



Information for Candidates

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# **Pro-Vice-Chancellor Research & Innovation**

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# Message from the Vice-Chancellor

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**N**i sa bula, Namaste and Welcome! Thank you for your interest in joining The Fiji National University (FNU).

FNU is a young, dynamic institution, with origins stretching back to the establishment of the Suva Medical School in the late nineteenth century, but eyes set firmly on the future. Founded in 2010 as a national university, FNU has deep roots in our local communities, a growing regional reputation, and a strong global outlook. We are a proud, dual-sector institution, committed to delivering excellent technical and vocational education and training (TVET) alongside higher education and research with real-world impact. To support individual aspiration and meet the economic and societal needs of Fiji and the Pacific region, we offer a wide range of courses and programmes from certificates to doctorates. With campuses in Suva, Nadi, Lautoka, Ba and Labasa, plus a number of smaller training centres, FNU provides nationwide access to tertiary education. We also welcome students from nearly 50 different countries, contributing to a lively, diverse and cosmopolitan university community.



FNU is committed to carrying out research with real-world impact. Academics in the College of Medicine, Nursing and Health Sciences collaborate with partners around the world, including universities, NGOs and research funders, on a wide range of research projects relevant to Fiji and the Pacific. In FNU's other Colleges there are emerging areas of expertise (such as agricultural technology and environmental sustainability) which will form the basis of a set of strategic research themes for FNU's next decade, aligned to national priorities and with global applicability. FNU believes in the cross-fertilisation of research and education: research-informed teaching, and practical research to solve real-world problems. Creating new knowledge to support the development of Fiji and the Pacific region is at the heart of our research activities.

As FNU enters its second decade, it is ambitious and determined to build on its success to date, establishing a reputation as the leading dual-sector university in the region. To support this vision, we are seeking to strengthen the senior leadership team through the appointment of two outstanding Pro-Vice-Chancellors: one for research and innovation, one for learning and teaching.

If you believe in the transformative power of education and the creation of new knowledge; if you are committed to the economic and social development of the Pacific region; if you have energy, enthusiasm, dedication and drive, and a change mindset, then we hope you will consider joining the FNU family.

We look forward to your application.

Vinaka vakalevu, thank you.

***Professor Toby Wilkinson***  
***Vice-Chancellor***



## About Fiji National University

**F**NU was formed in 2010, following the merger of the six government tertiary institutions in Fiji – Fiji School of Medicine (founded 1885), Fiji School of Nursing (founded 1893), Fiji College of Advanced Education (founded 1947), Fiji College of Agriculture (founded 1954), Fiji Institute of Technology (founded 1963), and Lautoka Teachers College (founded 1978). In 2011, the Training and Productivity Authority of Fiji (established in 1973) became part of FNU as the National Training and Productivity Centre (NTPC).

Today the University is structured into six major academic units:



- College of Agriculture, Fisheries and Forestry
- College of Business, Hospitality and Tourism Studies
- College of Engineering, Science and Technology
- College of Humanities and Education
- College of Medicine, Nursing and Health Sciences
- National Training and Productivity Centre

The University has approximately 20,000 regular students in its five colleges, plus another 10,000 employees who undertake short courses with NTPC. In addition, the university runs a special community programme for citizens in rural villages, which has trained over 10,000 people in a range of basic skills in the last two years.

FNU is committed to supporting the economic and social development of Fiji and the wider region, working with employers to ensure that skills needs are met in the tourism, renewable energy, telecommunications and manufacturing sectors. FNU researchers are working to address national and regional priorities, such as combatting non-communicable diseases (obesity, diabetes and heart disease), promoting climate adaptation for the Pacific's low-lying islands, and moving the country's production up the value chain.

For FNU, international partnerships with peer institutions in Australia, New Zealand and further afield are critical to accelerating the development of our curricula and our staff. We work closely with universities and colleges across the region to exchange ideas and best practice, and provide opportunities for our staff to undertake professional development and upgrade their qualifications.



# Pro-Vice-Chancellor Research & Innovation

## Purpose of role

The Pro-Vice-Chancellor (Research & Innovation) is a key strategic role within the University and is responsible for developing and implementing the University's strategies and themes for research (including Higher Degrees by Research), innovation and knowledge transfer in accordance with the FNU Strategic Plan; and for implementing associated recommendations for improvement identified through the University's external and internal audit processes. The post-holder will lead by example to embed an institutional culture that values challenge-based research and innovation alongside learning and teaching, recognising that both are essential for national and regional development.

The Pro-Vice-Chancellor (Research & Innovation) will lead the development of the University's research themes and partnerships (with universities, governments, NGOs, employers and funders); develop and implement strategies and policies to deliver consistent improvements in the University's research quality and intensity, and its innovation and knowledge exchange activities; lead and support enhanced bidding and winning of research grants; develop and enhance the University's research degree programmes. The post-holder will promote and support research excellence, and will embed programmes to enhance the research, innovation and knowledge exchange capacity and confidence of FNU academic staff.

The post-holder is a member of the Senior Management Team and Senate. S/he works closely with the College Associate Deans for Research, the Professoriate and Early Career Researchers. The Pro-Vice-Chancellor (Research & Innovation) chairs the University Research Committee, and other committees, working groups, project groups as agreed with the Vice-Chancellor. The post-holder may be asked to deputise for the Vice-Chancellor on occasions.

<b>Position Type:</b>	<b><u>3 year, full-time</u></b>
<b>Reporting to:</b>	Vice Chancellor
<b>Staff Responsible to you:</b>	Research Office, Associate Deans for Research (dotted line)
<b>Hours of work:</b>	37 hours per week
<b>Salary:</b>	Commensurate with the seniority of the role, and the qualifications, experience and abilities of the successful candidate

## Functional Relationships

Internal	Deans, Registrar, Directors, Teaching Staff
External	Government ministries and agencies; funding councils, NGOs and other research funders; national, regional, and international research networks; employers; partner universities

# Scope of role

## *Duties & Responsibilities*

The Pro-Vice-Chancellor (Research & Innovation) reports and is accountable to the Vice-Chancellor. The key functions of the Pro-Vice-Chancellor (Research & Innovation) are:

1. Support the Vice-Chancellor in the corporate leadership of the University as a member of the Senate and Senior Management Team, providing input into strategic planning, policy development, implementation, review, and monitoring
2. Ensure delivery of the University's KPIs on research, innovation, and knowledge exchange
3. Provide expert and timely advice to the Senior Management Team on all matters related to research, innovation, and knowledge exchange
4. Lead the University's Research strategy, taking a leadership role in strategic planning and implementation related to research, innovation, and knowledge exchange, including developing the University's research themes, shaping institutional strategies and priorities, and communicating these to internal and external stakeholders
5. Manage directly allocated University funds for research to maximise their benefit and impact
6. Maintain a good knowledge of the external funding and commercial environment, including available and emerging sources of research funding and associated eligibility criteria, by networking, liaison with funding bodies, and analysis of relevant literature
7. Partner with other universities and research organisations to strengthen research, innovation and knowledge exchange connections, collaborations, and resource sharing where appropriate
8. Drive consistent improvement in research quality and intensity, leading and supporting an increase in bidding and winning of research grants
9. Lead and coordinate the University's preparation for, and submissions to, external evaluations of research quality and intensity, to enhance the University's international reputation and ranking
10. Ensure that the University's research, innovation, and knowledge exchange infrastructure, including IT systems, is agile and responsive to new opportunities, and effective in responding to compliance or accountability requirements
11. Facilitate and promote inter-disciplinary research and innovation
12. Develop, implement, monitor, and enhance policies and processes related to research ethics and integrity, to enable the University to meet and maintain the highest international standards
13. Lead and support the University's drive to be recognised as a centre of excellence for postgraduate education, post-doctoral and early career research, with a particular emphasis on:
  - a) Postgraduate research student recruitment, supervision and training, submission, and completion
  - b) Student research projects
  - c) Mentoring and developing early career researchers
  - d) Attracting, developing, and retaining internationally recognised researchers aligned to the University's research themes
14. Review, evaluate and make recommendations for the maintenance and upgrade of facilities to support research, innovation, and knowledge exchange
15. Submit regular reports to Senate and the Senior Management Team on research, innovation, and knowledge exchange, identifying areas of progress and challenges
16. Carry out other duties as may be required by the Vice-Chancellor

# Person Specification

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The successful candidate will have a proven track-record of leadership and achievement in research, innovation, and knowledge exchange. S/he will be able to demonstrate a commitment to the mission and values of FNU, and success in building a culture of innovation, change mindset, academic and student engagement in an academic setting. The successful candidate will be experienced and comfortable exercising leadership within a complex matrix structure, bringing about positive change through negotiation, influence, and personal example.

## Qualifications

- An earned doctorate (PhD or equivalent) from a recognised university
- Professorial or equivalent standing, with a research reputation and profile commensurate with a senior academic leadership role
- Membership of relevant learned and/or professional societies would be an advantage

## Experience

- A proven track-record of devising and implementing, monitoring, and evaluating successful research, innovation and knowledge exchange strategies in a university setting
- A record of academic achievement and leadership that will command respect and credibility with internal and external stakeholders, including Government ministries, funders, employers and academic partners; this is likely to include leadership of a research group, centre or institute; editorial board membership or editorship of an academic journal; a record of presenting at international academic conferences and publishing conference proceedings; mentoring and co-publication with junior colleagues
- A record of sustained research grant capture, successful research project management, and publication in international peer-reviewed journals (or equivalent), preferably with international co-authors
- A detailed understanding of the trends in global research, innovation and knowledge exchange, and associated funding sourced; an awareness of the context of research in the Pacific would be an advantage
- A detailed understanding of research ethics and integrity, and of external evaluations of research quality and intensity
- A proven capacity for strategic thinking, coupled with operational acuity, in a complex, rapidly changing environment
- A proven ability to identify, assess and prioritise opportunities for innovation and partnership
- Experience in effective management of financial and human resources, including workforce planning, recruitment and performance management, budget setting and cost control
- A proven ability to build collaborative networks, and to exercise leadership through negotiation and influence across institutional boundaries

## Attributes

- A change mindset, with the agility and flexibility to see creative solutions to complex challenges
- Resilience, persistence, and determination, coupled with a sensitivity to university culture and effective strategies for delivering change in an academic environment
- A high degree of cultural awareness and a proven ability to work in a multicultural environment, winning the confidence and support of diverse internal and external stakeholders
- The ability to think both strategically and operationally, balancing local needs with the broader requirements of the institution
- Excellent spoken and written communication skills
- Evidence of success in mentoring and empowering colleagues to create a trusting, high-performing culture
- Tact, diplomacy, and a high degree of personal integrity
- Proven commitment to the mission and values of FNU
- Excellent spoken and written communication skills
- Evidence of success in mentoring and empowering colleagues to create a trusting, high-performing culture
- Tact, diplomacy and a high degree of personal integrity
- Proven commitment to the mission and values of FNU

# Application process

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To apply, please visit [fisherleadership.com](https://fisherleadership.com) and click on 'Apply Online', quoting the relevant reference below and addressing your application to Andrew Norton or Ben Tucker.

- **Pro Vice-Chancellor (Research and Innovation) – FNUpri0221**

**Your application should include:**

1. A covering letter clearly quoting the relevant reference above and detailing your statement of claim for the role, providing examples of demonstrated experience and capabilities.
2. A complete, current CV; stating responsibilities and achievements against each role you have held.
3. The CV must include three referees with full contact details, including telephone numbers and e-mail addresses. Candidate should state their relationship with each referee (eg, line manager, former postgraduate supervisor).

Please ensure that you receive an email acknowledgement confirming receipt of your application.

For a confidential discussion, please call Andrew Norton of Fisher Leadership (Australia/New Zealand/Asia/Oceania) on +61 1300 347 437 or Ben Tucker of Minerva Search (Europe/MEA/Americas) on +44 20 3714 0961.

**The closing date for applications is 21 March 2021.**



# About Fiji

Fiji is the most developed country in the South Pacific and serves as the region's economic hub. It has experienced rapid economic growth in recent years and tourism, manufacturing and services have replaced traditional primary industries like mining and agriculture as the main drivers of economic development. The business and political capital, Suva, is a thriving multicultural city of over 0.3m. Located on the southeast coast of Viti Levu, Suva enjoys modern shopping malls, movie theatres, restaurants and cafes.

Fiji is located in the heart of the South Pacific, with more than 330 islands, of which 100 are permanently inhabited and more than 500 islets. The people of Fiji are well-known for their friendly personality, great hospitality and regarded as the happiest people on earth. Fiji has a rich culture and tradition. It is a former British colony and maintains its close ties through the commonwealth. It has two major islands, Viti Levu and Vanua Levu, with the majority of the almost 1m population residing on Viti Levu.



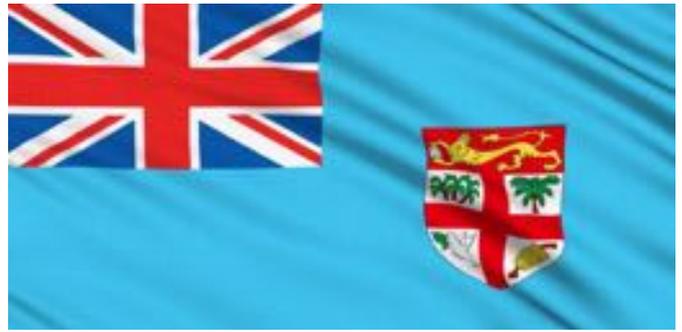
## Fiji Demographics

Fiji's population is comprised mostly of iTaukei's (native Fijians) at just over 56%, with around 36% made up by Indo-Fijians who are descended from Indian labourers brought to the islands by the British in the late 19th and early 20th century. The rest of Fiji's population are Rotumans, who are natives of Rotuma (incorporated into Fiji after independence in 1970), Fijians of Chinese and European descent and expatriates.



## Government

Fiji has a Westminster-style democracy. The present governing party is Fiji First, a multiracial party led by Rear Admiral (Retired) Hon. Josaia Voreqe Bainimarama, which was elected in 2014 and holds a majority in the 50-seat parliament. Fiji First has undertaken an ambitious range of reforms designed to transform Fiji into a vibrant and growing economy and unite the nation through the government's 'One Fiji Policy', which provides for equal citizenry status for all Fijians regardless of ethnicity.



## Religion



Fiji is a secular society and the constitution guarantees religious tolerance. While the majority of Fijians follow Christianity, Hinduism, Islam, Sikhism, Buddhism are widely practised. Fiji marks the key dates of the major religions with a Public Holiday (eg, Christmas, Easter, Diwali, Prophet's Birthday).

## Accessibility

Fiji is the transport hub of the South Pacific. It is well-connected with direct flights to most major Australian and New Zealand cities, Hong Kong, Singapore, Seoul, and San Francisco and Los Angeles. Fiji's international airline, Fiji Airways, has code-sharing arrangements with Qantas, Air Zealand, American Airlines, Cathay Pacific, Jet Airways and Solomon Airlines which provide access to a global network of international connections.

Nadi International Airport has just completed a major upgrade, with world-class facilities including a brand-new departures lounge, departures check-in terminal, arrivals and departures immigration areas, additional carousels and new business class lounges. Nadi International Airport receives 2m passengers annually.



## Climate

Fiji enjoys a mild tropical climate averaging 31°C (88°F) during the summer months of November to April and 29°C (84°F) during the winter months of May to October.



## Language

English is the official language of Fiji and is universally spoken. iTaukeis also speak the native Fijian dialect, while Fijians of Indian origin speak Fiji-Hindi. Given the close integration between the two communities, many Fijians are fluent in both vernacular languages, as well as English.



## Here are some Fijian words to get you started.

### English

Hello/hi  
Good morning  
Goodbye  
Please  
Excuse me  
Yes  
Thank you/good  
Thank you very much  
Much/big  
No  
Eat  
Village  
A little/small  
Great/a lot  
Fast  
Slowly  
House  
Washroom (Toilet)  
Come  
Go  
One  
Two  
One more

### Fijian

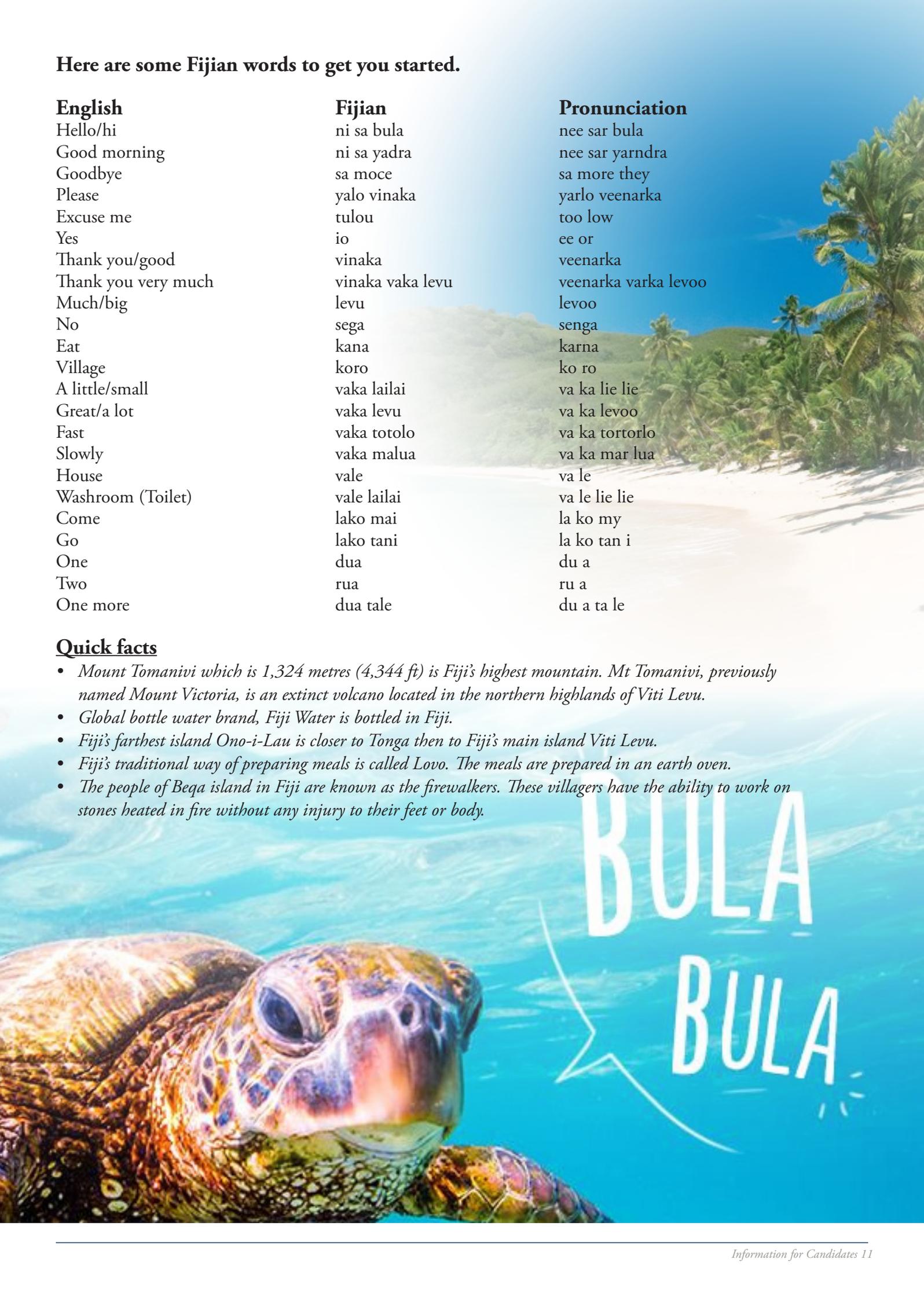
ni sa bula  
ni sa yadra  
sa moce  
yalo vinaka  
tulou  
io  
vinaka  
vinaka vaka levu  
levu  
sega  
kana  
koro  
vaka lailai  
vaka levu  
vaka totolo  
vaka malua  
vale  
vale lailai  
lako mai  
lako tani  
dua  
rua  
dua tale

### Pronunciation

nee sar bula  
nee sar yarndra  
sa more they  
yarlo veenarka  
too low  
ee or  
veenarka  
veenarka varka levoo  
levoo  
senga  
karna  
ko ro  
va ka lie lie  
va ka levoo  
va ka tortorlo  
va ka mar lua  
va le  
va le lie lie  
la ko my  
la ko tan i  
du a  
ru a  
du a ta le

### Quick facts

- *Mount Tomanivi which is 1,324 metres (4,344 ft) is Fiji's highest mountain. Mt Tomanivi, previously named Mount Victoria, is an extinct volcano located in the northern highlands of Viti Levu.*
- *Global bottle water brand, Fiji Water is bottled in Fiji.*
- *Fiji's farthest island Ono-i-Lau is closer to Tonga than to Fiji's main island Viti Levu.*
- *Fiji's traditional way of preparing meals is called Lovo. The meals are prepared in an earth oven.*
- *The people of Beqa island in Fiji are known as the firewalkers. These villagers have the ability to work on stones heated in fire without any injury to their feet or body.*



BULA  
BULA





