

POSITION PROFILE

VICE-PRESIDENT, RESEARCH AND GRADUATE STUDIES

THE ROLE

The Vice-President, Research and Graduate Studies (VPRGS) 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 to provide strategic leadership and bring innovative visioning that accelerates the development of high-impact research, graduate education, and international initiatives at Concordia University.

A respected scholar – appointable at the rank of Professor – the VPRGS will have demonstrated excellence as a leader and administrator within a multi-perspective and collegial environment. The successful candidate will bring a track record of advancing the research mission of a globally recognized academic institution, and significant leadership experience that demonstrates a firm commitment to equity, diversity, inclusion, accessibility, and decolonization. The next VPRGS 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.

Operationally, the VPRGS is responsible for ensuring that the administrative activities of the VPRGS sector provide exceptional, value-added support to the research community, marked by a high degree of professionalism and a strong service ethos.

The VPRGS is expected to work collaboratively to develop and implement visionary strategies for doubling the university's research activity and impact. This includes creating novel policies and procedures to support and incentivize innovation through technology transfer, commercialization, and the development of intellectual property. Equally, the VPRGS is responsible to support research and research-creation that further Concordia's commitment to social justice and social innovation.

The VPRGS will, with Faculties and Departments, develop innovative academic and professional programs, foster professional upskilling for graduate students and postdoctoral fellows, and promote the university-wide application of best practices in graduate education and supervision.

Internationalization is an essential driver of Concordia's research performance, visibility and institutional positioning. The VPRGS plays a vital leadership role in recruiting talented individuals world-wide, promoting international student mobility, and advancing research and graduate training initiatives.

THE MANDATE

Acting as an internal advocate for research:

- Continuing to develop, advance, actualize, and implement Concordia's overarching research vision and the University's strategic research plan;
- 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 both of individuals and teams of faculty across the University;
- Increasing diversity in research activities, appointments, and revenues, and encouraging transdisciplinary, inter-professional, and community-based research;
- Championing and promoting Concordia's commitment to innovation, entrepreneurship, knowledge transfer and the commercialization of research while overseeing the management of intellectual property matters;
- 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;
- 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;
- 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 and diversifying the talent pool of graduate and international graduate students, as well as post-doctoral fellows, to further faculty research and respond to the strategic objectives of the University by working with other administrators to develop funding and support for the activities of the sector; and
- Supporting the research and curatorial role of the Leonard and Bina Ellen Art Gallery and the 4TH SPACE research vitrine.

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 through industry and community partnerships, and by engaging with governments at all levels, 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 impact and to attract and retain outstanding faculty, staff, and students;
- Fostering partnerships between faculty members and industry, government, community groups, not-for-profits, foundations, and other universities, agencies, and institutions such as the national granting councils, in order to advance research both nationally and internationally;
- 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, activities, and accomplishments and as a key voice on research matters through developing and maintaining effective contacts with all external funding agencies, all types of industry, donors, and government departments.

Acting as key member of Concordia's leadership team:

- Contributing with the President Executive Group to advancing the mission of the University;
- Chairing research and external research-related committees; and providing leadership in all research matters to the University's Board of Governors and Senate;
- Working with the Chief Financial Officer on the planning and budgeting process to support and advance research, scholarship, and creative activity;
- Working with the Provost and Vice-President, Academic 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;
- Working with the Vice-President, Services and Sustainability on integrating research priorities in the campus master plan and the institutional sustainability plan and advance Concordia's commitment to the United Nations 17 Development Goals;
- 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 and Graduate Studies 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. They must also successfully and credibly represent Concordia and advocate for its research agenda with a variety of external stakeholders.

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 interdisciplinary problems, the VPRGS 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 VPRGS must have effective communication skills in both French and English, have a solid appreciation of the Québec 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;
- A deep knowledge and understanding 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;
- A demonstrated experience with leading change management on an organizational level;
- A strong experience in responding to fast-arising funding programs and opportunities and mobilizing the required resources for successful applications;
- The ability to initiate and encourage links between research activity and key industry clusters in Québec in general, and Montréal 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 demonstrated commitment to equity, diversity, inclusion, academic freedom, and decolonization.