

Candidate Profile – Associate Vice President, Office of Research and Scholarship

Priority Criteria for Candidate Assessment

Credentials: A Doctoral Degree, or equivalent in a relevant discipline, is required.

Experience: A minimum of five years of recent experience in conducting and/or supporting research beyond graduate studies. A significant administrative portfolio together with a minimum of five years of recent experience in an administrative role within a post-secondary institution or research grants council. A record of demonstrated scholarship and/or creative work, as well as a broad range of professional and personal interests with cross-discipline boundaries. A history of championing and supporting research. Ability to liaise effectively and diplomatically with a wide variety of internal and external stakeholders.

Relationship Builder: Outstanding interpersonal skills, including proven experience with conflict resolution and mediation. Demonstrates confidence, personal integrity, negotiation skills and exceptional ability to build and maintain working relationships with a variety of stakeholders such as government agencies, research boards, industry and the community. Maintains dual focus on relationships and outcomes through energy, passion, optimism, flexibility and adaptability.

Problem Solver: A critical, creative and collaborative problem solver with strong attention to detail. Demonstrates ability to investigate and analyze complex issues, and develop effective strategies that advance KPU's Research and Scholarship goals and initiatives.

Administrative Expertise: Exceptional verbal and written communication skills. Demonstrates understanding of university governance and the dynamics of working in a complex unionized environment. Proven leadership, project management and administrative capabilities. Demonstrates strong organizational skills for operational and logistical tasks. Understands importance of recognizing, valuing and leveraging the skills and abilities of team members to meet and exceed goals. Experience with substantial operating budget and relevant capital planning and allocation oversight. Experience overseeing the management of grants and contracts with the ability to identify and report trends in research funding opportunities from both external donors and foundations, including public, private and not-for-profit sectors.

Research Expertise: As a unique polytechnic university, KPU encompasses a variety of community-engaged research activities. The incumbent will demonstrate the ability to spearhead a cohesive, focused approach to research consistent with KPU's mission and demonstrate experience leading the implementation and refinement of an institutional research plan reflecting that mission.

Leadership: Results-oriented leader with a strong work ethic and ability to build capacity and support leadership development in others. Demonstrates success in developing and implementing strategies for championing, mentoring and advocating for emerging scholars. Works collaboratively and with passion as a key member of the senior leadership team to leverage substantial funding, generate research-focused revenue and increase professional capacity in the research world, consistent with KPU's mission and Vision 2018 strategic goals. Oversees the management, mentoring and performance evaluation of staff in the Office of Research and Scholarship.