

Vice-dean for research: description of position and personal profile

Aarhus University's vision:

“To belong to the elite of universities and to contribute to the development of national and global welfare via outstanding research and world-class degree programmes.”

Competences:

- Aarhus University's vision requires vice-deans to be able to meet the following expectations in the fulfilment of the position.
- The candidate may have acquired the necessary competences in the course of his/her career so far, or be able to attain them to an appropriate extent within a short period after taking up the position.

Academic competences:

A vice-dean for research must:

- Be academically recognised within at least one of the faculty's subject areas.
- Have a research career with substantial international insight and experience.
- Occupy or have occupied a scientific management position.
- Possess proven good knowledge of university environments and research policy.
- Have good insight into the interaction between universities and society – nationally as well as internationally.

Managerial competences:

A vice-dean for research is expected to:

- Offer visionary and strategic thinking from a global perspective, with the skills to convert visions into strategic goals and actions.
- Be able to pursue these strategic goals in all of his/her actions, and achieve them intelligently by means of varied strategies using his/her problem-solving abilities and understanding of the overall picture.
- Demonstrate managerial authority to help ensure organisational cohesion between academic environments.
- Be able to involve, listen and build on other people's ideas, and at the same time take gratification when others profit and are recognised for ideas and initiatives forged by the vice-dean.
- Be able to involve the entire organisation, respect a range of strong opinions, draw his/her own objective conclusions and implement them in a professional and forward-looking manner.
- Be a loyal and dedicated member of a management team while acting independently with a thorough understanding of his/her role and academic and strategic discretion.
- Be able to challenge and advise the dean academically and strategically, and then accept and faithfully execute decisions that may be different from those desired.

Strategic competences:

A vice-dean for research is expected to:

- Be able to decode the future needs of society in the research area.
- Identify innovative interdisciplinary initiatives and synergies within research and, both alone and in collaboration with the dean, be able to ensure that the organisation realises them.

- Take a proactive approach to cultivating potential and undeveloped collaborative relations and projects, both public and private, and have the drive to bring them to fruition to the mutual satisfaction of all concerned.

Communicative competences

A vice-dean is expected to:

- Be a skilled, credible and course-setting communicator both internally and externally and in both Danish and English.
- Be good at relationship building and appreciative communication internally, but also, to a great extent, with external partners such as business community and industry, government agencies and institutions, the political environment and the media.

Personal competences

A vice-dean is expected to:

- Possess personal integrity, credibility and human decency.
- Be proactive and robust, with pronounced situational awareness and empathetic insight into both professional and personal relationships.
- Have well-developed interpersonal skills and be a team player who is also aware of his/her personal responsibilities and the accompanying authority.