Unitalent
21-2 Jalan Putra Mahkota 7/7B
47650 Subang Jaya, Selangor, Malaysia
Tel: +6012-5227761
Website: www.unitalentcareer.com
Email: resume@unitalentcareer.com
JTK License: JTKSM014

VACANCY NOTICE

POSITION : **DEPUTY PRO VICE-CHANCELLOR (RESEARCH)**
LOCATION : Kuching, Sarawak
INDUSTRY : Education
TYPE : Fixed-Term Contract
REF : C20112026/SOR

JOB SUMMARY

The Deputy Pro Vice-Chancellor (Research) [DPVC (Research)] is a member of the Executive Group of the University and provides overall leadership of the research within the University. The DPVC (Research) contributes to the achievement of the University's strategic objectives through the leadership and implementation of the University Research Masterplan, aligned with Ad Astra 2030 and the University 2030, covering research activities, research training, industry engagement, intellectual property and commercialisation of research outcomes. The position will provide strategic leadership in advancing research excellence, innovation and impact, contributing to the University's ambition to become a research hub in Asia Pacific through the development of a sustainable, internationally connected and industry-engaged research ecosystem.

The DPVC (Research) heads the School of Research and the Director of School of Research reports to the DPVC (Research). The DPVC (Research) will also collaborate closely with the DPVC (Academic) and Faculty academics to ensure the research objectives and outcomes are satisfied. The DPVC (Research) will work closely with the DVC (R&D) and PVC & CEO (Sarawak), CEO of SWIM, Research Institute Directors, Research Centre Directors and other senior academic and administrative managers from across the University at both campuses to maximise research opportunities.

The DPVC (Research) has overall responsibility for the research programs of the University, including their development, delivery, continuous improvement and quality assurance. The role also has responsibility for recruiting and developing high-quality HDR students and professional Higher Education workforce with the capabilities to realise the University's vision and goals in research. A key role will be coordinating and collaborating to ensure consistent alignment of research programs and research initiatives across the University, including international partnerships, interdisciplinary collaboration and the development of research capabilities aligned with the University's strategic priorities.

The DPVC (Research) is responsible for leading research strategy, innovation and change across the University to build organisational research capacity, develop a research ecosystem and ensure a high performing team environment exists to deliver high-quality research outputs. The DPVC (Research) will help build an overall culture of research excellence, both internal and external.

KEY RESPONSIBILITIES AREAS

The key responsibility areas (KRAs) are the major outputs for which the position is responsible and are not a comprehensive statement of the position activities.

1) Overall Objective

- Provide strategic leadership and direction for the University's research function to advance research excellence, innovation, industry engagement and measurable research impact, in alignment with Ad Astra 2030 and the University 2030.
- Lead the development of a sustainable, internationally recognised research ecosystem that strengthens institutional reputation, research capability and contribution to regional and global priorities.

2) Strategy

- Develop and implement a sustainable research business model that strengthens research income, funding diversification, strategic investment and measurable research outcomes in support of the University's strategic priorities.
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- Develop a model that provides for organisational academic and research integration.
- Assist with the development of the University's online strategy and commercial partnerships.
- Guide and lead the development of the research strategies with the Director of SoR, Research Centre Directors and other academic leaders.
- Translate the University's strategic research priorities into measurable plans, performance indicators and outcomes, with regular monitoring and review of delivery against approved targets.
- Oversee the development, implementation and ongoing improvement of the University's national and international strategy.
- Network, foster and cultivate strategic partnerships locally, nationally and internationally to build up the profile and reputation of the University.
- Develop strategic research collaborations and interdisciplinary initiatives that address regional and global challenges, strengthen research reputation and generate demonstrable economic, social and environmental impact.
- Engage and advocate with government, other academic institutions, relevant professions, business and the wider community with University's interests.
- Lead the development and implementation of research performance strategies to achieve MyRA 5 or higher, and other approved institutional research performance targets.

3) Leadership

- Be accountable to the PVC & CEO (Sarawak) for the research leadership of the SoR, faculties, research centres, and subsidiaries to achieve the University's strategy and goals.
- Lead the operation of the SoR and research centres at the University
- Collaborate closely to maximise research opportunities, build collaborations and capability, and advance the our world is our campus approach through shared research priorities, expertise, infrastructure and cross-campus initiatives.
- Harmonisation of the research at the University with the University's Research and Innovation Strategy. Ensure consistency in quality and compliance standards by working closely with the Research team.
- Actively collaborate with the DPVC (Academic) to achieve the SETARA 6 rating or equivalent by ensuring that faculty strategies, policies and practices support the achievement of University research objectives.
- Build the University's profile nationally and internationally through high quality research and impact through collaboration with industry and reputable universities in Sarawak and the region.
- Strengthen industry- and government-engaged research through co-developed projects, strategic partnerships and collaborative research programmes that address Sarawak's economic and societal priorities.
- Lead, motivate, manage and coordinate the campus academic staff in order to advance research quality and high performance to achieve the university strategy.
- Mentor and guide the senior academic staff on performance management for enhancing individual and team research performance.
- Negotiate and develop research partnerships with industry, government and other partners leading to funded research. In particular, assist the Sarawak Government in delivering Sarawak's current economic development priorities and relevant state and national strategic agenda through research and development opportunities and the development of key laboratories and leverage this opportunity for both campuses.
- Develop a portfolio of high-quality discovery, applied and commercial research projects involving researchers from both campuses.

- Provide leadership in relation to the commercialisation of research outputs and the development of relevant policies and strategies for commercialisation, knowledge transfer and research translation, innovation adoption and industry impact.
- Implement the University's research education and training programme and lead growth in HDR student numbers to achieve the target of an Asia Pacific Research Hub, while strengthening HDR quality, completion outcomes, research supervision capacity and industry-relevant research training.
- Provide inspirational leadership that engages the academic community to create a culture of excellence in research and to attract high performing talent.
- Demonstrate leadership through collaboration with senior academics at the University in order to build a professional and sustainable research and development function.
- Lead the team to participate in the University's performance and development review process.
- Capitalise on the University's investment in research infrastructure including any new research facilities.
- Provide strategic oversight of research infrastructure development and utilisation, including major research facilities and centres, to strengthen research capability, collaboration, productivity and external research engagement.
- Demonstrate the highest levels of integrity in all actions and model ethical behaviour within the University.
- Provide mentoring to the University's PostGraduate Society.

4) Management

- Manage SoR and Research Centres to provide support to enable the staff to deliver on their research objectives as cascaded down through Campus Plan.
- Manage the Directors of SoR and Research Centres to ensure that they operate effectively, collegially and in an aligned manner in accordance with University strategies and policies.
- Manage SoR and Research Centres budget within the university guidelines.
- Provide oversight and management of the research budget.
- Align research investment, resource allocation and infrastructure planning with approved strategic priorities, research performance targets and long-term financial sustainability.
- In conjunction with the University's PVC (Research Partnership and Digital Innovation), enhance and develop the international activities of the University and ensure research strategies support the University's research growth goals and targets.
- Promote innovation and generating impact from innovation.
- Contribute through a shared leadership approach with the senior management team and peers to foster a positive professional work environment.
- Foster the professional development of academic staff to build a research talent pipeline.
- Oversee the management of research quality assurance processes at the University in conjunction, including research integrity, responsible research practices, risk management and compliance with applicable regulatory and institutional requirements.
- Ensure that the research standards and performance outcomes are met.
- Establish and monitor a research performance framework covering research quality, funding, publications, HDR outcomes, industry engagement, commercialisation and research impact.
- Ensure the governance, quality assurance oversight in research submissions and practices are best practices. This will be supported by continuous quality improvement methods and practices.
- Develop a communication strategy and process across the SoR and Research Centres and between the Faculties/Schools and other parts of the University.
- Manage and monitor financial performance of SOR and research centres and make continuous quality improvementas required to achieve approved plans and budgets.
- Develop and implement recruitment strategies to target recognised talent, and implement succession planning activities to build future capability.

5) External

- Develop and maintain appropriate networks and strategic partnerships with professional groups, employers, government agencies and community bodies.

- Strengthen the University's research profile and influence through strategic engagement with government, industry, research institutions and international partners, positioning the University as a recognised research and innovation partner in the region.
- Participate in University sector organisations and lead or contribute to sector-wide initiatives.
- In conjunction with others, promote and communicate a clear vision for the University, supporting the strategic direction as set by the PVC & CEO (Sarawak).

6) Occupational Health & Safety (OSH)

- Facilitate the establishment and promotion of OHSMS policy and objectives to enhance the effectiveness of OHSMS through directing the execution of OHSMS improvement plans as well as ensuring the implementation of safe work system and adequate provision of resources to fulfil OHS requirements and objectives.

7) Organization Values and Culture

- Commit to the University values.
- Conduct work professionally while demonstrating the University values at all time.
- Assist management in implementing the University culture and lead the team in embracing the University Values.
- Communicate the University Values and culture locally and internationally.

8) Other Duties

- Other duties as directed by the PVC & CEO (Sarawak); or by an authorised personnel.

JOB REQUIREMENTS

- A PhD holder at academic level D (Associate Professor) and above, and with an outstanding record of innovation and performance in quality University teaching, research and academic leadership.
- Outstanding record of leadership, strategic planning and strong execution capability in a multicultural environment.
- Demonstrated ability to formulate and execute a long-term research and innovation strategy, translating institutional priorities into measurable outcomes and sustainable organisational capability.
- Ability to work in a complex environment and be able to lead through ambiguity and change.
- Proven strategic and collegial management skills, along with the ability to operationalise strategies including previous demonstrated experience and success in senior academic leadership roles.
- Proven strategic and collegial management skills, along with the ability to operationalise strategies
- Ability to think creatively, innovate and implement sustainable change.
- The creation of a culture of academic excellence and innovation, particularly in research.
- Demonstrated ability to foster research quality outcomes among colleagues and the capacity to foster research outcomes within an interdisciplinary setting.
- Demonstrated success in developing and leading strategic research partnerships with universities, industry and government, resulting in funded research, knowledge transfer and measurable research impact.
- A demonstrated record of senior leadership in developing and maintaining relationships with key internal and external stakeholders e.g. Ministers and senior officials of government agencies, including the ability to present at the Board level.
- Proven ability to manage significant research budgets and strategic investments, including research funding diversification, resource optimisation and financial sustainability.
- A strong commitment to strengthening Occupational Health and Safety Performance Management, Equal Opportunity and Cultural Diversity principles.
- Outstanding track record of research as evidenced by publications, research grants, HDR supervision and other relevant research outcomes and scholar works.

- Demonstrated experience and ability to exercise initiative and academic leadership in research in large organisational and/or multi-disciplinary units.

TO APPLY

1. Applications should include with their application **a detailed CV** indicating qualifications, experience, and other matters considered relevant to the application.

2. The application must also include a separate document addressing each applicable element of the **Key Selection Criteria** ***(As per attached below).***

3. The application should also include a separate document of your **3-year plan for the position to be written in one (1) page**.

4. Copy of all your academic certificates (compile all in one pdf file).

5. Email your application to resume@unitalentcareer.com or WhatsApp to +6012-5227761.

Key Selection Criteria

Application letters and/or resumes must address the Qualifications and Knowledge / Experience / Attributes sections under the key selection criteria.

Qualifications: Include all educational and training qualifications, licences, and professional registration or accreditation, criminal record checks etc. required for the position.		**Essential / Highly Desirable / Preferable**
1.	A PhD holder at academic level D (Associate Professor) and above, and with an outstanding record of innovation and performance in quality University teaching, research and academic leadership.	Essential

Experience / Knowledge / Attributes: Required by the appointee to successfully perform the positions key responsibilities.		**Essential / Highly Desirable / Preferable**
1.	Outstanding record of leadership, strategic planning and strong execution capability in a multicultural environment.	Essential
2.	Demonstrated ability to formulate and execute a long-term research and innovation strategy, translating institutional priorities into measurable outcomes and sustainable organisational capability.	Essential
3.	Ability to work in a complex environment and be able to lead through ambiguity and change.	Essential
4.	Proven strategic and collegial management skills, along with the ability to operationalise strategies including previous demonstrated experience and success in senior academic leadership roles.	Essential
5.	Proven strategic and collegial management skills, along with the ability to operationalise strategies.	Essential
6.	Ability to think creatively, innovate and implement sustainable change.	Essential
7.	The creation of a culture of academic excellence and innovation, particularly in research.	Essential
8.	Demonstrated ability to foster research quality outcomes among colleagues and the capacity to foster research outcomes within an interdisciplinary setting.	Essential
9.	Demonstrated success in developing and leading strategic research partnerships with universities, industry and government, resulting in funded research, knowledge transfer and measurable research impact.	Essential
10.	A demonstrated record of senior leadership in developing and maintaining relationships with key internal and external stakeholders e.g. Ministers and senior officials of government agencies, including the ability to present at the Board level.	Essential
11.	Proven ability to manage significant research budgets and strategic investments, including research funding diversification, resource optimisation and financial sustainability.	Essential
12.	A strong commitment to strengthening Occupational Health and Safety Performance Management, Equal Opportunity and Cultural Diversity principles.	Essential
13.	Outstanding track record of research as evidenced by publications, research grants, HDR supervision and other relevant research outcomes and scholar works.	Essential
14.	Demonstrated experience and ability to exercise initiative and academic leadership in research in large organisational and/or multi-disciplinary units.	Essential