Position Description
Director, Business Development

Details

Area	Research and Innovation
Team	Business Development and Commercialisation
Location	Flexible
Classification	HEW 10+
Manager Title	Senior Director, Business Development

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the University acknowledges, values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

Deakin aspires to be Australia's most progressive university, with the principles of diversity, equity and inclusion underpinning our approach to education, research, employability, digital delivery, innovation, and partnerships for impact. Our vision is for an inclusive environment where we value and celebrate diversity, embrace difference and nurture a connected, safe and respectful community. We want Deakin to be a place where all staff and students feel included and respected for their unique perspectives and talents.

[Strategic Plans – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

Overview

Deakin's Research Business Development and Commercialisation division (BD&C) is a key function within the University's Research and Innovation portfolio, establishing partnerships with industry, government other public and private sector organisations and our community; and positioning Deakin as a leader in research translation. Dedicated to developing partnerships, business development, the division is responsible for steering the strategic vision and positing Deakin as a partner of choice, connecting researchers with opportunities and managing external engagement. The team also bring innovative solutions to market through commercialising Deakin's intellectual property and supporting entrepreneurs through our Spark program. BD&C key areas within the division are Deakin's Recycling and Clean Energy Commercialisation Hub (REACH) Trailblazer, Business Development, Intellectual Property, Commercialisation and Entrepreneurship.

The Director, Business Development plays a pivotal role in driving the development and implementation of strategies for linkages with industry, government and other public and private organisations to support research and development at Deakin University.

The Director's leadership will be integral to the success of developing new strategies and initiatives for growing research and raising research income through the Business Development team, with a particular internal and external client focus, aligned to one or more of Deakin's research strengths, working collaboratively to develop research and commercialisation plans.

Reporting to the Senior Director, Research Business Development and Commercialisation the role will:

·   Lead, mentor, and inspire a team of skilled professionals, fostering a collaborative and high-performance work environment. Provide guidance and support to team members in delivering strategic initiatives, ensuring their growth and development
·   Develop and implement strategic initiatives that align with Deakin's goals and future needs. Collaborate with cross-functional teams to develop and deliver on strategies to position Deakin as a preferred research partner in targeted markets for industry and government
·   Partner with key stakeholder and lead the development of long-term relationships, to ensure strategic alignment across faculties, institutes and portfolios, and external partners, developing a shared vision to grow research and industry-based projects, attract funds for research, foster collaboration with industry and government, and support the delivery of research outcomes
·   Lead the team in developing strategies and manage significant business development activities
·   Collaborate closely with various stakeholders and across the University to ensure alignment and successful delivery of initiatives
·   Represent the university in research negotiations, and effectively liaise on complex research agreements
·   Lead the development and execution of effective business development activities to increase the quality and quantum of research income
·   Bring together and lead multi-disciplinary teams of researchers, enabling functions and external partners, to coordinate the development project proposals to maximise research outcomes and to meet the needs of key industries and the community

Accountabilities

· Establish benchmarks for team performance while flexibly managing resource limitations and time constraints. Display flexibility in responding to evolving demands. Foster an environment of continuous learning, encouraging team members by assigning responsibilities and tasks that empower them

· Lead and motivate team members in resolving conflicts. Collaborate with peers from to identify and implement best practice approaches in strategic workforce management

· Provide clear, constructive, and timely feedback in a manner that encourages learning and facilitates resolution. Grasp the strategic objectives and align activities accordingly, with a focus on long-term consequences

· Define unambiguous performance standards and offer timely praise and recognition. Address under-performance promptly. Assume personal accountability for meeting objectives and driving progress. Exhibit proactive initiative by stepping in and fulfilling required tasks. Demonstrate unwavering commitment and drive towards goal achievement

· Operate within the parameters of university objectives and professional standards. Contribute to research engagement strategic direction and foster a collective sense of purpose by illustrating the integration of strategy components and their contribution to higher-level goals

· Provide advice to senior leaders, influencing the overall direction, focus, and advancement of substantial programs. Monitor the external higher education landscape to inform the continual evolution and relevance of programs, systems, and processes

· Maintain an unwavering focus on quality control. Foster a proactive approach in addressing stakeholder concerns to successfully deliver agreed-upon key projects

Selection

· A postgraduate degree in a relevant discipline or an equivalent combination of qualifications and experience

· Demonstrated capacity to build relationships and represent with internal and external partners and customers, and at the highest levels across industry, government and university sectors

· Demonstrated industry or research sector experience of connecting research, funding and community impact

· Proven understanding of university research culture and the pathways for research engagement

· Demonstrated ability to develop collaborative work teams to achieve quality customer service for clients

· Understanding of research and technology concepts and ability to achieve desired outcomes

· Demonstrated ability to negotiate and coordinate projects

· Extensive experience conceptualising, developing and implementing contemporary solutions, strategies and services to achieve a large organisation's objectives

· Demonstrated capacity to build and maintain strong and productive relationships with internal and external partners and customers

· Proven ability to exercise judgement, influence others, be flexible and adaptive to environmental changes and priorities, and gain support for new plans, programs or initiatives

Capabilities

- **Leads Culture** creates transparent, engaged and inspiring cultures, leads culture change
- **Develops Talent** develops inclusive, capable and engaged teams to meet organisational needs
- **Collaborates** cultivates collaboration across Deakin, strives for shared outcomes, builds partnerships
- **Engages Others** establishes effective relationships to achieve shared goals
- **Delivers Outcomes** creates clarity through governance, makes decisions that result in quality outcomes
- **Innovates** creates an environment where creativity and innovation are valued
- **Inspires Results** translates strategic priorities into reality, inspires outcomes through others

Special Requirements

- This position may require the incumbent to occasionally work outside business hours
- This position will require the incumbent to regularly travel within Victoria, domestic and/or international to attend conferences, events and to represent the university
- This position requires the incumbent to hold a current Working with Children Check
- This position requires the incumbent to hold a current National Police Record Check

Note The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.