

Position Description – Director Caring Futures Institute and Dean Research

Updated 25 September 2025

POSITION DETAILS

College/Portfolio	College Nursing and Health Sciences
Organisational Unit	College Executive Leadership and Caring Futures Institute
Supervisor	Vice-President and Executive Dean, College Nursing and Health Sciences
Classification	Research (Academic) Level E
Employment Type	Fixed Term (5 Years), Full time

POSITION SUMMARY

The Director [Caring Futures Institute](#) (CFI) and Dean Research will provide leadership and vision in setting the strategic research direction and goals for the College of Nursing and Health Sciences (CNHS) in line with the CNHS Statagic Plan 2023-2027 and the University's Strategic Plan for Reseach. Their primary responsibility is to expand research activity and impact through the attraction and retention of high calibre researchers who can compete for and win external grant and contract income as well as working with all research active staff in the College. Their primary role is to augment the CFI's reputation on an international scale in alignment with the strategic directions of the College and University and to ensure that all other research activity in the CNHS is strategic, of high quality and impactful.

The incumbent will be an active researcher who provides strategic leadership to advance the pursuit of high-quality academic research activity within the College and the Caring Futures Institute (CFI), improvements in the quality and impact of that research, and the growth of international and national research collaborations in line with the University strategic plan and College targets.

The position will be responsible for engaging with local health networks, industry partners, government, and other external organisations, strengthening research collaborations internally and externally and supporting recruitment of international and domestic higher degree research students and research fellowships. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, the development of successful track records in strategic areas of research and the provision of feedback on individual grant applications and publications.

As a key member of the College's leadership team, this leadership position will play a crucial role in the development, delivery, maintenance and evaluation of all research activities and research higher degree programs within the College. The position will also have oversight of research training in CFI and the College, with a focus on enhancing the development of support and career progression of academics and building research capacity in line with the University strategic plan, CFI and College targets.

This will include oversight of international and national research partnerships, research training, research centres, establishing and monitoring budgets, coordinating and assisting with the commercialisation of research, assisting in securing external funding to enable cooperative research, assisting with improving publication outcomes, and contributing to the strategic leadership and management of the College as well as positioning the College in the world university rankings.

The position will also provide leadership in implementation of the University's research policies and strategies within the College. The incumbent will work collaboratively with the Deputy Vice-Chancellor (Research), Vice-President and Executive Dean, senior staff in all Colleges, Professoriate, Research Areas of Focus and other Research Teams, academic and administrative staff to ensure that the research endeavours of the College are managed in a manner that supports the achievement of high-quality research outcomes across the College.

As the Director CFI and Dean Research, the incumbent will foster a vibrant research culture within the institute and more broadly across the University, including building strong and productive relationships with industry and other tertiary institutions.

The Director CFI and Dean Research aim is to uplift in the magnitude and impact of research activity and output encompassing research into self-care, health and wellness, community involvement, care interventions, and health, ageing and social care systems and services. Working with leading care organisations, health professionals, community partners and consumers to pioneer outcome-driven research that makes a positive impact on people's lives.

The Director CFI and Dean Research will deliver continued growth and improvements in the community-relevance, quality and impact of CFI and College research and facilitate the development of high- impact cross-disciplinary research teams and develop future research leaders.

The Director CFI and Dean Research is expected to be an active researcher of national/international standing who will facilitate the pursuit of high-quality academic research activity and a strong work-place culture, based upon integrity and inclusiveness, prioritising the consumer voice, across the CFI and College.

The Director CFI and Dean Research will provide leadership in the effective implementation of the University's research policies and strategies within CFI and CNHS, promoting the College's Care Nexus Vision: People; Research; Education; Practice; and Culture of Care.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence, and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's *Work Health and Safety, Injury Management and Equal Opportunity* policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

*Staff working in a health care setting are **strongly recommended** to be fully vaccinated against COVID-19 in line with the SA Health policy.*

KEY POSITION RESPONSIBILITIES

The Director CFI and Dean Research will provide leadership for the College and CFI and work with the College Executive to:

- Provide effective leadership in promoting the College and CFI's research endeavours and achievements both internally and externally, locally, nationally and internationally.
- Develop and implement CFI and College research priorities with the Research Quality & Capability Building Committee, ensuring alignment with the College strategy and the fundamental principles of developing our

staff (with a focus on early and mid-career academics), promoting outstanding inclusive workplace culture, and striving for and delivering on excellence.

- Develop and Implement CFI and College research goals around investing in, developing and supporting senior research leaders who can build research capacity and act as role models for early and mid career researchers.
- Encourage the development of a high quality and innovative research culture through interdisciplinary research partnerships across Colleges and external partners including caring industry stakeholders.
- In consultation with other relevant leads provide oversight for higher degree programs, including recruitment, experience and completions.
- Implement strategies for diversifying and increasing research income and funding, including monitoring the external environment for developments that impact on research, facilitating the submission of research grants and developing research partnerships with government, other universities, health care organisations, and/or community organisations.
- Facilitate continuous improvement of research including through reviewing and reporting on research activities, including applications, grants, contracts, and research higher degree student progress.
- Work collaboratively with the Vice President and Executive Dean CNHS and other members of the Executive Leadership Team (ELT) to deliver on the College's Strategic Plan.
- Lead the development of a Research Commercialisation Plan for the College's research products and develop relevant impact stories.
- In liaison with the Deans of Research in other Colleges, develop and implement strategies to enhance the interaction across disciplines, in relevant community organisations, and professional communities to ensure high visibility and reputation of Flinders University research output and impact.
- Provide leadership to and undertake mentoring, coaching and support for the development of early to mid-career research staff, including Aboriginal and Torres Strait Islander researchers.
- Supervisory responsibilities for academic researchers and professional staff.
- Leading the management and administration of research in the College and CFI.
- Provide leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including local health networks, industry, government and other external organisations, with an international focus.
- Manage risk, especially to the health and safety of staff and students, in the conduct of research and in research facilities.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in a relevant field.
- Evidence of significant achievement in research with a demonstrated record of high calibre research outputs and success in winning competitive research grants and/or contracts in an area that aligns with the research undertaken in the CFI and the College.
- Demonstrated high level leadership and management skills, including the ability to lead, develop and support others in a demanding and changing higher education environment.
- Demonstrated evidence of establishing or managing a Research Institute, Research Centre or Large Research Group.

- Demonstrated ability to use independent judgement and initiative, under minimal supervision, to manage, organise and coordinate activities for which the Director CFI and Dean Research is responsible.
- Proven understanding of research activities including the development and management of research partnerships, research projects, research teams, resources and research budgets in an area relevant to the Institute and demonstrated experience of research student supervision and timely completion.
- Demonstrated ability to work in partnership with, and share responsibilities with, other leaders within the College (e.g., VPED, Dean Education, Dean P&R, Director of College Services and as a member of the CNHS Research Quality Committee, to plan and implement certain activities where appropriate).
- Demonstrated excellence and leadership in the supervision of higher degree research students.
- High level interpersonal, communication, influencing, problem-solving and negotiating skills including the ability to consult, network and build relationships within the organisation and externally.
- Proven ability to initiate, develop and build research engagement with relevant partners that may include industry, government and/or community organisations.
- Demonstrated understanding of University systems with regards to research quality assurance and governance.
- Knowledge of the intellectual property and the commercialisation process in relation to a research environment.