

## Candidate Qualifications

*UBC is one of the top universities in the world and those in leadership positions must bring excellent scholarly and academic profiles and the ability to serve as exemplary administrators and intellectual leaders. The new Dean will be both student-centered and research orientated, with a deep passion for, and interest in, the broad range of disciplines to be found within the Faculty of Science. While the advisory committee recognizes that no one candidate is likely to meet all of the following qualifications in equal measure, they are preferred and will be used in the assessment of candidates for the position:*

- **Academic Record:** A record of teaching, scholarship, and professional experience consistent with a tenured appointment at the rank of Professor.
- **Personal Qualities:** Integrity, energy, openness, sound judgment, fairness, resourcefulness, and confidence, coupled with a sense of humour, an accessible manner, optimism, and enthusiasm; high emotional intelligence, a team orientation, and an ability to motivate others and garner trust.
- **Student Experience:** A deep commitment to students and their experience, both inside and outside the classroom; a genuine desire to participate in student-led initiatives, and to remain closely connected to alumni.
- **Administrative Experience:** Previous line-management experience within a university or related research organization; a collegial, participatory, and inclusive leadership style; a track record of supporting and encouraging professional and personal development; a record of successfully managing human, financial, and physical infrastructure resources.
- **Commitment to Science Research and Education:** An enthusiasm for fostering and supporting research productivity; a commitment to excellence in teaching and pedagogical activity; a commitment to valuing the diversity and complexity of the Faculty while maximizing synergies among the various programs; the ability to promote and support Science across the University; an understanding of the pure and applied aspects of research, including funding and grants, the importance of interdisciplinary collaboration, and the relationships of research to teaching and service.
- **Communication Skills:** Strong communication skills, and the natural tendency to interact in a respectful, trustworthy, and transparent manner; the ability to articulate a position, build a strong argument, and present it clearly and convincingly to various stakeholders; the ability to help people see opportunity where they initially saw constraint; excellent listening skills and the capacity to synthesize information before providing direction; the ability to serve as the Faculty's lead media spokesperson.
- **Collaboration and Consultation:** Strong interpersonal skills, and the ability to work in a highly collaborative and productive manner with stakeholders both inside and outside the university (administrative staff, faculty, cross-appointed faculty, community and industry partners, donors, alumni, students, government, other Faculties/Schools and universities, etc.).
- **Commitment to Diversity, Equity, and Inclusion:** A deep commitment to, and passion for promoting diversity, equity and inclusion; proven leadership in addressing systemic inequities, and a genuine dedication to make matters of diversity and inclusion a priority across the Faculty.
- **Indigenization:** A commitment to promoting the needs of indigenous students, staff, faculty and communities through pro-active action.
- **Advancement and Development:** The ability to attract and steward funds from external sources; an entrepreneurial orientation and a creative mind around revenue generation opportunities; an appreciation for how fundraising and alumni engagement can support and advance the Faculty of Science at UBC.
- **External Relationships:** The presence and confidence to play a leadership role in the science community across BC, Canada, and globally; the ability to be a strong advocate for the Faculty to the broader community; significant experience in partnering and collaborating with industry, governments, community groups, and the public at large.



- **Recruitment:** An appreciation for issues around faculty recruitment and retention in an increasingly competitive environment; a commitment to equity and diversity principles in hiring, student recruitment, and educational programming.
- **Strategic Leadership:** The ability to inspire faculty, staff, and students around the goals delineated in the Faculty's strategic plan; the ability to develop effective implementation strategies; the ability to delegate and make thoughtful decisions in the best interest of the Faculty; and a natural tendency to set high standards and encourage big and innovative ideas.

