Dean Indigenous Research and Innovation
Classification: Senior Staff

Role purpose: To lead the development and implementation of culturally safe research strategies that foster excellence, inclusivity, and the advancement of Indigenous knowledge and engagement across the university. Drive strategic partnerships, innovation and the professional growth of researchers.

Role responsibilities

This role's reporting line is to the Deputy Vice Chancellor Indigenous and is responsible for:

Strategy:

- Leading the formulation of the Aboriginal and Torres Strait Islander Research Strategy, ensuring alignment with the university's strategic goals and national priorities in Indigenous research.
- Contributing to the design, development, and review of Aboriginal and Torres Strait Islander-focused research and education entities, ensuring these initiatives reflect Indigenous priorities and values.
- Leading the integration of Aboriginal and Torres Strait Islander research into the broader university research strategy, ensuring its visibility and importance across all academic disciplines.
- Designing and implementing a framework to recruit, support, and retain Aboriginal and Torres Strait Islander researchers, ensuring they have the resources and environment needed for success in academia.
- Tracking, evaluating, and reporting on the impact and effectiveness of Aboriginal and Torres Strait Islander research initiatives, ensuring continuous improvement and alignment with institutional and community goals.

Leadership:

- Fostering a high-performance, collaborative culture aligned with Adelaide University's values, promoting continuous improvement, customer service, and professional development for staff.
- Actively implementing initiatives to develop the skills and experience of staff within, using training programs and on-the-job learning that incorporate industry best practices.
- Ensuring that all practices under the responsibility of the Dean reflect the University's commitment to equity, diversity, and inclusion and address the needs of underrepresented groups.

- Creating a safe and healthy workplace for staff; establish and champion practices that will enhance staff wellbeing and increase staff engagement.
- Establishing clear performance standards and expectations, provide regular feedback to build staff skills and knowledge, and recognise their achievements and contributions through recognition programs.

Stakeholder Engagement and Governance:

- Supporting the Deputy Vice Chancellor, Indigenous and the executive team in establishing Adelaide University, including transition planning, service foundations, governance, and strategy.
- Developing and maintaining strategic partnerships with Aboriginal and Torres Strait Islander communities, cultural organisations, and government bodies, fostering collaboration in research initiatives that address community needs and priorities.
- Collaborating with key portfolios, including Research and Innovation, Colleges and relevant research centres and institutes, to ensure a cohesive and strategic approach to research activities, support services and programs.
- Identifying and mitigating risks while advising on complex matters with significant implications for the University's reputation and operations.

Operations and Delivery:

- Overseeing high-quality, culturally responsive research support services for Aboriginal and Torres Strait Islander researchers, ensuring access to resources, funding, and mentorship.
- Leading initiatives to build research capacity within Aboriginal and Torres Strait Islander communities, facilitating the development of new researchers, and fostering sustainable career pathways in academia.
- Leading the development and delivery of research training and upskilling programs for students and academics, including higher degree by research (HDR) students.
- Ensuring the development and application of Aboriginal and Torres Strait Islander research policies across the university, promoting best practices in research ethics, integrity, and community engagement.
- Embedding cultural safety frameworks within university research practices to ensure Aboriginal and Torres Strait Islander researchers and communities are supported in a respectful, conducive environment for successful outcomes.

These responsibilities may evolve to support your development, along with the dynamic needs of the role and Adelaide University.

Key deliverables

- **Leadership -** Role modelling our values and empower team members to bring their unique contributions to work

- **Strategy** - lead the development and integration of the Indigenous Research Strategy, ensuring alignment with university and national priorities, while designing frameworks

to recruit, support, and retain researchers, providing necessary resources for academic success.

- **Stakeholder Engagement and Governance** - Develop and maintain partnerships with Indigenous communities, cultural organisations, and government bodies to foster and enhance collaborative research.

Scope of decision making

The Dean Indigenous Research and Innovation, makes strategic decisions on research strategies, services, and policies with wide-ranging impacts on the university and Indigenous communities, while complex matters with significant implications are escalated to the Deputy Vice Chancellor, Indigenous.

Role context

This role forms part of the Indigenous Research and Innovation team of 1-5 within the Indigenous Portfolio.

This role will 1-5 direct reports.
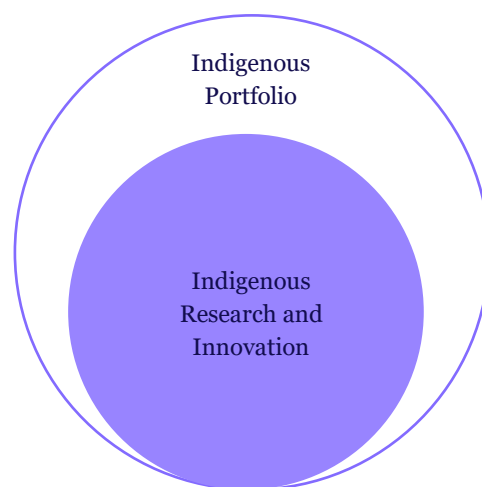
Key relationships

- Role guidance, professional development and coaching is provided by your people leader, Deputy Vice Chancellor Indigenous.

- This role will work most closely with Indigenous Communities, Government Bodies, Cultural Organisations, Research and Innovation Portfolio, Colleges.

Qualifications

At Adelaide University we enable and celebrate lifelong learning. This role requires a commitment to ongoing learning, demonstrated by a phD and/or equivalent professional experience at a senior level.

Special requirements

- The intent of the University is that the majority of positions in the Portfolio will be identified positions specifically for Aboriginal and/or Torres Strait Islander People, this does not impact assigned staff in existing roles, who retain their existing conditions.
- Some out of hours work will be required.
- Inter/intra state travel may be required.

Experience

- Proven ability to lead, design, and implement strategies and policies that advance Aboriginal and Torres Strait Islander research, fostering a culturally safe and inclusive research environment.
- Demonstrated experience in supporting the professional development of Aboriginal and Torres Strait Islander researchers and fostering research excellence within Indigenous communities.
- Proven experience in developing strategic plans that align Aboriginal and Torres Strait Islander research priorities with institutional and national frameworks, collaborating with stakeholders and communities.
- Proven ability to lead and develop high-performing teams, foster a culture of innovation and accountability, and build strong relationships with diverse internal and external stakeholders.
- Skilled at building a safe and inclusive work environment, ensuring compliance with legislation and University policies and procedures.

Core capabilities

Capability	Proficiency
Collaborative Impact	Expert
Digital and Data Fluency	Advanced
Experience Design	Expert
Future Focus	Expert
Stewardship	Expert

More information about the core capabilities can be found at the Adelaide University intranet.

Our core values

Our values create a shared purpose and understanding of who we are, what we stand for, and how we act. Our values guide us every day as we pursue our strategic ambition. Each value has been brought to life through a description that has been co-created with our people that will guide our behaviour and interactions with each other, our students, and our partners.

Trust	Inclusivity	Ambition	Respect	Discovery
We are authentic in our interactions and act with integrity and reliability.	We embrace the uniqueness of each member of our community.	Together, we are bold and energetic in our pursuit of excellence	We listen and learn through respectful dialogue and debate	We move beyond boundaries with curiosity and innovation.