



Job Title	Director Research
School	N/A
Faculty	N/A
Reporting To	The position reports directly to the Deputy Vice-Chancellor and is accountable to the Vice-Chancellor
Job Purpose	Management of the NUV Research Centre and Strategic Direction on NUV's Research Activities
Position Background	<p>The Vanuatu National University (NUV) was established by Act No. 34 of 2019, with a mandate to <i>"ensure the advancement of higher education and lifelong learning through academic and professional excellence through training, teaching and learning, in English and French, official languages, research and international cooperation"</i>.</p> <p>The development of NUV's research activities is paramount to fulfill NUV's mission to <i>"serve the educational needs of national, regional and international students in an inclusive, supportive, and intellectually stimulating learning environment, focusing on research, intellectual and technical advancement, and skills development, relevant for an ever-changing global society"</i>.</p> <p>One of NUV's Strategic Plan 2021-2030 core values focused around <i>"research, innovation and continuous improvement"</i>, where <i>"NUV encourages and values interdisciplinary and collaborative endeavors that facilitate discovery. Through integrating research and technology at all levels, we promote innovation in teaching, learning, and research, and commit to evidence-based, continuous improvement in all our work"</i>. Therefore, research is an important component that will help to promote our academic and professional excellence.</p>
Position Summary	<p>NUV is looking to recruit an outstanding individual at senior academic level to provide strategic and academic leadership for the development, coordination and expansion of NUV's research. The appointee will report to the Deputy Vice-Chancellor. The Director Research will provide leadership that ensures that NUV carries out world-class research as well as being committed to the highest standards of student and academic staff research and publication experience.</p> <p>The key targets of this position are the coordination of strategic research themes, increases in inter-disciplinary research, increases in staff publications and 'research-active' staff numbers, and increases in internal research allocation and external research income. The performance indicators include increased proportion of staff participation in research; increased internal research funding and external research income; increased international and regional research collaboration; and increased peer-reviewed research</p>

outputs by staff and postgraduate students in high-ranked journals, book publications, conferences, etc.

The Director Research is responsible for liaising with NUV faculties and schools and external bodies, in consultation with the Senior Management Committee and the University Vice-Chancellor's Office.

The Director Research is an important link in enhancing NUV's strategic goal of increasing the quality, quantity, focus, impact and dissemination of its research, leading to greater access, applications and benefit for Vanuatu and the Pacific region.

Key Responsibilities – Detailed Listing

The **Director Research** provides strategic leadership and oversees the development and execution of the university's research initiatives.

Core Responsibilities:

Management of the NUV Research Centre

Strategic Research & Planning:

- Develop, implement, and refine the university's research strategy to align with institutional goals and national priorities.
- Coordinate all research activities conducted by NUV staff and ensure their Relevance to NUV and Vanuatu development priorities
- Identify emerging research opportunities and interdisciplinary collaborations.
- Establish and monitor key performance indicators for research output, funding, and impact.
- Advise NUV Senior Management on research policy, resource allocation, and investment decisions.

Research Development & Capacity Building:

- Implement programs to enhance institutional research capabilities, including internal grant schemes and seed funding.
- Strengthen research infrastructure, including laboratories, centers, and digital platforms.
- Promote and support the establishment of interdisciplinary research centers and institutes.
- Consult with Deputy Vice-Chancellor, Deans, Heads of Schools and Senior Faculties on research initiatives that NUV can lead to attract external funding

Training & Development:

- Design and deliver workshops for academic staff on topics such as grant writing, research methodology, academic publishing, and research ethics.
- Develop and teach specialized courses and supervise research projects in their area of expertise.

Governance & Administration:

	<ul style="list-style-type: none"> • Implement decisions from the Senate and University Council. • Perform other duties as assigned by the Vice-Chancellor's office.
Critical Competencies	<ol style="list-style-type: none"> 1. Demonstrate a level of seniority and professionalism required to liaise with high-level development partners, government officials from Vanuatu, the region and international, education partners and stakeholders; 2. Perform and behave in a professional manner, with occupational knowledge and accountability and adaptability to changing situations; 3. Demonstrate excellent people management skills, high level of integrity, ethical behavior and discipline; 4. Exhibit excellent interpersonal, communication and negotiation skills, as well as an understanding and ability to implement equal opportunity and inclusiveness principles; 5. Contribute to the NUV, with innovation, leadership and quality focus
Qualifications	<ul style="list-style-type: none"> ➤ PhD and a track record of research experience and publications
Required Experience and Selection Criteria	<ul style="list-style-type: none"> ➤ 10+ years of experience in a research environment, with at least 5 years in a significant leadership or management capacity in a university ➤ Proficiency in statistical analysis software (e.g., R, SAS), relational databases, and research management systems (e.g., Power BI for institutional research). ➤ Provide evidence of a good research track record and publications in peer-reviewed journals ➤ Provide evidence of success in securing external funding ➤ Provide evidence of receiving and managing external funding for research/education/programs ➤ Provide evidence of having developed and delivered university-level courses ➤ Work experience and knowledge of the Melanesian context highly recommended ➤ Meet the immigration requirements of the Republic of Vanuatu and commit to living and working full-time in Port Vila
Preferential Skills and Abilities	<ul style="list-style-type: none"> ➤ Master office automation tools ➤ Excellent writing skills ➤ Skills in team management ➤ Excellent communication skills ➤ Excellent interpersonal skills ➤ Profile sought: capacity to articulate a compelling research vision, align departmental or institutional research goals with the university's broader mission, and identify emerging opportunities and challenges in the research landscape. This

	includes proactive planning and resource allocation to achieve long-term objectives.
Additional Experience and Capacities	<p>Additional qualifications and experience to be considered will include evidence of the ability/commitment/experience to</p> <ul style="list-style-type: none"> ➤ Demonstrated experience supervising postgraduate research ➤ Experience in organizing scientific events (seminars, conferences...) ➤ Experience editing publications or managing academic outputs. ➤ Experience in science communication or outreach is a plus
Language	<p>The candidate must be bilingual (French and English), both orally and in writing. Bislama desired.</p>
Terms and Conditions of Employment	<p>Three-year full-time local contract, with the possibility of performance-based extension.</p>
Remuneration and Benefits	<p>Annual salary range: 6.2 – 6.8 M VT depending on qualifications, experience and research background + 25 % Benefits</p>
Equal Opportunity	<p>The National University of Vanuatu is an affirmative action/equal opportunity employer committed to diversity. All employment decisions within the NUV must be based on merit and equal opportunity. The NUV is committed to ensuring fair, equal and impartial treatment of all employees in all aspects of employment. The NUV is also committed to respecting gender balance in employment and providing employment opportunities for people with special needs. In carrying out its employment decisions, the NUV will not discriminate based on sex, religion, nationality, race, language or disability.</p>
Contact Person	<p>Potential candidates with specific questions are invited to contact the Hiring Committee Secretariat at apply@univ.edu.vu</p>
Application Procedures	<p>The application file must include the following elements:</p> <ol style="list-style-type: none"> 1. an application letter that includes a full description of the candidate's philosophy in terms of administration, research and teaching, and addresses the required abilities, experiences, skills and preferred abilities. 2. a full CV including background, degrees, work experience and a list of publications and research funding 3. the contact details of three (3) referees. <p>Please send your application above in <i>pdf</i> format to apply@univ.edu.vu with the following subject:</p> <p>Application [YOUR NAME] NUV - Director Research</p>