

## Recruitment of the Next Director of IRES

### Profile<sup>1</sup>

**Strong Academic Record:** A strong track record of excellent scholarship and/or educational leadership, as well as a demonstrated commitment to teaching excellence in contemporary debates related to sustainability and the integration of human, technological, and ecological systems .

**Administrative Experience:** Strong potential to facilitate the career advancement of faculty members, including promotion and tenure at UBC and cross-appointments. Understanding of and skill at managing financial and human resources. Effective at delegation and the development of a strong leadership team. Exceptional communication skills and ability to respond to requests efficiently.

**Strategic leadership:** Ability to develop and lead the implementation of a strategic plan for the Institute for Resources, Environment and Sustainability in order to build on its international reputation for research and teaching excellence as well as community outreach, and to provide strategic direction for the next phase of the unit's development. Able to engage and inspire a diverse range of people to support and contribute to the vision. **Collaborative Leadership:** Able to provide effective, enthusiastic and transparent leadership for the department. A proven track record of being a consensus-builder who raises morale and advances the missions of the department. Ability to facilitate a respectful work environment.

**Commitment to Research Excellence:** High academic standards with a commitment to advancing excellence in research through budgetary decisions, recruitment, retention, promotion and tenure.

**Commitment to Excellence and Innovation in Education and Graduate Mentorship:** Has a demonstrated track record and commitment to advancing and improving interdisciplinary education, including through innovations in teaching and learning. Interested and committed to supporting student well-being and positive student experiences and outcomes. Committed to developing opportunities for internships, partnerships and networking that will support students in post-graduation professional development.

**Breadth of Academic Interests:** Interested and committed to the breadth of research and teaching programs within IRES. A passionate advocate for interdisciplinary education and research.

**Equity, Diversity, Inclusion, and Indigeneity:** Demonstrates a commitment to equity, diversity, and inclusion as a key element in attaining excellence in scholarship, teaching, faculty and staff recruitment, and community engagement. Able to facilitate dialogue around, and implement action on, advancing equity diversity and inclusion in departmental culture, and its research and teaching. Committed to advancing goals of the Indigenous Strategic Plan at the unit level.

**Strong interpersonal skills:** Builds trust through an open, respectful and collegial approach. A collaborator who is able to work in a highly interactive and productive manner with faculty, staff and students across UBC and the broader research community in the support of department goals.

**Communication Skills:** Has strong communication skills – able to listen actively and communicate effectively to individuals and groups. Is consultative with respect to energizing the department. Inspires others to put forward their best effort and ideas. Resolves issues in a consultative, sensitive and fair manner.

**External Relationships and Fundraising:** Will represent IRES with partners in government, civil society, industry, and communities and play an active leadership role in fundraising.

<sup>1</sup>Adapted from the profile for the search for the Dean of Science (Boyden)

## **Important priorities for the Director<sup>2</sup>**

1. *Represent IRES* to UBC.
2. *Assemble* a departmental self-study document, lead an external review and develop a strategic plan, including faculty hiring plans.
3. *Support and promote* excellence in research, work with faculty members and staff to obtain funding for research and equipment funds.
4. *Support and promote* educational and outreach initiatives, *promote* best practices in teaching and learning, *work with IRES* members to obtain funding for training initiatives.
5. *Support* the development and sustainability of core research facilities and infrastructure. *Support and promote* research initiatives and collaboration.
6. *Position IRES* to compete for prestigious research Chairs (e.g. CERCs, President's Excellence Chairs, CRCs) that could be used to recruit leading researchers.
7. *Manage and strengthen IRES's* interactions and partnerships with the various departments, research units and centres.
8. *Promote* faculty, staff and student well-being and value their contributions. *Promote and maintain* a respectful workplace environment. *Create* a positive, supportive, equitable environment in IRES. *Build* consensus and collegiality. *Promote* departmental cohesion
9. *Assign* service and committee responsibilities in an equitable and transparent manner. *Allocate* merit and other forms of financial compensation for faculty and staff according to UBC policies, and in a transparent manner, and in discussion with affiliated departments.
10. Promote equity, diversity, and inclusion in the unit's culture, activities, and strategic planning.

## **Other essential Department activities that are organized and overseen by the Director<sup>2</sup>**

1. *Oversee IRES* finances together with the Administrator and department finance staff.
2. *Mentor* new faculty members, *lead or co-lead* promotion and tenure processes with affiliated departments.
3. *Oversee IRES* staff, encourage their career development and initiative.
4. *Manage and provide advice* on human resource issues, personal and interpersonal issues, conflicts of interest or commitment. *Work with* Faculty Relations, the Faculty Association, UILO, the UBC Legal Counsel, and others to oversee positive outcomes.
5. *Engage* alumni and stakeholders to create cohesion between the department and the greater community.
6. *Participate* in fundraising activities.
7. *Provide* required oversight on grant applications, ethics certificates, and grant expenditures via signing authority.

<sup>2</sup>Adapted from the M&I Head Search