

Vice President Research, Innovation and Impact

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THE ROLE

The VPRII is a key member of the University's executive team, reporting to the president and working in collaboration with other vice-presidents and senior academic and administrative leaders, including the Deans and University Librarian to provide strategic leadership and bring innovative visioning that accelerates the development of high-impact research, graduate education and international initiatives at Concordia University.

The new VPRII will be a respected scholar – appointable at the rank of Professor - with demonstrated excellence as a leader and administrator, committed to fostering a collegial environment where fundamental and applied research, creative output, innovation and impact are privileged. The successful candidate will have a track record of advancing the research mission of a globally recognized academic unit and significant leadership experience. The successful candidate will inspire intellectual curiosity and creativity, encourage collegiality and collaboration, and empower Concordia's community to be successful in performing a rich array of research and creative activity. The VPRII will also demonstrate a firm commitment to advancing equity, diversity, inclusion, accessibility, and decolonization as part of the quest for academic excellence.

Operationally, the VPRII is responsible for ensuring that the administrative activities of the sector provide efficient, value-added support to the research community and are marked by a high degree of professionalism and a strong service ethos. The VPRII is expected to work collaboratively with the Faculties and research units to develop and implement effective policies and procedures to support research excellence, ethical conduct of research and integrity, infrastructure, knowledge mobilization, global strategies and the development of intellectual property consistent with changing practices to incentivize innovation and maximize the impact of research.

The VPRII sponsors the timely development of innovative academic programs, professional upskilling for graduate students and postdoctoral fellows, and the application, university-wide, of policies and best practices in graduate education and supervision.

The VPRII champions the importance of graduate studies and postdoctoral research within the university working closely with the Dean of Graduate Studies (dual report to the VPRII and the Provost and Vice President, Academic) and the School of Graduate Studies which is nested within the VPRII portfolio.

The VPRII is responsible for supporting the Dean of Health (dual report to the VPRII and the Provost and Vice President, Academic) in positioning Concordia as an important actor in Montreal's medical/health research and graduate training ecosystem.

The VPRII is responsible for supporting the CEO of Volt-Age (direct report), in the delivery of the research objectives and impact under the terms of the Canada First Research Excellence Fund program.

Internationalization is a key driver of Concordia's research performance, visibility and institutional positioning and through the offices of Concordia International the VPRII plays a leadership role in promoting international student mobility, research and graduate training initiatives.

Innovation is a key component in the positioning of Concordia and the VPRII plays a leadership role in working with the Executive Director of the District 3 Innovation Center and the Executive Director of VI Studios (both direct reports), to foster the innovation agenda.

THE MANDATE

Acting as an internal advocate for research:

STRATEGIC PLANNING

- Continuing to develop, actualize, and implement Concordia's research vision and the University's strategic research plan;
- Initiating and supporting large scale and strategic initiatives aligned with Concordia's vision and priorities;
- Promoting an inclusive culture of research and graduate training;
- Leveraging research outputs through knowledge mobilization strategies;
- Positioning Concordia as a leader locally, nationally, and internationally in the research ecosystem
- Fostering new opportunities in research, research training, open scholarship, data management and inclusive research excellence.
- Advancing Concordia's growing reputation as a partner of choice for innovative research programs

RESEARCH MANAGEMENT

- Designing, leading and facilitating a robust and effective structure for promoting, planning, administering, and supporting all modes and methods of research, innovation, scholarship, and creative activities for individuals and teams across all faculties and schools;
- Increasing diversity in research activities and revenues, and encouraging transdisciplinary, inter-professional, and community-based research;

- Planning and implementing effective research infrastructure, policies, procedures, and services and ensuring that research is administered in accordance with external and University standards, including ethics, biosafety, and animal care;

RESEARCH TRAINING ENVIRONMENT

- Strengthening the mission of graduate education and postdoctoral training through innovative curriculum and professional skills development, targeted recruitment and growing financial support for students and trainees;
- Increasing the recruitment of graduate and international graduate students, as well as post-doctoral fellows, to further faculty research by working with other University administrators to develop funding and support for them;

RESEARCH CENTRES AND UNITS

- Providing directional support for Concordia's School of Health and supporting its strategic positioning in the health sector at the national level.
- Coordinating the development and impact of the research institutes and research centres and units;
- Supporting the research and curatorial role of the Leonard and Bina Ellen Art Gallery, as well as the activities of VI and D3 and the 4th Space.

IMPACT

- Working with all academic areas to identify, support, disseminate, and celebrate the achievements of individual faculty members, post-doctoral fellows, students, and staff involved in research activities across the University;
- Championing and promoting Concordia's innovation, entrepreneurship, knowledge transfer and commercialization of research while overseeing the management of intellectual property matters;
- Working closely with the research community and external partners to bring Concordia closer to the larger Montreal community and position the university in wider national and international networks;
- Leading Concordia's units and staff associated with innovation and entrepreneurship;
- Collaborating closely with relevant University units, including the Libraries, Government Relations Office, and Secretary General, and facilitating the thriving of the university's research culture;
- Working closely with Advancement and Alumni Relations to support fund-raising activities for research, graduate studies and innovation and to expand Concordia's network of research opportunities.

SUSTAINABILITY

- Bolstering research activities and academic programs around a variety of sustainability initiatives including Plan-Net/Zéro and Volt-Age, and in the area of climate change, biodiversity and sustainable finance;
- Fostering projects and supporting Concordia's Sustainability Action Plan

Acting as an external advocate for research:

- Raising the profile and promoting public understanding of the importance of research, scholarship, and related creative activities at Concordia by engaging with governments, external organizations, and audiences in local, national, and international contexts;
- Promoting the role of research to build the University's national and international standings and to attract and retain outstanding faculty, staff, and students;
- Fostering intersectoral and inter-institutional partnerships between faculty members and industry, government, community groups, foundations, and other universities, agencies, and institutions such as the national granting councils, in order to advance research both nationally and internationally;
- Expanding connections with the innovation ecosystem surrounding the University, including ties with industry, external entrepreneurs, venture capitalists, alumni and other potential partners;
- Align Concordia's research priorities with the newly minted Quebec and Canadian innovation and lab-to-market strategies;
- Expanding Concordia's international profile strategically through targeted, effective partnerships, collaborations and special initiatives;
- Identifying and capitalizing on research funding opportunities from multiple sources for all areas of the University; and
- Acting as the University spokesperson on research policy and as a key voice on research matters through developing and maintaining effective contacts with external funding agencies, all types of industry, donors, and government departments.
- Championing large inter-institutional grant opportunities and providing leadership in the successful completion of existing grants (eg. Canada First Research Excellence Grant).

Acting as key member of Concordia's leadership team:

- Contributing with the President's Executive Group to advancing the mission of the University,
- Chairing the University Research Committee and the Senate Research Committee as well as the Associate deans for research table and the research units table.
- Providing leadership in all research matters to the University's Board of Governors and Senate;
- Working with the Provost & Vice-President Academic and the Faculty Deans to foster the integration of Concordia's research plans, priorities, and mission with its broader

educational objectives, and to support research, scholarship, and creative activity across the University;

- Supporting the development and initiatives led by the School of Health and the School of Graduate Studies;
- Promoting collaborations between the Libraries and the VPRII sector to enhance services to the research community;
- Working with the Chief Financial Officer on the planning and budgeting process to support and advance research, scholarship, innovation and creative activity;
- Working with the Vice-President Services and Sustainability on the management of research space, integrating research priorities into the campus master plan and the institutional sustainability plan;
- Working with the Vice-President Advancement to effectively set strategies to communicate and leverage the University's research partnerships and activities in the context of advancement, alumni relations and development, communications, and principal gifts.

CANDIDATE QUALIFICATIONS

Concordia is seeking a Vice President Research, Graduate Studies, Innovation, and Impact who is passionate, curious, and hard working with a proven record of leadership in a complex research environment, current knowledge of the many changes and opportunities in the global research context, and the credibility to function successfully at all levels of the University.

A track record of personal research achievement and of developing and promoting interdisciplinary research initiatives, a sophisticated understanding of the relationships among research, innovation, entrepreneurship, and knowledge mobilization, and of connecting and translating research impacts to the community are all essential.

With exceptional organizational and interpersonal skills, and a record of building collaborative teams and solving problems across disciplines, the VPRII will excel in the ability to engage other stakeholders and will be able to consolidate internal and external support for research and innovation while partnering effectively with other educational institutions, government, communities, and industry.

The Vice-president must be bilingual, able to function persuasively in both English and French, have a solid appreciation of the Quebec research and academic context, and understand the Canadian and global landscape for research, graduate studies and internationalization.

While the Advisory Search Committee recognizes that no one candidate is likely to meet all the following qualifications in equal measure it will prioritize candidates whose profile most closely matches these criteria:

- An advanced degree (Ph.D. or equivalent) with senior leadership experience;
- A record of demonstrated research and scholarly accomplishments and experience in advancing research excellence, building research infrastructure, and developing and executing complex research activities, combined with the skills and commitment to create an environment that encourages and supports success in research, innovation, scholarship, and creative activity in all disciplines;
- An intimate knowledge of research and graduate administration, research programs, graduate education and international affairs;
- The ability to successfully inspire and encourage innovation, collaboration, communication, research excellence, and entrepreneurship accompanied by demonstrated experience in communicating and showcasing the link between research outcomes and broader community impact;
- The energy, drive, and commitment to identify and assist faculty members and students to take advantage of funding opportunities from granting agencies, governments, foundations, industry, and other potential partners in the University's research enterprise, including the ability to streamline regulatory processes to accomplish research goals;
- A facilitative leadership style, superior problem-solving, decision-making, and communication skills, and a capacity to work in a collegial and constructive manner with senior administration, faculty, staff, and students, and with constituencies both internal and external to the University;
- The ability to initiate and encourage links between research activity and key industry clusters in Quebec in general, and Montreal in particular, to facilitate the involvement and support of a broad range of stakeholders, including community organizations and the private sector;
- Proven capabilities in resource management (personnel, budgets, space, equipment, and academic technology), with the ability to ensure transparency and clarity in the budget process;
- A strong service ethos, appreciation of and commitment to, Concordia's values and ambitions;
- A demonstrated commitment to equity, diversity, inclusion, academic freedom and decolonization.