

# Livestock and Forage Centre of Excellence (LFCE) Director

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**Department:** College of Agric&Biores-DnOffc

**FTE:** 1.0

**Status:** Permanent

**Requisition:** req1428

**Open Date:** 11/22/2017

**Closing Date:**

**Salary Information:** The salary range is CAD \$112,500.00 - 188,500.00 per annum (Salary Band/Phase 5). The starting salary will be commensurate with education and experience.

**Description:** There is 1 opening(s) for this posting. Located in Saskatoon.

**Primary Purpose:** The Livestock and Forage Centre of Excellence (LFCE) is a collaborative initiative between producer groups, the provincial and federal governments, and academic researchers in three Colleges at the University of Saskatchewan - the Western College of Veterinary Medicine (WCVM), the College of Agriculture and Bioresources (AgBio), and the College of Engineering. The goal of this one-of-a kind collaboration is to be an internationally recognized hub for research, teaching and industry engagement in all aspects of livestock and forage production. Drawing on the global One Health initiative, this facility will promote multidisciplinary research involving veterinarians, forage and crop scientists, and experts in animal physiology, reproduction, nutrition and genetics, economics, policy, environment, and product quality. For the first time, every aspect of the livestock value chain will be linked, with the ultimate goal of ensuring a safe and secure supply of beef for the public, tied to sustainable and responsible environmental and land management.

The LFCE consists of three units: the Beef Cattle Research and Teaching Unit (BCRTU), the Forage and Cow-Calf Research and Teaching Unit (FCCRTU) and the Goodale Research and Teaching Livestock Unit. Each unit is managed by independent managers responsible for the day-to-day operations. The total land base of the LFCE is currently about 3,700 acres. The LFCE is supported by an annual operating budget of approximately \$5 million and is equipped with infrastructure valued at over \$50 million.

**Nature of Work:** The University of Saskatchewan is seeking a Centre Director for the LFCE to participate in developing a vision for the Centre, to provide administration of LFCE research, teaching and outreach programs, and to provide oversight of financial and physical resources and non-academic human resources. The Director also will seek out opportunities, partnerships and funding sources that support the creative activities of the Centre. This will require effective facilitation and management of relationships with multiple stakeholders, including the Saskatchewan Ministry of Agriculture, producers and producer groups, funding agencies, public and private sector forage and animal research and development organizations, regulatory agencies, and numerous university units and departments. The Centre Director will work closely with Department Heads, faculty users of the LFCE units, the Strategic Advisory Board, unit managers and staff to provide leadership in operational management, financial planning and management, strategic accountability, and communications of the LFCE.

The LFCE Centre Director will report to the Deans of WCVM and AgBio, and will play a central role in both operational and strategic management of the three units that constitute the LFCE. These units currently employ approximately fourteen research support staff. Working with the Deans of AgBio and WCVM, the Centre Director will develop and implement the strategic plan for the LFCE.

**Accountabilities:**

- Develop draft policies for LFCE facilities, including development of a five-year strategic plan for the LFCE for review and approval by the Deans of WCVM and AgBio
- Co-ordinate research, extension and engagement activities, and training/education programs of the LFCE, working to ensure synergistic best use of the facilities
- Develop operating budget proposals and prepare yearly financial reports
- Advise on maintenance and enhancement of facilities
- Identify, assess and manage risks for the LFCE units, including identifying and planning for activities to mitigate units' exposure to risk

- Maintain a working knowledge of research activities being conducted at the LFCE sites to ensure that the necessary resources are in place and to enable presentations on research to stakeholders, funding agencies and potential donors
- Lead the development of research funding initiatives and advocate for investment in the LFCE
- Negotiate, prepare and monitor research and licensing agreements
- Build and maintain collaborative relationships and partnerships with key internal and external stakeholders
- Coordinate the Joint Users Group and ensure that users are working well with unit managers
- Support and manage the life-cycle of the employment relationship for all accountable staff, including hiring, termination, mentoring, coaching and managing of performance
- Model a high standard of performance and outcomes, and support researchers to enhance outcomes achieved by synergistic approaches that are aligned with the vision and direction of the colleges and the university
- Ensure positive, diverse and inclusive work environments
- Identify, develop and support outreach and engagement activities, including communication strategies both internal and external to the LFCE
- Collaborate with University Communications teams to coordinate major announcements, media inquiries, and marketing and communications activities
- Serve *ex officio* on the Strategic Advisory Board

### **Qualifications:**

**Education:** A postgraduate degree in animal science, epidemiology, veterinary medicine or a related specialty. While a PhD is preferred, other qualifications combined with exceptionally relevant experience also will be considered.

**Experience:** A sound understanding of all aspects of the livestock and forage industries in Canada, and at least ten years of progressive experience in research. Successful project management and human resource management experience at a senior professional level is required. Experience with managing multiple initiatives with changing and conflicting priorities is essential for this position. Knowledge of business planning, financial analysis and financial reporting also is required.

**Skills:** Demonstrated strong leadership, problem-solving and inter-personal relationship-building skills; the ability to collaborate with a wide range of people and the capacity to build consensus with a wide range of stakeholders; the ability to interpret and communicate information to scientific and lay audiences; effective research, analysis and writing skills; attention to detail

and a high level of accuracy; very effective organizational skills; time and stress management skills.

Outstanding written communication skills will be required as the Centre Director will draft annual reports in conjunction with the Deans of AgBio and WCVM with input from with unit managers. The Centre Director also will need to contribute to publications highlighting the research, teaching and engagement that happens at the LFCE, as well as being the public face of the LFCE to academic, government and industry stakeholders, and to other national and international agencies and visiting scientists. The ability to cultivate strong relationships with private industry, suppliers, faculty, international visiting scientists and experts, producers, the public in and around the Saskatoon area, and the managers and staff that work in each of the individual units is essential. Time demands will be affected by seasonal activities at the LFCE, so some degree of flexibility will be important.

This position is in scope of Exempt