



ST. FRANCIS XAVIER
UNIVERSITY



Associate Vice-President, Research, Graduate and Professional Studies, St. Francis Xavier University Antigonish, NS

St. Francis Xavier University (StFX) is seeking a visionary and dynamic leader to serve as the next Associate Vice-President, Research, Graduate, and Professional Studies (AVPRGPS). This is a unique opportunity to shape the future of research, graduate education, and professional studies at one of Canada's leading undergraduate universities.

The Organization

St. Francis Xavier University acknowledges that they are located on the unceded and traditional territory of the Mi'kmaw, who have maintained a connection to this land.

St. Francis Xavier University, renowned for its commitment to academic excellence and social justice, is a vibrant academic community located in Antigonish, Nova Scotia. With approximately 5,000 students, 282 faculty members, and an engaged alumni network of over 50,000, StFX is recognized nationally and internationally for its dual commitments to excellence in teaching and research. The University offers an immersive learning environment that encompasses Arts, Science, Education, Business, and the Coady Institute, with strong ties to Mi'kmaw Nations, African Nova Scotian, Acadian, Gaelic and other local communities. The University is home to 12 research chairs and key research hubs including the Coady Institute, Brian Mulroney Institute of Government, Dahdaleh Institute for Innovation in Health, and Deveau Centre for Indigenous Governance and Social Justice, where scholars undertake world-class research across multiple disciplines.

The Role

Reporting to the Academic Vice-President and Provost, the Associate Vice-President, Research, Graduate, and Professional Studies will play a critical role in advancing StFX's strategic priorities and fostering a culture of research excellence, innovation, and collaboration across the institution. The AVP will lead and manage a diverse portfolio that includes research services, graduate programs, and professional and online studies. This role requires a strategic leader with a strong vision for the future of research and education who can effectively collaborate with internal and external stakeholders to advance the university's mission with a demonstrated commitment to EDIA.

The AVPRGPS will serve on the university's Executive Committee and provide leadership to the Research Services Group, Graduate Studies, StFX Online, Professional Studies, and the National Collaborating Centre for the Determinants of Health. The position also involves chairing key internal committees and representing StFX on external research committees and boards.

Working from a lens of EDIA, key areas of oversight and responsibility for this role include:

Research Leadership and Innovation: Provides strategic direction to the Research Services Group, ensuring the development and implementation of policies that enhance research capacity and impact.



Fosters a culture of research excellence and innovation and encourages interdisciplinary collaboration and pursuing external funding opportunities.

Graduate Education and Professional Studies: Enhances the quality and diversity of graduate programs, working closely with Deans and academic units to align them with the university's strategic priorities. Oversees the Centre for Online Learning & Professional Studies, positioning StFX as a leader in lifelong learning and professional development.

Strategic Planning and Institutional Leadership: Acts as a key member of the Executive Committee, contributing to the development and implementation of the university's strategic plan. Ensures effective management of research and graduate program budgets in collaboration with internal and external stakeholders.

Community and Relationship Building: Builds and maintains strong relationships with faculty, students, staff, and external partners, fostering a collaborative and inclusive environment. Represents StFX in regional, national, and international research networks, enhancing the university's profile and influence in the broader academic community.

The Ideal Candidate

As the ideal candidate, you are a seasoned leader with extensive experience in research, graduate education, and professional studies. You possess a strategic outlook with the ability to anticipate future trends in higher education and research, develop comprehensive plans to drive innovation, and respond proactively to emerging opportunities. You are an exceptional listener and communicator, able to motivate and inspire faculty, staff, and students to work collaboratively towards enhancing the academic and research environment. Your leadership style is characterized by a high degree of integrity, collaboration, accountability, and a deep commitment to equity, diversity, inclusion, accessibility, and belonging.

Qualifications and Experience:

While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.

- A graduate degree, with a PhD preferred.
- Significant experience in academic leadership roles, with demonstrated understanding of research administration, graduate education, and online / distance education.
- Superior administration and strategic planning skills, with experience establishing priorities in graduate education and research.
- A track record of successful research funding acquisition and management.
- Demonstrated experience managing complex budgets.
- Strong leadership and interpersonal skills, with the ability to build relationships and foster collaboration across diverse constituencies.
- Commitment to equity, diversity, inclusion, accessibility and social justice, and respect for Indigenous knowledge and ways of knowing.



- Experience building relationships with government, funding agencies, and other external constituents that have resulted in successful partnerships.

Skills and Attributes:

- An entrepreneurial resource manager, capable of creative funding allocation, raising funds and securing grants.
- Strong leadership and interpersonal skills, capable of fostering productive collaborations across academic units and inspiring teams to achieve excellence.
- Exceptional communication skills, with the ability to engage people and effectively explain key information to diverse audiences.
- Sound judgment, able to assess a variety of academic and research inputs and make timely, well-informed decisions.
- Integrity and innovation, with an empathetic approach to leadership and a commitment to supporting faculty, staff, and students.
- Diplomacy and discretion, with a facilitative leadership style and the ability to communicate decisions clearly and effectively.
- Superior organizational skills, able to manage multiple projects and priorities while remaining responsive to the needs of the academic community.
- Commitment to fostering an inclusive, equitable, and respectful environment for all members of the university community.

St. Francis Xavier University is committed to fostering a diverse and inclusive environment and encourages applications from all qualified individuals, including but not limited to women, persons with disabilities, visible minorities (especially African Nova Scotians), Indigenous Peoples (especially Mi'kmaq), and persons of any gender identity and sexual orientation.

St. Francis Xavier University is committed to providing an inclusive and barrier-free experience to all applicants. Requests for accessibility information and accommodation can be made at any stage during the recruitment process by contacting accommodations@kbrs.ca.

To Apply

If you are interested in this opportunity, contact Debra Clinton at dclinton@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Dr. Jennie Massey at jmassey@kbrs.ca or submit your complete application package online at: <https://www.kbrs.ca/Career/18263>

The search committee will begin reviewing applications on October 21, 2024.