

TAYLOR'S UNIVERSITY · KUALA LUMPUR · RESEARCH & ENTERPRISE

Head of Research Strategy and Performance

Senior professional leadership appointment · reports to the PVC, Research & Enterprise

Our Story

57 years ago, Taylor's opened its doors as a small college in Kuala Lumpur, Malaysia. It became a full university in 2012. In 14 years it has grown into the number one private university in Malaysia and SEA — and one of the top 30 universities in Asia.

272

QS WORLD
RANKING

#1

PRIVATE
UNIVERSITY,
MALAYSIA &
SEA

Top 30

UNIVERSITIES
IN ASIA

20

QS-RANKED
SUBJECTS

Today 20 of its subjects hold QS world rankings — more than at any other private university in Southeast Asia. Hospitality & Leisure Management stands in the world's top 30; Art & Design and Marketing sit in the top 100. Taylor's grows exponentially.

The next stage of that growth is research. University Strategy 2025–2035 commits the university to it: competitive funding, doctoral growth, flagship research teams, international standing. The strategy is written and funded. Now it needs its builder.

That is this appointment. Head of Research Strategy and Performance is a new senior post reporting directly to the Pro Vice-Chancellor, Research & Enterprise — one person who breaks the strategy into workstreams, rebuilds the research support office into a service organisation, and owns the university's research numbers.

Your first 90 days go on the research office: you take it over, see what is broken, and put a renewal plan in front of the PVC. Then you turn to the harder question — which 3 or 4 fields the university should build its name on — and you answer it with data. From there it is rhythm: a monthly review with the faculties, one page of numbers for the PVC, and the freedom of a private university where a January decision is running by March.

If that sounds like you, we would like to talk.

Please book a call in [Natalia's Calendar](#). Natalia Rostova, Executive Headhunter at Axe Talent, leads this search.

The role

This is a senior professional appointment; academic rank is optional. The job has three sides. To the PVC, you are the chief of staff for research — the person who turns a 10-year strategy into plans with owners and dates. To the Centre for Research Management, you are the boss. To the university, you are the person who knows the numbers: where research money, talent and reputation are going, and where they should go.

What you will own

Strategy into work

Translate University Strategy 2025–2035 into workstreams with owners, milestones and measures. Run the monthly delivery rhythm; report quarterly.

The research office

The Centre for Research Management reports to you through its Director. You set its goals, rebuild its service, and answer for its performance — funding intelligence, proposal support, pre- and post-award, researcher development.

The radar

Bibliometrics, benchmarking, dashboards. You spot the fields, funders and partners that will matter in five years, and bring the PVC the business case before anyone else sees the wave.

Your first 90 days

You take over the Centre for Research Management and, within 90 days, agree a renewal plan with the PVC: structure, people, service standards, a performance dashboard. You have a free hand. The test is whether researchers feel the office works for them.

What success looks like

- Competitive grant income up 30% against the 2025 baseline.
- Three to four flagship research teams with approved cases, funding and performance agreements.
- Twelve or more industry research agreements.
- MyRA 5-star maintained with improved sub-scores; research evidence feeding QS.

If this job sounds like something you can't wait to start, book a call in [Natalia's Calendar](#).

Who thrives here

You have either done research yourself or understand research administration inside out. You have led change — restructured an office, redesigned a service, moved numbers — and you can show it. You are obsessed with efficiency and service: an office that runs well is a point of pride for you. You think ahead, move fast, and lead in a multicultural environment by persuasion as much as by authority. You speak both languages: professors and industry. A PhD helps; extensive senior research-management experience counts just as much.

You may be a research office director or deputy at a research university, a grant agency professional, or an academic leader who moved into research management.

MUST-HAVES

- **Research, from the inside.** You have done research yourself, or you understand research administration inside out.
- **Change management.** You have experience leading change: restructuring an office, redesigning a service or moving its numbers.

The practical part

- Location: Taylor's Lakeside Campus, Kuala Lumpur. This is not remote work. Relocation is available.
- Full-time senior appointment, 3 years, renewable.
- Reports to the Pro Vice-Chancellor, Research & Enterprise. Direct report: Director, Centre for Research Management.
- Academic rank is not required; a candidate holding a substantive academic appointment may be considered where compatible with the University's appointment framework.

Axe Talent is the exclusive talent partner of Taylor's University for this appointment.

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PART TWO

The detailed position description

The university's own position description, condensed. If you want to understand the role completely before we speak, this is the place.

Position purpose

The Head of Research Strategy and Performance translates the research ambitions of University Strategy 2025–2035 into a disciplined programme of implementation — connecting institutional strategy, research intelligence, priority setting, research support, investment decisions and performance monitoring, so that agreed goals become owned workstreams, measurable outcomes and visible progress. The role provides the PVC and University leaders with evidence-based advice on research strengths, funding, talent, partnerships, doctoral growth, research centres, rankings and reputation, and holds direct line oversight of the Centre for Research Management.

Faculties retain ownership of academic capability and disciplinary performance; TGRA leads the doctoral lifecycle; KTC leads IP, commercialisation and enterprise. The Head leads strategy, performance, intelligence and research-office oversight without assuming those mandates.

Key accountabilities

- **Research strategy implementation** — a focused portfolio of workstreams with owners, milestones and decision points; a monthly delivery rhythm and concise quarterly reporting; a single institutional view of priorities, progress and risks.
- **Leadership and performance of the Centre for Research Management** — set the Centre's strategy and operating plan; line-manage its Director; strengthen structure, capability, culture and performance; ensure an effective end-to-end research support model; oversee budget, systems, data quality and service standards.
- **Research intelligence and analytics** — integrate bibliometric, grants, workforce, doctoral, partnership and reputation data; institutional and faculty dashboards with baselines and targets; benchmarking and scenario analysis; stronger evidence for QS, MyRA and other exercises.
- **Research focus areas, centres and platforms** — evidence-based cases for a limited number of areas of distinctive national and ASEAN leadership; establish and review centres and flagship clusters against clear criteria, with proportionate performance compacts.
- **Funding, talent and capability pipelines** — targeted competitive funding pipelines and major proposals; recruitment priorities and succession risks identified from intelligence; researcher development including early- and mid-career pipelines.
- **Partnerships, impact and reputation** — selective, evidence-based institutional and international partnerships; enterprise opportunities connected to strong research pipelines with KTC; credible narratives of research quality and impact.

- **Policy, process and investment advice** — remove barriers and duplication in research policies and processes; concise business cases for strategic investments; advice on aligning workload, recognition and performance settings with research ambitions.
- **Governance, relationships and change leadership** — trusted relationships with Executive Deans, faculty research leaders, centre directors, TGRA, KTC, Finance and People & Culture; facilitate difficult priority and resource discussions with evidence and transparent criteria; model collegial, ethical, inclusive leadership.

Performance expectations

AREA	EVIDENCE OF SUCCESS
Strategy delivery	Workstreams have clear ownership, milestones and decisions; progress and risks are reported and acted on
Research intelligence	Reliable dashboards and analyses, delivered on time and used in real decisions
Research office renewal	An approved renewal plan, service catalogue, standards and performance dashboard — first 90 days, then quarterly
Service quality	Measurable improvement in satisfaction, timeliness, data quality and pipeline visibility
Competitive funding	Contribution to at least 30% growth in competitive grant income against the 2025 baseline
Flagship activity	Three to four flagship clusters or research centres with approved cases and credible delivery models
Partnership and impact	Twelve or more industry agreements and a focused pipeline of high-value international partnerships
Quality and reputation	5-star MyRA maintained with improved sub-scores; research evidence strengthening visibility

Selection criteria

ESSENTIAL

- A relevant postgraduate qualification, or an equivalent combination of education and substantial senior experience in university research strategy or management.
- Extensive knowledge of how high-quality university research is developed, funded, administered and assessed.

- Professional credibility and the capacity to influence academic and professional leaders.
- Substantial experience leading institutional research strategy, research management or portfolio implementation.
- Demonstrated ability to convert broad strategy into focused workstreams and measurable outcomes.
- Strong capability in research intelligence, bibliometrics and performance reporting.
- Sound understanding of competitive funding, doctoral education, research centres, partnerships and rankings.
- Experience preparing strategic business cases.
- Demonstrated success leading and improving a multidisciplinary professional team, and leading change through both direct authority and influence.
- Excellent analytical judgement and decision-ready communication.
- A clear commitment to research integrity and collegial leadership.

DESIRABLE

- An earned doctorate and/or a substantive research record.
- Experience with bibliometric and research analytics platforms.
- Knowledge of Malaysian and ASEAN research policy and funding.
- Experience with MyRA, QS or comparable frameworks.
- Leadership of a major research strategy implementation or institutional funding initiative.

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