**Purpose of Position**

The Dean Research & Innovation provides strategic academic leadership of research that is applied and contributes to the business development of Unitec, partners and clients. The Dean promotes the on-going development of a collaborative institutional research culture that is externally engaged and grounded in practice and will work in collaboration with other senior leaders across Unitec to deliver the transformative vision and strategic goals of Unitec. The Dean lead and manage a team of ‘cross-pollinating’ connectors and administrators who through partnership drive and support research and enterprise initiatives across Unitec and oversee the development and implementation of the institutional Research Strategy and research policies. The Dean oversee the institution’s research management and reporting processes and also oversee the processes related to the supervision, examination, and quality assurance of postgraduate student research.

They will provide leadership in learning, teaching and research excellence. Through Network leadership they will engage and guide staff to ensure excellence and continuous improvement in learning, teaching and research.

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| --- | --- | --- |
| Key Areas | Key Responsibilities | Expected Outcomes |

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| --- | --- | --- |
| Strategy | Provide advice to the Executive Leadership Team and to other Unitec leaders on the institutional Research Strategy and on research policies  Contribute actively to implementation of Unitec’s transformation agenda and participate in institutional decision-making  Monitor and report on the implementation of the institutional research strategy and on associated initiatives Provide strategic input into postgraduate programme developments | Delivery on Research Strategy |
| Planning | Maximise ways to increase Unitec’s research performance as measured by the PBRF and maximise external research income | Delivery on Research programme |
| **Leadership** | Develop and implement an operational plan for the Research and Enterprise Office  Promote the on-going development of a collaborative institutional research culture that is externally engaged and grounded in practice  Chair the Unitec Research Committee | Successful lead of the team |
| **Research Productivity** | Ensure that all degree‐level programmes have achieved Research productivity targets and that Research Strategy expectations are met. | As per annual research KPI targets. |
| **Projects** | Ensure all projects realise financial and non‐financial benefits. | Effective commercial management and associated budget management. |
| **Staff Capability** | Ensure the sector has the staff capabilities to deliver current and future needs of their programmes. | Continuous improvement against vocational standards, knowledge, research, practices and technology. |
| **Performance Development** | Ensure all staff are well managed including having a current performance development plan and current annual review in place. | Proven delivery against Performance Partnering model. |
| **Employer Requirements** | Ensure that the industry requirements are. | Proven delivery against requirements. |
| **Stakeholder Engagement and Recognition – Industry and Community** | Ensure that Unitec has strong integrated institutional relationships with industry partners and community (including iwi) groups. | Effective relationship management with all internal and external partners. |
| **Financial Decision‐Making** | Ensure Research operates within Budget including revenue and contribution targets. | Meeting Budget KPI’s |
| Unitec Kaupapa | Demonstrate leadership of the Unitec Kaupapa by articulating, reinforcing and promoting the Kaupapa on a daily basis as detailed below;  The Kaupapa sets out Unitec’s aspirations and the factors that will enable success as follows;  **Our Partnership**   * Te Noho Kotahitanga is Unitec’s partnership between Maori and non-Maori underpinned by the principles of Rangatiratanga, Wakaritenga, Kaitiakitanga, Mahi Kotahitanga and Ngakau Mahaki   **Our Purpose**   * We enable better futures for students, communities and public and private enterprise   **Our Aspiration**   * To be a world leader in contemporary applied learning and an agent of positive social and economic change   **Our Success**   * Highly employable and enterprising lifelong learners * A more highly skilled innovative and enterprising NZ workforce * Engaged and Inspired staff with capabilities for our future * A financially sustainable Unitec   **Our Values**  Accountable, Being bicultural, Student and customer focus, Enterprising, Generosity of spirit.  **Our Way**  A dynamic community of learners engaged in a culture of open inquiry   * Uphold the values of the Unitec Kaupapa | The Unitec Kaupapa is actively articulated, reinforced and promoted.  Values are upheld, and positive feedback is received from key stakeholders. |

**What you will bring**

**Role Related Experience**

* Doctoral qualification preferred.
* Highly regarded in an industry sector with experience in building productive partnerships and collaborations.
* Senior leadership and management experience and proven capacity to work effectively and collaboratively as part of a senior team.
* In‐depth knowledge of industry sector and experience in determining future workforce needs.
* Proven experience in leading major Research Programmes and strategies.
* Understanding of the importance of innovative industry‐based or applied research and the need to build a strong research culture.
* Sound financial management including financial literacy and strong budgeting capability.

### **Financial Authority (Yes/No)**

* **Fosters a Student-Centred Whānau**

Building strong customer and student relationships and delivering solutions to the Unitec whanau

* **Engages with Difference**

Harnesses the value that different perspectives and cultures bring to Unitec

* **Collaborates**

Building partnerships and working collaboratively with others to meet shared objectives

* **Builds Trust**

Gaining the confidence and trust of others through honesty, integrity, and authenticity

* **Ensures Accountability**

Holding self and others accountable to meet commitments

* **Develops Self-Awareness and Reflective Practice**

Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses

* **Demonstrates Ongoing Commitment to Engaging in Treaty-Based Partnership**

Takes responsibility as a partner in living Te Noho Kotahitanga

* **Cultivates Curiosity and Innovation**

Examining the status quo, identifying opportunities and introducing real world solutions for improvement

### **Financial Authority (Yes/No)**

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| --- | --- |
| Budget owner | Yes |
| Delegated Financial Authority as per Unitec’s Delegations Policy | Yes |
| Responsible for new employee hire | Yes |

### **People Management**

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| --- | --- |
| Number of Direct Reports: | As per portfolio |
| Number of Indirect Reports | As per portfolio |
| Responsible for contract staff, and/or coaching, training of others | Yes |

### **Dimensions of the position**

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| --- | --- |
| Financial delegations: | Yes |
| Safety sensitive role: | Yes |
| Vulnerable Children Act applicable: | No |

### **Position Contacts and Relationships**

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| --- | --- | --- |
| Internal | External | Committees/Groups |
| Executive Management | Industry | Relevant industry and professional bodies |
| Finance | Community |  |
| People and Safety | Academic staff at other institutions |  |
| Academic Administration | Private sector |  |
| Network Deans | Research partners |  |
| Head of Practice Pathway |  |  |
| The role reports to the **Executive Dean** | | |