

Recruitment of the Next Head of EOAS

Profile¹

Strong Academic Record: A strong track record of excellent scholarship as well as a demonstrated commitment to teaching excellence in earth, ocean and atmospheric sciences.

Administrative Experience: A track record of successful leadership roles at a research-intensive university. Strong potential to facilitate the career advancement of faculty members, including promotion and tenure at UBC. Skill at managing financial resources and human resources. Effective at delegation and the development of a strong leadership team.

Strategic leadership: Ability to develop and lead the implementation of a strategic plan for the Department of Earth, Ocean and Atmospheric Sciences in order to build on its international reputation for research and teaching excellence. Able to engage and inspire a diverse range of people to support and contribute to the vision.

Collaborative Leadership: Able to provide effective, enthusiastic and transparent leadership for the department. A proven track record of being a consensus builder who raises morale and advances the missions of the department. Has demonstrated an interest in working with leaders across the University, in other disciplines, in pursuit of strategic goals.

Commitment to Research Excellence: High academic standards with a commitment to advancing excellence in research through budgetary decisions, recruitment, retention, promotion and tenure.

Commitment to Excellence and Innovation in Education: Has a demonstrated track record and commitment to advancing and improving science education, including through innovations in teaching and learning.

Breadth of Academic Interests: Interested and committed to the breadth of research and teaching programs within the department. A passionate advocate for Science education and research.

Inter-cultural Understanding and Diversity: Demonstrates inter-cultural understanding and a commitment to equity, diversity, inclusion, and excellence in scholarship, teaching, faculty and staff recruitment, and community engagement.

Strong interpersonal skills: Builds trust through an open, respectful and collegial approach. A collaborator who is able to work in a highly interactive and productive manner with faculty, staff and students across UBC and the broader research community in the support of department goals.

Communication Skills: Has strong communication skills – able to listen actively and communicate effectively to individuals and groups. Is consultative with respect to energizing the leadership team. Inspires others to put forward their best effort and ideas. Resolves issues in a consultative, sensitive and fair manner.

External Relationships and Fundraising: Will represent the department and play an active leadership role in fundraising.

¹Adapted from the profile for the search for the Dean of Science (Boyden)

Important priorities for the Head²

1. *Represent* the department to the Faculty of Science and the rest of UBC.
2. *Develop and lead the implementation* of a strategic plan.
3. *Oversee* the development of faculty hiring plans.
4. *Support and promote* educational initiatives, *promote* best practices in teaching and learning, *work with* department members to obtain funding for educational initiatives.
5. *Support* the development and sustainability of core research facilities and infrastructure. *Support and promote* research initiatives and collaboration.
6. *Position* the department to compete for prestigious research Chairs (e.g. CERCs, President's Excellence Chairs, CRCs) that could be used to recruit leading researchers.
7. *Manage* the department's interactions with the various research units.
8. *Promote* faculty, staff and student well-being and value their contributions. *Promote and maintain* a respectful workplace environment. *Create* a positive, supportive, equitable environment in the department. *Build* consensus and collegiality. *Promote* departmental cohesion
9. *Assign* teaching, service, and committee responsibilities in an equitable and transparent manner. *Allocate* merit and other forms of financial compensation for faculty and staff according to UBC policies, and in a transparent manner

Other essential Department Head activities²

1. *Oversee* departmental finances together with the Director of Operations & Resources.
2. *Mentor* new faculty members, *lead* promotion and tenure processes.
3. *Work with* the Chair of the Curriculum Committee, the Senior Undergraduate Advisor, the Graduate & Post-doc Advisor, and others to enhance our undergraduate and graduate programs, as well as postdoctoral training.
4. *Oversee* departmental staff, encourage their career development and initiative.
5. *Manage and provide advice* on human resource issues, personal and interpersonal issues, conflicts of interest or commitment. *Work with* Faculty Relations, the Faculty Association, UILO, the UBC Legal Counsel, and others to oversee positive outcomes.
6. *Engage* alumni and the greater community, *support* outreach activities.
7. *Participate* in fundraising activities.
8. *Provide* required oversight on grant applications, ethics certificates, and grant expenditures via signing authority.

²Adapted from the M&I Head Search