

<b>Position Title</b>	Dean, Indigenous Research & Innovation
<b>Group/Portfolio</b>	Office of Deputy Vice Chancellor, Indigenous
<b>Classification</b>	Senior Contract
<b>Position Number</b>	00057740
<b>Reports To</b>	Deputy Vice Chancellor (Indigenous)
<b>Employment Type</b>	Fixed Term

## 1.0 Position Purpose

Griffith University recognises the unique place of First Peoples in our history and culture and the importance of respecting Indigenous knowledges, culture and talent.

The portfolio of the Deputy Vice Chancellor (Indigenous) (DVC,I) leads, coordinates, promotes and works with colleagues across the University in successfully enabling all aspects of the University's activity and initiatives in First Peoples research innovation, learning and teaching and engagement in support of Griffith's strategic plans. The portfolio includes the Indigenous Research Unit and the GUMURRII Student Success Unit.

The Dean, Indigenous Research & Innovation is a key leadership role within the DVC, Indigenous portfolio and works closely with Griffith's research community (including the Indigenous Research Unit, the DVC Research portfolio and the Deans (Research) within the Academic Groups) to appropriately integrate and strengthen Indigenous research at Griffith.

The Dean, Indigenous Research & Innovation will lead the development, and coordinate with the Academic Groups and Elements, on the implementation of research strategies to ensure the University continues to strengthen its performance in Indigenous research. This includes strategies to develop the research capacity of academics and research candidates, and educational advancement of Griffith students, in Indigenous research.

The Dean, Indigenous Research & Innovation will provide vision, leadership and collegial management of Griffith's Indigenous research strategies and policy; promote excellence in the practice and scholarship of Indigenous research; will have outstanding interpersonal skills and the ability to build strong and productive relationships with colleagues and external stakeholders.

## 2.0 Eligibility Requirements

- The occupant of this position will hold a PhD qualification with a substantial track record of research achievement, specifically in the field of Indigenous Research, and
- It is essential that the person who holds the position be an Aboriginal or Torres Strait Islander person. It is therefore a genuine occupational requirement, under section 25 of the Anti-Discrimination Act 1991, that applicants are Aboriginal and/or Torres Strait Islander people.

## 3.0 Key Responsibilities

### 3.1. Research

The Dean, Indigenous Research & Innovation is responsible for:

- Leading and developing the Indigenous Research Unit as a fast-growing, entrepreneurial hub, including operational startup tasks, program design, and workforce planning.
- Identifying and initiating new Indigenous research programs, partnerships and funding streams, particularly those aligned with national science and Indigenous community priorities.
- Driving the development of Indigenous research capacity across the University through mentoring, training, and establishing research development pathways for Indigenous staff and HDR students.
- Lead the Indigenous Research Unit regarding the recruitment, retention and completion of Indigenous HDR students

Collaborate with the leadership of the DVC (Indigenous) portfolio to integrate learning, research and staffing strategies in the portfolio and to develop portfolio operational plans.

- Leading the DVC (Indigenous) portfolio's research activity and initiatives.
- Promoting and supporting the development of a research environment and culture within the University which fosters high quality Indigenous research and research training programs and the appropriate sharing of Indigenous research.
- Working with Griffith's research structures (eg DVC, Research portfolio, Academic Groups and Research Centres and Institutes) in developing and implementing research performance indicators, targets and strategies in Indigenous research, implement the University's Research Plan and performance indicators, and for achieving those targets.
- Fostering the development and implementation of research operational plans with appropriate performance indicators, targets and strategies, in line with the Research Quality Framework

The Dean, Indigenous Research & Innovation will discharge these responsibilities in consultation and collaboration with the DVC (Research) portfolio and the Deans (Research) in the Academic Groups.

### 3.2. Engagement

The Dean, Indigenous Research & Innovation is responsible for:

- Fostering the engagement of Indigenous research with external communities, lead engagement with external stakeholders to inform the University's Indigenous research functions and create innovative research programs focused on community-driven research.
- Embedding co-design, reciprocity and Indigenous governance in research engagement processes and protocols.

- Representing the University in state and national Indigenous research networks and advocating for institutional leadership in Indigenous knowledge creation and translation.

### **3.3. Planning and Management**

The Dean, Indigenous Research & Innovation is responsible for:

#### **3.3.1. *General and strategic management***

- Lead and promote compliance with relevant legislation and University policies and procedures, including equity and health & safety and exhibit good practice in relation to same.
- Be a leading example of the principles and values embodied in the University's Code of Conduct, and behave, act and communicate at all times to reflect fairness, ethics and professionalism.
- Influencing and embedding Indigenous research strategy and practice across the University's governance and planning systems.
- Ensuring that Indigenous research development is embedded in faculty and centre-level research strategies.

#### **3.3.2. *Resource management***

- Advising the DVC (Indigenous) on the appropriate structure and resourcing of the portfolio's research function.

#### **3.3.3. *Staff capability***

- Developing the research capability of the University and Griffith researchers in Indigenous research
- Building strong and productive partnerships within the University to foster collaborative research projects and activities and increase opportunities for Indigenous people in terms of career and educational aspirations.

At the request of the DVC (Indigenous), the Dean, Indigenous Research & Innovation is to contribute to, and be a member of, Griffith committees relevant to the Dean's role, including Research Committee.

### **3.4. Learning and Teaching**

- The Dean, Indigenous Research & Innovation, is responsible for fostering the contribution of Indigenous research to Griffith's learning and teaching.
- In recognition of the critical relationship between Indigenous research and learning and teaching, this role will work in close collaboration with relevant internal stakeholders, including the Coordinator, Learning and Teaching (Indigenous), to ensure that Indigenous research and curriculum development are intentionally aligned, relationally grounded, and informed by Indigenous ways of knowing, being and doing.

## 4.0 Key Capabilities

- Griffith University identifies the attributes of resilience, flexibility, creativity, digital literacy and entrepreneurship as critical to our graduates' success, in the rapidly changing future world of work. We have established a Griffith University Capability Development Framework to provide a common language of some of the non-technical organisation skills that will support our staff to thrive now and into the future. The Capability Development Framework will assist you to understand the current skill level of this position in the non-technical but critical skill domains that are increasingly important in a changing workplace context.

To read about some of the non-technical organisation skills for this position, please see the Leads Others section of our [Capability Development Framework](#).