

Academic Job Details

NUMed Malaysia Sdn Bhd

DEAN OF RESEARCH, PROFESSOR/ASSOCIATE PROFESSOR

An exciting new leadership opportunity has become available at NUMed, Malaysia and we would like to invite applications for the position of Dean of Research. You should have an excellent record of leadership achievement, and strong academic credentials, and a commitment to values-driven leadership in line with the University Vision and Strategy.

This leadership opportunity is available for 3yrs and is underpinned by an ongoing academic position as Associate Professor/Professor within NUMed, Malaysia. This can be a clinical or non-clinical role.

As Dean you will be accountable for the strategic research plan of NUMed, ensuring its objectives and outcomes are aligned to the University vision and strategy. You will manage all aspects of the delivery of the research strategy and agenda delivered at NUMed and its partner institutions and organisations. As Associate Professor/Professor you will be required to attract research funding to support your own areas of research activity, have or be developing an international reputation, publish in leading peer reviewed journals and develop interdisciplinary links with relevant research groups within NUMed, Newcastle University and beyond and to grow local, national and international collaborations. You will be expected to participate in undergraduate student teaching and contribute to postgraduate teaching and training of medical staff. For clinical applicants, you will also undertake clinical responsibilities as appropriate for a clinical Professor/Associate Professor

To apply please provide a covering letter providing evidence of how you meet the essential criteria outlined within the person specification of the Associate Prof/Professor job description. Please also provide a statement describing how you will contribute to the leadership opportunity of Dean of Research, considering the person specification required for this role. In addition please include your CV. Formal applications should be sent via email to nirmala.arjunan@newcastle.edu.my

For an informal/confidential conversation about this role please contact Prof Vishna at Vishna.nadarajah@newcastle.edu.my

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DEAN OF RESEARCH

Main Purpose:

To manage all aspects of the delivery of the research strategy and agenda delivered at NUMed and its partner institutions and organisations.

The Dean will be accountable for the strategic research plan of NUMed, ensuring its objectives and outcomes are aligned to the University vision and strategy.

Cross-Faculty working, via a “One University” approach, is a key dimension to this role, including stimulating and encouraging cross Faculty Research.

Key Responsibilities:

This job description provides some detail on the scope of the role of the Dean of Research; however it is anticipated that the post holder will develop the role over time and that the content of the job description will be reviewed.

- Responsible for developing and delivery of a NUMed strategic research plan working with the Provost/CEO, research team
- Responsible for leading a culture of research excellence and creating a collaborative environment (national & international collaborators and partners), fostering a culture of trust and mutual respect, and championing the University’s values and guiding principles.
- To instill a culture of continuous improvement, identifying areas of research provision, from evaluation, review, and other data, which need attention, and to take appropriate action.
- To identify and develop opportunities for the diversification of academic provision in research at NUMed.
- To oversee the development of partnerships and collaborations with other institutions in SE Asia and beyond relevant to research
- To work closely with senior colleagues across NUMed and the Faculty of Medical Sciences/Newcastle University to raise the research performance and reputation of NUMed.
- Lead the establishment of research activities in NUMED, making sure to align these wherever possible with activities in Newcastle and working closely both with the Provost/CEO and the Dean of Research and Innovation in the faculty.
- Lead the preparation for, and collation of contribution to NUMed’s MYRA submission.
- Mentoring and support colleagues to develop and enhance their research contribution.
- Develop research staff recruitment and development strategies.
- The Dean will assist the Dean of Biomedical Sciences to develop potential links with local and national biotechnology and

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biopharmaceutical companies with specific regard to accessing research funding for both UG and PG students, summer and year-long internships for UG students, and research support for academic staff at NUMed.

Strategic Responsibilities

- To drive the enhancement of the current provision in research and to actively engage in development and implementation of any future provision.
- To be responsible for project and programme delivery, academic guidance, and academic staff development in relation to research provision at NUMed
- To proactively identify NUMed issues relevant to the continued delivery and enhancement of research.

Leadership

- Communicate University and Faculty strategies and plans, inspiring colleagues by bringing the University's vision to life and giving it meaning in the context of the Faculty and its aspirations
- To gain commitment from all NUMed staff associated with delivery and administration of research to achieve excellence.
- To ensure that all staff involved in the delivery of research at NUMed have the necessary support to improve efficiency and effectiveness of research, and its organization

Management

- To regularly review NUMed's performance against the research strategy, and to initiate appropriate action to achieve the objectives.
- To monitor and review the general progress of research within NUMed, and to be a point of contact for any staff with significant concerns over research.
- To review the outcome of the research projects and programmes at NUMed, and to ensure that appropriate action is taken to ensure the maintenance of standards.
- To review progress reports regularly with research staff, and in liaison with the Assistant Dean of Research, present timely and regular summary reports to the NUMed Executive Board
- To identify opportunities to alter practice to make good deficiencies and to exploit opportunities to further develop and enhance research
- To contribute to the necessary preparation at NUMed for internal and external audits of the quality of research
- In collaboration with line managers and the other Deans to identify staff development issues in relation to research

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REPORTING RELATIONSHIPS

Reports to CEO NUMed Malaysia and work along with NUMed Executive Board and Faculty Medical Sciences Research Deans

TENURE OF POST

Three-year post with the possibility of extension.

It is expected that your Dean responsibilities will cover 28hrs per week with the remaining hours being allocated to your substantive role as Associate Prof/Professor

Person Specification and criteria

Knowledge, Skills and Experience

Dean of Research

- Demonstrable experience of effective and successful academic leadership, with a proven track record of leading with clear direction
- Experience of organizational leadership and the ability to translate ideas into action
- Experience of mentorship and supporting people to fulfil their potential.
- Understanding of the complexities and challenges of leading in Higher Education, including the regulatory frameworks
- Evidence of working at a strategic level, including experience of developing strategic plans, and associated resource planning
- Experience of managing change and supporting people to make transitions.
- Academic accomplishment in a relevant field, with a track record of high-quality research publications, including an international research profile and income generation
- Evidence of high-quality teaching at undergraduate and /or postgraduate level
- Experience of presenting the work of an organization to a wide range of academic, policy, and external audiences

Attributes and Behaviour

- Is inspirational and provides clear direction, particularly in times of uncertainty
- Works in partnership with others and has exceptional interpersonal and collaboration skills
- A role model for University values and guiding principles
- People orientated, is approachable and has the ability to motivate and engage others
- Able to act objectively in dealing with complex problems, issues and decision making

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- Able to manage conflicting priorities
- Thinks creatively, an effective problem solver
- Able to handle conflict in a timely and effective way, bringing situations to speedy resolution
- Engages others, communicates with colleagues effectively and is able to persuade and influence others
- Demonstrates resilience to the demands of the role and pace of change and is able to manage criticism and challenge
- Promotes a culture of mutual respect

Qualifications see Associate Prof/Professor job details

Associate Professor / Professor (the substantive post underpinning the role Dean of Research)

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Main Purpose

The Clinical / Non-Clinical Professor is responsible for teaching and guiding students in specialized academic disciplines outside the realm of clinical practice within (e.g., Clinical specialties, Pharmacology, Genetics, Biomedical Science and similar specialisation.). This role involves designing and delivering lectures, developing curriculum materials, conducting research, mentoring students, and contributing to the academic community through scholarly activities.

Key Responsibilities (Academic & Research)

Research and Scholarly Activities:

- Conduct independent research and publish scholarly articles, papers, or books in relevant academic journals or publications.
- Pursue grant opportunities to support research endeavors and academic projects.
- Present research findings at conferences, seminars, or workshops to contribute to the academic community
- Attract research funding to support your own areas of research activity.
- Develop a research group of international reputation.
- Establish a team of researchers including postgraduate research students.
- Publish in leading peer reviewed journals (Scopus/ERA/ WOS/ MyCite) and journals with Q1 and Q2 rating.
- Develop interdisciplinary links with relevant research groups within the Institute and other Research Institutes in the Faculty and the wider University.
- Grow local, national and international collaborations.

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Teaching

You will be expected to lead and participate in undergraduate medical student teaching and contribute to postgraduate teaching. You are required to:

- Develop and deliver lectures, seminars, and workshops in the designated field of expertise.
- Create and update course materials, including syllabi, assignments, and assessments, aligned with departmental standards.
- Utilize innovative teaching methods to engage students and enhance learning experiences.

Professional Development and Continuous Learning:

- Stay updated with current trends, advancements, and methodologies within the field of expertise.
- Engage in professional development activities, such as attending conferences, workshops, or pursuing additional certifications.

Person Specification and criteria

Knowledge, Skills and Experience

Associate Professor

Research

- A demonstrated ability to conduct independent research and to work as part of a research environment resulting in high quality refereed academic publications.
- Evidence of cross-disciplinary research projects relevant to both the Institute and Faculty's Research Themes, and colleagues in other units and faculties in the University and elsewhere
- Ability to lead and inspire a research team, including colleagues and students
- Ability to develop and manage a portfolio of high-quality research
- Significant experience of preparing high quality research grant proposals to competitive funding organisations.
- A substantial track record of publication in leading national and international peer reviewed journals, leading to an established reputation in the subject area
- Track record of other research related contributions through presentations, conference papers, attendance at national and international conferences and/or consultancy projects and advice
- Evidence of carrying out research within agreed timelines, meeting project milestones and producing research to an appropriate standard

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Teaching

- Ability to engage in, and lead, research-led learning and teaching at undergraduate and postgraduate level in an academic setting, and to conduct engaged doctoral supervision
- The ability to manage a teaching caseload and associated setting and marking of work/activities
- The ability to coach and advise others on learning and teaching methods
- Evidence of the supervision of students to successful outcome and the ability to coach and support tutorial groups
- Evidence of the development, delivery and examination of research-led teaching to students at all levels

To be considered at **Professor** level you will need to evidence your experience at Associate Professor outlined above as well as the below criteria

Research

- A demonstrated ability to provide leadership relating to research outputs and impact, resulting in a substantial volume of high quality refereed academic publications, impact indicators and an appropriate track record of appropriate citations
- A proven and significant track record in the management and direction of a substantial research group, including the acquisition and management of funds
- Track record of leadership of funding bids which develop and sustain research support for the specialist area and advance the reputation of the Institute and the University
- Record of leadership of the development of faculty research strategy (or similar)
- Experience in the creation and/or leadership of substantial, multi-institutional, regional, national or international research facilities/programmes
- Involvement in the refereeing, editing and assessment of articles and/or research proposals for leading academic or professional journals or for recognised funding bodies (Desirable)

Teaching

- A track record of outstanding recruitment, supervision and outcomes for students undertaking both taught and research programmes
- Sustained and successful innovations in curriculum design, delivery, media and /or content recognised as making a major contribution and /or impact to the subject/discipline
- Sustained high quality contribution to pedagogic research and/or publication of innovative, and/or widely respected textbooks and teaching materials
- Leadership of substantial, multi-institutional, regional, national or international teaching/training facilities or programmes (Desirable)

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Engagement, Management and Leadership

- The ability to develop and maintain innovative and/or creative relationships, (may include secondment or other forms of service) with external bodies at a regional, national or international level, bringing a substantial benefit to the University as well as reciprocal benefit to society
- A record of making a substantial contribution to University income and surplus, from consultancy activities based on academic activities and contributing to the local or national economy, or to the development of professional policy or practice
- Demonstrated ability to play a leading role in the development and delivery of key projects and collaborations with high reputational impact
- Demonstrated ability in acting as a role model in terms of their leadership and overall contribution to the Unit, Faculty and University
- Evidence of the provision of academic guidance and mentoring to academic colleagues, including leading, motivating and developing the performance of colleagues
- Evidence of substantial and productive interaction with regional and/or national or international industrial or commercial sectors, leading to the productive application of research, over an extended period with clear and defined benefits/impact (Desirable)
- Evidence of successful exploitation of intellectual property rights through patents, licenses, etc. resulting in a substantial contribution to university income and or a more general benefit to society and/or establishing a successful spin out company for the University, of benefit to the local or national economy (Desirable)
- Provision of leadership or a contribution at a senior level to one or more professional bodies (Desirable)

Attributes and Behaviour

- Highly developed leadership and communication skills with evidence of successful team and collaborative working.
- Commitment and ability to lead, enthuse and nurture colleagues in developing a value- based culture that advances equality, diversity and inclusivity and enables colleagues to thrive and succeed.
- The ability to mentor and support Early Career and clinical / nonclinical colleagues.
- Highly developed interpersonal, influencing skills and project management abilities necessary to engage collaboratively across a range of activities in the Hospital/relevant research Institutions and University, and to lead as an Academic Citizen and Professor.
- Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other external agencies as required (clinical role)

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Qualifications

- A doctoral degree (Ph.D. or equivalent) in the relevant field.

For a clinical appointment:

- Full registration with a current license to practice, or eligibility for full registration, with the Malaysian Medical Council (MMC) or relevant professional body registration
- Sub-specialty training in chosen specialty
- Registration with relevant professional bodies (Ex: MMC / Pharmacology/Dentistry)

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SAP Position Number:	
Grade:	Choose an item.
Effective Date:	01/03/2019