



## **Head of Research Strategy, Culture & Performance**

### **Job Summary**

RGU has much to be proud of in terms of its research. From our work on improving the quality of drinking water in Sri Lanka to transforming the logistics supply chain in the North Sea, and from sustainable cities to long COVID and digital storytelling, RGU is undertaking high quality, internationally recognised research that is relevant and responsive to real-world challenges. Through our research we deliver significant social, cultural and economic value and impact, contributing to sustainable growth, improved service provision, and increased innovation.

We are now looking to recruit a Head of Research Strategy, Culture & Performance to lead a team supporting the delivery of our ambitious strategy focused on growing high-quality, impactful and interdisciplinary research at RGU.

Working with the Vice-Principal for Research and Community Engagement you will have strategic responsibility for taking forward the University's research priorities, strengthening the institution's research culture, and supporting the impact and knowledge exchange agenda. By developing strong internal and external networks you will maintain an awareness of our research performance and ensure engagement with relevant external opportunities.

This role suits a highly-motivated individual who is able to apply strategic and innovative thinking to development of a vibrant research environment. You might already be working in a research support capacity within a higher education institution and looking for the next step in your career, or a researcher seeking to move across into a more strategic research development role within a university.

Either way, you will be qualified to at least masters level with a keen interest in supporting the development of an inclusive research culture and in how to grow and support our research community to deliver impactful,

interdisciplinary research.

The post will be based at RGU's Garthdee Campus in Aberdeen, and in keeping with RGU's commitment to work/life balance you may have the opportunity to work from home for a portion of the working week. You'll also benefit from a generous pension scheme, 43 days annual leave (including statutory days), an onsite gym and nursery and a variety of salary sacrifice and voluntary benefits.

For an informal discussion about the post, please contact Nick Fyfe, Vice Principal, Research and Community Engagement, n.fyfe3@rgu.ac.uk

Relocation assistance may be available for this post, subject to conditions

This post is subject to a Disclosure Scotland check. For more information visit: <https://www.mygov.scot/basic-disclosure/>

Salary on appointment is normally to the bottom of the scales although in exceptional circumstances, appointment higher up the scale may be considered.

## **Job Description**

**RESPONSIBLE TO:** Vice-Principal for Research and Community Engagement

**RESPONSIBLE FOR:** Research Development Manager, Research Development Officer Research Information Systems and Research Data Manager

### **PURPOSE OF POST**

To work with the Vice-Principal for Research and Community Engagement on the development of the university's research strategy, culture, and performance

To manage the university's research administration, and to advise and support Schools in developing an inclusive and sustainable strategy for research .

In collaboration with the Graduate School, lead on the strategic direction of the Researcher Development Programmes.

### **PRINCIPAL DUTIES**

- To work with the Vice-Principal for Research and Community Engagement on research strategy, culture and performance in support of the university's ambition to grow the quality and impact of its interdisciplinary research.

- To oversee the administrative support provided to academic and research staff;
- To work with colleagues to identify and promote funding opportunities;
- To liaise with key partners and stakeholders, including funding bodies, in support of the development of research and knowledge exchange opportunities;
- To foster an inclusive research culture, enabling academic staff and postgraduate student to realise their research ambitions;
- To coordinate the University's approach to the REF and other formal assessments and reports;.
- To support the Vice-Principal for Research and Community Engagement in monitoring and managing research performance;
- To guide academic staff on research policies.
- To represent the university at external research meetings and networks, as required by the Vice-Principal for Research and Community Engagement,.
- To build relationships with the academic Schools and professional services departments;.
- To undertake such other tasks as the Vice-Principal for Research and Community Engagement may determine.

## **Person Specification**

### **ESSENTIAL REQUIREMENTS**

#### **Qualifications and Professional Memberships**

Masters or other higher level degree.

#### **Knowledge**

Knowledge of research within a higher education context;

Knowledge of research funding bodies;

Understanding of the information requirements to assist the strategic development of research.

## **Experience**

Experience in the implementation of strategy.

Experience of research-related funding applications /bodies.

Experience in the management and reporting of research statistics.

Project management experience.

## **Behaviours**

**Behaviour 1: Communication** - Ability to receive, understand and convey information requiring careful explanation and information of a complex or conceptual nature, in a clear and accurate manner.

**Behaviour 2: Service Delivery** - Experience of setting high standards and determining the quality of service to be provided to achieve strategic goals.

**Behaviour 3: Liaison and Networking** - Experiences of circulating information in an accurate and timely manner; working across team boundaries to build and strengthen working relationships; leading and developing internal networks to pursue a shared interest.

**Behaviour 4: Initiative and Problem Solving** - Experience of resolving new problems where there is a mass of information or diverse, partial and conflicting data with a range of potential suitable options.

**Behaviour 5: Decision Making** - Experiences of using own judgement to make decisions; making collaborative decisions with others to reach conclusions; providing advice or information that will influence the decisions of others.

**Behaviour 6: Planning and Organising Resources** - Experience of being responsible for the operational planning and organisation of large projects or the coordination of a number of teams or projects, including setting performance standards and monitoring procedures

**Salary:** 51799.00 - 63688.00 GBP per Year

**Position Type:** Full Time , Permanent 35.0 Hours per Week