

SEARCH FOR THE ASSOCIATE VICE-PRESIDENT RESEARCH Selection Criteria 2025

The successful candidate will be a tenured full-professor in an academic department at the University of Victoria and have extensive knowledge of research areas covered by SSHRC and a rich understanding of SSHRC funding processes. The ideal candidate will also have many of the following characteristics:

1. An outstanding record of scholarly work commensurate with the candidate's field of research, with demonstrated success in obtaining external research support from major national and/or international funding agencies, in the training of graduate students and other research personnel, and in the generation of high-quality research outcomes including knowledge translation and dissemination.
2. A track record of success as a university administrator (e.g., experience at the level of Research Centre/Institute Director, Chair/Director, Associate Dean, Dean or related roles), including excellent organizational and management skills and the capacity to make bold decisions and problem solve with sound judgement, consistency and transparency.
3. A commitment to promoting equity, diversity and inclusion in all areas of research and creative work.
4. A commitment to advancing reconciliation and decolonization to ensure lasting change.
5. Demonstrated ability to apply an interdisciplinary lens, promote collaboration and support complex projects within large research groups or inter-institutional consortia.
6. Effective leadership skills, which include high self-awareness, creative and innovative thinking, resiliency in the face of obstacles, a willingness to learn and adapt, the capacity to develop and implement a vision, and a commitment to empower others to be successful.
7. Demonstrated ability to take a broad perspective, advocating for and supporting research and creative work across all faculties and disciplines, and fostering an environment where collaborative and diverse research contributions are valued and promoted.
8. Excellent interpersonal skills, including the ability to form, lead, and support teams; communicate with clarity and consistency; build consensus within diverse groups; liaise effectively with internal and external communities; and exhibit diplomacy, respect and sensitivity in all dealings with individuals, communities and groups.
9. Excellent strategic thinking and communication skills, with the ability to influence, inspire, and build strong relationships both within and outside the institution.
10. Capacity to identify goals, set priorities, be flexible, and make sound choices in the face of time constraints and challenges to achieve those goals.

11. The ability to interpret, review, revise and implement relevant university policies and procedures and to engage with relevant stakeholder groups on external policy and program development (e.g., Tri-Agency policies and frameworks).
12. A commitment to upholding the highest ethical and regulatory standards in research.