual operating plans for review and approval.

**Risk
Management**

- Develop a risk management plan for the Institute.
- Provide assurance that the appropriate systems are in place to identify and manage risks relevant to the Institute and that such risks are acceptable to Charles Sturt University and are within the guidelines established by the Council.

**Organisational
Effectiveness/
Succession**

- Ensure research staff are nurtured and supported with succession and development plans.
- Recommend appointments of senior staff in the Institute and, monitor their performance while providing feedback and training as appropriate.

Performance

- Ensure staff have KPI's and annual performance plans aligned to Charles Sturt University's strategic plan and operational plan.

Other

- Carry out other duties and responsibilities assigned by the Vice-Chancellor and DVCR.
 - Annually review this position description in conjunction with the DVCR.
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Key Result Areas

In addition to the principal responsibilities and the eight key university key performance indicators:

Research performance

Lead a research culture of excellence in the RHRI:

- Position the Institute at the forefront of health and medical innovation, discovery and progress impacting the field of rural health.
- Conduct research that is multi-disciplinary, multi-site, collaborative and health consumer focussed.
- Developing academic and clinical partnerships including practice-based research networks.
- Substantially grow external funding for research activities.
- Contribute to an increase in the university's research productivity in research, research outputs, external research funding, research impact, numbers of Higher Degree by Research (HDR) students and timely HDR completions.
- Accelerate Charles Sturt University's performance in selected research rankings.

Partnerships

- Work collaboratively with the health and broader community to improve rural and regional health outcomes.
- Identify, facilitate and grow partnerships for research within the broader regional health community, industry, government, the professions regionally, nationally and internationally.
- Leverage strategic partnerships to ensure international competitiveness, increased HDR opportunities, and enhanced training for students and staff.
- Working with the relevant First Nations academic leads in Charles Sturt University, expand and elevate the university's relationships with First Nations stakeholders, both internal and external.

Leadership and operations management

- Lead and develop a high performing research team in RHRI which is collegial, ethical and world leading.
 - Develop and execute a vision and strategic plan for the Institute which aligns with Charles Sturt University, the joint partnership with Western Sydney University and is ambitious in scope.
 - Ensure compliance with all external statutory, regulatory, accreditation, ethics, and integrity requirements.
 - Ensure research activities are undertaken in alignment with all university requirements including equity, ethics, health and safety, risk management, planning, auditing, reporting, and schedules of delegation.
 - Ensure Institute researcher are delivering satisfactory research output as required in individual performance plans and/or position descriptions and take appropriate action for underperforming staff.
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Role-specific capabilities

Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Take action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Formulate strategies and concepts	Work strategically, set strategies, have vision, think broadly about the organisation.

Physical capabilities

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#).



Selection criteria

Essential

- A. **Research Leadership:** An internationally leading record of research publication, competitive research grants and research leadership in medicine with a clinical interest in an area relevant to the Institute.
- B. **Regional context:** A proven ability to understand, manage and promote research across Charles Sturt University regional, rural and remote geographic region and socio-demographic stakeholders.
- C. **Strategic partnerships:** Demonstrated experience in forming and maintaining strategic partnerships with industry, government, professional and community leaders and other external parties to deliver on organisational objectives.
- D. **Strategic planning:** Demonstrated capacity to lead strategic planning and direction setting in a research organisation and contribute to overall strategic planning for the university.
- E. **Australia's Higher Education Sector:** A mature understanding of the Australian higher education environment and the current and emerging issues and trends in the national research agenda.
- F. **Communication:** Outstanding communication, interpersonal and influencing skills, including a demonstrated ability to consult and negotiate with a diverse range of internal and external stakeholders across a geographically dispersed institution. These communication skills also include demonstrated success in chairing meetings and facilitating debate to achieve positive outcomes.
- G. **Integrity and ethics:** Strong understanding of, and proven commitment to, research integrity and ethics to ensure compliance with relevant legislation and codes.
- H. **Staff leadership and development:** Demonstrated commitment to nurture staff professional development and strengthen organisational leadership in research, particularly in early and mid-career researchers and an empathetic and collegial leadership ethos that engenders high performance in research teams.
- I. **Qualifications:** Relevant tertiary qualifications, including a medical doctorate, and extensive experience as an internationally-recognised research leader.

