# Dean of Research and Innovation

## **Person specification**

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| Criteria | Essential | Desirable |
| Education &  Qualifications | A PhD or equivalent  Professorial Title | Rrelevant leadership and management training and/or qualification.  Teaching Qualification or Higher Education Academy accreditation at senior or principal fellow level |
| Experience | Understanding of and experience in delivering excellent outcomes for the Research Excellence Framework.  Significant Experience of effective leadership of research and knowledge exchange within a higher education setting or equivalent.     Significant experience of grant capture and producing high quality research outputs in a discipline relevant to the University sufficient to provide academic credibility.    Experience of research collaboration with a range of stakeholders at regional, national and ideally international level.    Significant experience of budgetary control and monitoring.  Experience of developing research and innovation strategy within a research environment. | Resolving complex, often competing demands with stakeholders    Embedding equality, diversity, and inclusion considerations into organisational strategy  Experience of research commercialisation  Experience of managing and promoting Health & Safety, Safeguarding and  Equal opportunities |
| Knowledge & Skills | Excellent leadership skills, embodying the university’s values in developing and leading highly motivated and high performing research teams.  Ability and aptitude to work in close collaboration with other Deans and relevant staff to embed research and knowledge exchange as a key element of the University’s academic culture,  Extensive knowledge of the UK and Scottish Research and Innovation landscape, including REF and the national research and innovation landscape and current issues relating to this.    Extensive knowledge of research and innovation funding arrangements in Scotland, the wider UK and Europe.   Ability to utilise external best practice to benchmark and continually enhance University performance in research and innovation.    Highly developed oral, written, and interpersonal communication skills, showing ability to communicate complex information in a readily accessible format with a wide variety of stakeholders.  High level of negotiation, influencing and enabling skills to ensure the research, knowledge exchange key performance objectives of the University are met. | Ability to present confidently to audiences of all sizes    Awareness of strategic, policy and financial issues facing the Higher/Further education sector in Scotland    Innovative thinker, capable of securing effective and balanced solutions which consider the longer term  Well-developed understanding and experience of pathways to ensure the commercialisation of research outputs. |
| Professional qualities | Credible, open approach welcomes feedback and able to demonstrate high levels of integrity and professional values    A flexible approach with the ability to lead, as well as work effectively in a team.    Forward thinking with the ability to constructively challenge and suggest innovative solutions    Self-assured and resilient, able to handle conflict and lead difficult conversations with the resourcefulness to achieve end results.    Collaborative approach to professional practice which enables colleagues to contribute, and which promotes a culture of accountability and empowerment. | Appetite for transformation and the resilience to drive through change at pace    Ability to engage and support organisational development initiatives aligned with the university’s culture and values, management of change, employee engagement and wellbeing, talent management, and leadership development capability |
| Other | Committed to equality and diversity    Committed to Health and Safety policies and procedures    Flexible approach in hours worked and willing and able to travel locally, nationally, and internationally as required. | Proficiency in Gaelic language and knowledge of, or interest in, Gaelic culture |

Date: 18/09/2023