



# Position Description

## Deputy Director, Research Institute

Gulbali Institute for Agriculture, Water and the Environment – Wagga Wagga  
Rural Health Research Institute – Orange  
Artificial Intelligence and Cyber Futures Institute  
Office of the Deputy Vice-Chancellor, Research

<b>Classification</b>	Academic Institutional Leadership Position
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<b>Delegation band</b>	This position has delegated authority to Band 6
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<b>Nature of Employment</b>	Fixed term
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<b>Date last reviewed</b>	June 2023
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## About Charles Sturt University

### Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the University – to develop and spread wisdom to make the world a better place.

### Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university.

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

### Goals

To deliver on our Purpose and Vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia.

### Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

### Performance measures

In addition to the principal responsibilities senior leaders will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

<b>Our Students</b>	Commencing Progress Rate Student Experience
<b>Our Research</b>	Research Income Research Quality and Impact
<b>Our People</b>	All Injury Frequency Rate Engagement
<b>Our Social Responsibility</b>	Underlying Operating Result Community and Partner Sentiment
<b>Our Students</b>	Commencing Progress Rate Student Experience



## Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

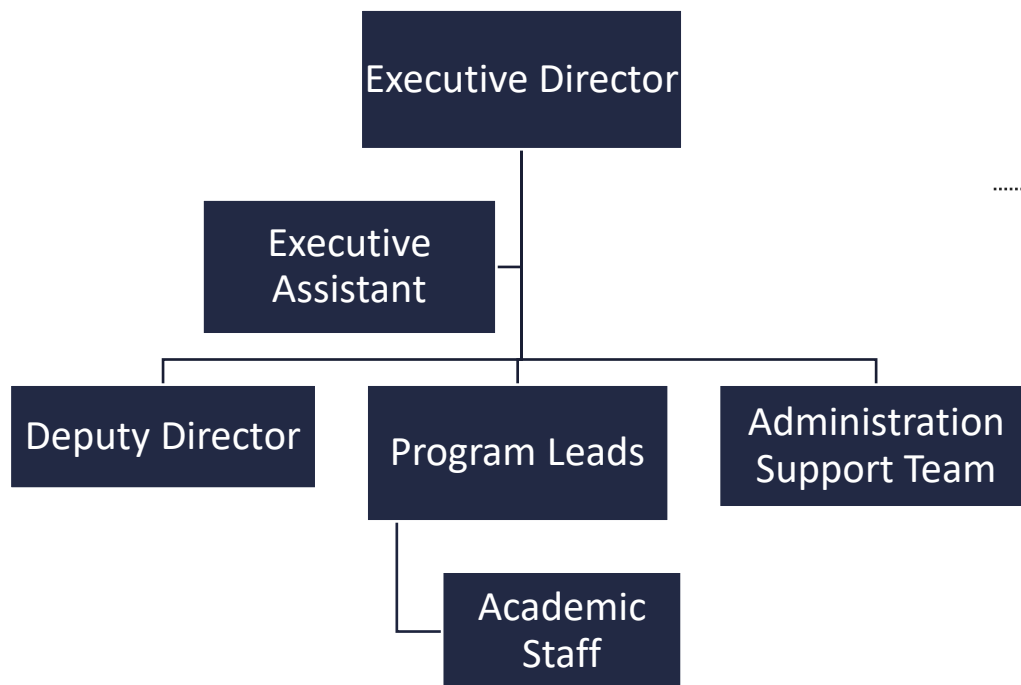
## Research Institutes

To deliver on the university goal of research excellence, the university is establishing three research institutes, all with a digital and regional focus:

1. Gulbali Institute
2. Rural Health Research Institute
3. Cyber, Data and Security Research Institute.



## Organisational chart



## Reporting relationship

**This position reports to:** Executive Director

**This position supervises:** N/A

## Key working relationships

- Academic staff of the Institute
- Business Development Director
- Executive Directors of the other university Research Institutes
- Executive Dean, Faculty of Science and Health
- The Advisory Board (especially the advisory board chair)
- Federal and State Government bodies
- Industry partners and regional start ups
- Competitive funding bodies



## Position overview

The Deputy Director is a key position in the Institute leadership team who will work closely with the Executive Director in the provision of leadership in the Institute, and oversight of planning, performance and quality management and ensure operational management of the Institute supports strategic plans. The Deputy Director will represent and promote the Institute both within and outside the University and deputise for the Executive Director as required. The Deputy Director will lead academic and professional staff to support University and Institute initiatives and strategies, and in doing so will assist in creating an engaging and inclusive work environment.

The Institute brings together multidisciplinary research teams, enabling a holistic approach to research that provides solutions that are comprehensive, authoritative, and reflective of our economic, natural and social aspirations. The Institute will focus on research that addresses major national challenges and government, industry, and community strategic imperatives. Our multidisciplinary approach together with the application of an innovation framework, will lead to the translation research and viable industry partnerships.

It is expected that the deputy director be an active researcher; supervising HDR students, postdoctoral staff and producing high quality outputs in their field of expertise.

The Deputy Director will be expected to maintain research active status.

## Principal responsibilities

The Deputy Director will support the Executive Director to:

- Lead and manage the Institute ensuring that Institute effort is contributing positively to and realising of the University's mission and strategy
- Lead the overall research performance of the institute through the design of strategic initiatives, targeted funding programs, and in-depth data analysis
- Lead research, research training, partnerships, innovation, and commercialisation.
- Create a culture of high-performance, international research excellence and accountability in the Institute
- Support and empower the development and implementation of the university's First Nations Engagement Strategy with respect to research through meaningful engagement, as well as contributing to high-quality research training and education.
- Provide general supervision and management of the day-to-day research activities of within established guidelines, and consistent with decisions requiring prior approval
- Develop annual operating plans, including business plans, organisational structures, staffing and budgets

## Physical capabilities

- Work in other environments beyond your base campus, such as other campuses.
- Willing to perform air travel domestically and internationally
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#).



## Selection criteria

### Essential

- A. An academic appointment at Level C or above.
- B. An established researcher in a field relevant to the Institute, with PhD or equivalent, or equivalent professional practice and standing, or evidence of equivalent reputation and standing.
- C. Demonstrated strategic leadership skills and experience in innovation and developing and monitoring plans consistent with Institute and University plans and policies.
- D. Capacity to foster a positive workplace culture and demonstrated skills in leading people and teams and building capability to achieve organisational objectives.
- E. Excellent communication and interpersonal skills with the ability to work collaboratively across the Institute and University, and foster relationships that extend and develop the activities of the Institute





## New South Wales

Brisbane  
Study Centre

Dubbo

Port Macquarie

Orange

Bathurst

Goulburn  
NSW Police Academy

Sydney  
Study Centre  
Parramatta

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta  
Regional University Study Centre

## Victoria

Melbourne  
Study Centre

