

SKILLS FRAMEWORK FOR SOCIAL SERVICE SKILLS MAP - RESEARCH DIRECTOR		
Sector	Social Service	
Track	Social Work	
Sub-track	Research	
Occupation	Researcher	
Job Role	Research Director	
Job Role Description	<p>The Research Director works in the field of social work research. He/She has expertise and experience in domains under social work research in order to oversee research designs, project management, and collaborations with external organisations. He advises systemic initiatives and policies on a regional, national, and international level, commissions research projects, advocates for social changes based on research conclusions and strategic foresight, and formulates masterplans for the organisation based on funding, manpower and other needs. He is also responsible for providing thought leadership and representing Singapore at international conferences.</p> <p>A highly experienced researcher who is decisive and possesses excellent management and leadership skills, the Research Director works in academic settings. He also works in collaboration with other agencies and ministries and academic institution in the course of his work.</p>	
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks
	Conduct studies and disseminate knowledge	Commission research papers for publication
		Commission research projects based on organisational strategies, strategic foresight and global benchmarking
		Spearhead international or regional research collaborations with academic institutions, organisations or other related agencies
		Drive adoption of ethical frameworks to guide research activities
		Initiate international symposia, educational forums and collaborative research activities for knowledge exchange and dissemination
	Provide consultation and evaluation in policies, practices, programmes and directions	Evaluate effectiveness of translated policies and improved services, practices and quality based on research findings at the national level
		Drive improvements in the organisation's strategic direction based on research findings
		Advocate to relevant stakeholders in order to drive change in policies or practices based on research findings
		Act as peer-reviewer for recognised academic journals or periodicals to portray world-class thought leadership
	Manage resources	Secure large-scale funding for research projects from governmental agencies, private donors and academic institutions
		Review organisation and team's training programmes to enhance research capability
	Perform stakeholder engagement	Spearhead committees across relevant ministries, agencies, hospitals and communities of practice to align research and evaluation perspectives with policies and practices
		Provide research guidance and information sharing to enable informed understanding of cross-cutting social trends at a national level
Facilitate alignment with White Paper perspectives at leadership level of social service organisations and policy domains		
Demonstrate strategic foresight	Advocate for key and informed changes in policies and practices based on emerging trends and long-term needs in the social service landscape	
	Determine the focus for research strategies	
	Represent Singapore in global summits or conferences relating to research areas and practice needs	
Skills & Competencies	Technical Skills & Competencies	Generic Skills & Competencies

	Collaborative Practices Across Disciplines and Sectors	Level 6	Leadership	Advanced
	Diversity Awareness and Management	Level 6	Decision Making	Advanced
	Ethics, Values and Legislation	Level 6	Transdisciplinary Thinking	Advanced
	Research Data Analysis	Level 6	Global Mindset	Advanced
	Research Data Collection and Management	Level 6	Communication	Advanced
	Research Design	Level 6		
	Research Findings Communication	Level 6		
	Research into Professional Practice Translation	Level 6		
	Social Sector Policy Influence	Level 6		
	Stakeholder Management	Level 6		
	Trends Evaluation and Application	Level 6		
Programme Listing	For a list of Training Programmes available for the Social Service sector, please visit: www.skillsfuture.sg/skills-framework/social-service			