



POSITION DESCRIPTION

Executive Director of Australian Forest and Wood Innovations

UNIVERSITY of 
TASMANIA

Position Summary

College / Division	College of Sciences and Engineering (CoSE)
School / Section	College Office
Location	Launceston with flexible remote working arrangements
Classification	Professional Executive, 1.0 FTE
Reports to	The Australian Forest and Wood Innovations Board and CoSE Executive Dean
Direct reports	2 – Deputy Director, Business Manager
Delegation level	Profile B

The Opportunity

The Executive Director will work to establish and achieve the goals of University of Tasmania's Australian Forest and Wood Innovations (AFWI), funded through \$101.5m of Federal Government support with co-funding from UTAS and research, state government and industry stakeholders. The purpose of this 4-6 year national program is to turbocharge innovation, research capacity and capability in forestry and forest products research in Australia.

AFWI will be headquartered in Launceston and will oversee collaborative, end-user-focused research delivered across the country in fields including sustainable forests, fibre and bioproducts, solid engineered wood, design and construction, climate solutions, and innovative supply chains.

AFWI will increase research, development and engagement activity through the establishment of three Research Centres, one led from UTAS and two led from other locations in the country. AFWI, through these centres, will build cross-disciplinary, integrated research collaborations across research institutions, industry and stakeholder groups.

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 Executive Director will be responsible for and lead the day-to-day operations of AFWI according to the strategic plan, program of research, and Board directives. The Executive Director is responsible for the delivery of AFWI's vision, mission, culture, and goals according to budgets and timelines as well as high-level stakeholder engagement. The Executive Director will report formally to the UTAS College of Sciences and Engineering Executive Dean and will be advised by the AFWI Board.

Key Result Areas

- You will provide transformational leadership in the establishment, development, implementation, and growth of the AFWI that;
 - Is nationally and internationally recognised and valued for its ability to deliver innovative breakthroughs in forestry, wood processing and bioproducts research to improve the economic, environmental and social sustainability of the Australian forestry and forest products industry.
 - Delivers outstanding long-term improvements in the capability and capacity of researchers and facilities in the Australian forestry and forests products industry through training and development of high-quality researchers.
 - Substantially strengthens the national coordination and planning of RD&E capacity, investment and implementation, leading to translation and commercialisation.
 - Is part of a global network recognised for contributing to innovation in forestry and forests products.
- Work closely with UTAS, the AFWI Board, industry representatives and the Research Centres to ensure AFWI is fit for purpose.
- Be responsible for leading the implementation of strategic directions, vision, and culture of AFWI articulated in the AFWI Strategic Plan.
- Be responsible for creating an effective working environment for the AFWI management team including fostering positive and effective workplace culture and implementing equity and diversity policies and practices.
- Lead the implementation of transformational research, linking academic research with industry outcomes and objectives in the context of changing national policy landscapes in the research and industry sectors.
- Work actively at the highest levels to promote and facilitate productive high-quality collaborations and effective partnerships within AFWI and between AFWI and external parties, including universities, research institutes, industry, government and the wider community that positively contribute to AFWI's strategies and priorities.
- Understand and stay abreast of changes to the national policy landscape and international trends in research, forestry and forest products where relevant, commercialisation and apply this context to AFWI within the framework of the AFWI and UTAS strategic directions.

- Effectively and productively develop new and strengthen existing working relationships between the forestry and forest products sector, universities, state and federal government and the wider community, including internationally.
- Be responsible for the management of staff ensuring AFWI operations and management practices support and comply with contractual and compliance obligations, including those related to financial, audit and risk, work, health and safety, and intellectual property.
- Represent AFWI in interactions with stakeholders and the media.

Behavioural Expectations

We aim for 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

- **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 rapport by putting others at ease. Effectively promotes achievement and recognition.
- **Communicative:** Enjoys articulating information and giving presentations. Shapes opinion through influencing skills while challenging established views and assumptions.
- **Leadership:** Assumes responsibility to make decisions and effectively leads, motivates and inspires people to take action.
- **Supportive:** Understands others through listening and empathy, works well in a team and actively involves others by valuing individuals unique perspectives.
- **Driven:** Takes action and uses initiative to seize opportunities and pursue outstanding results, even when presented with difficulties or setbacks.

Core Capabilities

- **Strategy into Action:** Able to set, operationalise and activate strategy into specific actions, timelines and responsibilities to enable the University to deliver on key strategic goals.
- **Sustainability in Action:** Brings multiple lenses of sustainability to work activities including financial, environmental and commercial sustainability.
- **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.
- **Holistic Decision Making:** Able to form sound judgements based on all available information, considering the potential impacts of decisions from a broad range of perspectives before taking definitive action.
- **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.

Role Specific Skills, Knowledge and Experience (The Selection Criteria to be addressed in your application)

- A highly successful senior leader in forestry, forest products or primary industry innovation including extensive high-level leadership in facilitating research, development and engagement, between universities, the public and private sectors, with substantial experience in developing strategic directions and oversight to deliver high-quality end-user focused research in an organisation.
- Experience in leading and managing a research institute, research centre or other large-scale research program encompassing multiple research projects, where contractual obligations and expectations, including strategic directions, finances and budget, human resources, audit and risk, and governance obligations were managed effectively.
- A sound understanding of the forestry and forest products sector in Australia including an understanding of translation and commercialization of research outcomes.
- Proven ability as an effective leader, with a strong record in team building and creating effective working relationships, highly developed interpersonal and communication skills, along with a capacity to foster positive and effective workplace culture including implementing equity and diversity policies and practices.
- A demonstrated capacity to build and maintain effective and productive stakeholder relationships locally, nationally and internationally within the discipline, profession, federal and state government, industry and the wider community.
- Demonstrated ability to exercise sound judgement, navigate complex settings, negotiate, manage conflict, and operate with autonomy to achieve agreed outcomes.
- Proven ability to manage sensitive issues. An ability to work effectively with external groups, including the media, on contentious issues.
- Desirable: Industry and professional experience relevant to the position

Qualifications and Licences

- Appropriate Tertiary qualifications
- Current Australian Driver Licence

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.

Regular intrastate and interstate as well as possible international travel will be required, as well as the visiting of field and industrial sites.

Non-essential requirements include undertaking world-class research and the supervision of HDR candidates.



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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