

The Opportunity: Associate Vice-President Research Open to SFU Internal Applicants

Overview

Reporting to Simon Fraser University's (SFU) Vice-President Research and International (VPRI), the Associate Vice-President Research (AVPR) is a full-time leadership role that supports the priorities and objectives of the VPRI, including the implementation of SFU's Strategic Research Plan.

The AVPR provides leadership for research activities across the university, seeks and responds to opportunities (e.g. institutional funding proposals) and exercises strategic oversight of central aspects of research operations, research institutes, and research policies. The AVPR plays a significant role in ensuring that SFU's research supports continue to meet the needs of its researchers. The ideal candidate is an experienced academic leader who brings a passion for research and a track record of success as a researcher and an administrative leader.

Specific Accountabilities:

- Supports the VPRI in strategic planning. Identifies and helps grow new or emerging areas of research strength at the institution (e.g., SFU medical school).
- Takes a leadership role in implementing priorities set out in the university's Strategic Research Plan.
- Provides solution-focussed support to university Deans, Associate Deans Research, and their faculty members in achieving their key strategic priorities and increasing the success of the research community; takes initiative to work with units to solve problems.
- Provides strategic oversight of Institutional Strategic Awards and Animal Care Services.
- Responds to internal community concerns about research or research support; able to triage and promptly respond to inquiries.
- Provides strategic oversight of the process for creating, renewing and dissolving SFU Research Centres and Institutes.
- Provides strategic oversight of the development of university-led major research grants and awards submissions.
- Responsible for developing and tracking key quantitative and qualitative metrics related to research productivity and impact.
- Represents the VPRI on department and faculty reviews.
- Serves on a number of university (e.g., resource allocation, institutional planning) and external committees (e.g., represent SFU on boards of not-for-profit academic organizations).
- Oversees and contributes to SFU's research policies and procedures.
- Supervises directors in various VPRI departments such as Animal Care Services and Institutional Strategic Awards.
- Serves as the Acting VPRI.

Candidate Profile

The candidate must be a tenured faculty member (in any Faculty) at Simon Fraser University with a track record of successfully performing and publishing research. Some consideration will be given to disciplinary diversity within the VPRI senior leadership team.

Desirable attributes are listed below. It is unlikely that any single candidate will possess every attribute listed.

Research Leadership

- Demonstrated skills in facilitating and supporting research and scholarship.
- Understanding and promotion of a full range of diverse forms of scholarship undertaken by SFU researchers.
- Experience in obtaining and managing grant funding.

Leadership

- Demonstrated skills in strategic planning, problem solving, and conflict management.
- Ability to form and support teams and create consensus.
- A respectful and transparent leadership style with capacity to make difficult decisions and problem solve on a fair basis with demonstrated sound judgement, consistency and flexibility.
- A proven record of using inclusive approaches to building strong community and lasting partnerships.
- Capacity to recognize and respond to opportunities and to manage change.

Communication Skills

- Effective communicator, with ability to listen actively, engage in meaningful dialogue, and communicate effectively with a wide array of individuals and groups in spoken and written forms.
- Demonstrated understanding of how to manage and respond to controversial issues in an academic environment.

Administrative Experience

- Track record of success in the management of research programs, units or initiatives.
- Experience with strategic planning, budgeting, policy development, and organizational analysis.
- Demonstrated ability to gather and assess multiple forms of data to inform decision making.
- Ability to set and manage competing priorities and make difficult decisions.
- Experience in supervision of a variety of professional roles.

Commitment to upholding [core values of the institution](#), including:

- Academic freedom and critical thinking
- Excellence and responsibility
- Respect and reciprocity

- Equity and belonging
- Engagement and openness
- Resilience and sustainability
- Innovation and adaptability

Specific to the AVPR role, these values are evident in duties including (but not limited to):

- Enacting SFU's commitment to equity, diversity, and inclusion as these relate to faculty, staff, postdoctoral fellows and students; willingness to take action to address these issues in research.
- Advancing SFU's active pursuit of Indigenization and reconciliation and continued delivery on calls to action as outlined in the [Report of the SFU Aboriginal Reconciliation Council](#) (ARC). Recognizing diverse forms of Indigenous knowledge and a responsiveness to learning from Indigenous communities.
- Upholding SFU's commitment to responsible conduct of research (SFU R60.01).
- Pursuing ecological, social and economic sustainability through SFU's operations, research, academics, campus, and community engagement (SFU GP38).
- Upholding SFU's commitment to deal with potential, perceived or real conflicts of interest in a fair, open, consistent and practical way (SFU GP37).

This is an internal competition for SFU faculty members. The successful candidate will be seconded from their regular faculty duties and the salary will be commensurate with other AVP positions at the institution (salary range \$204,000 - \$240,000).

If you are considering the role, and have questions, please contact Dugan O'Neil at vpri@sfu.ca to either ask the question via email or to request a meeting to discuss.

To apply, please submit a CV and a letter outlining your suitability for the role via email to:

Dr. Dugan O'Neil
Vice President, Research & International
Simon Fraser University
Email: avpr_search@sfu.ca

Application Deadline: January 20, 2024

Interviews are tentatively scheduled for: February 12, 13, 14

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.