POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow/Research Fellow, Australian Research Council Centre of Excellence for Children and Families over the Life Course.

Organisation Unit: Institute for Social Science Research

Position Number: NEW

Type of Employment: Fixed Term, Full Time for 3 years

Classification: Research Academic Level A/B

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences,
sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

The Faculty of Humanities and Social Sciences (HASS) is a large comprehensive Faculty with a broad academic profile and substantial research achievements. The Faculty Office is based at the St Lucia campus in the iconic Forgan Smith building adjacent to the Great Court of the University. The current Executive Dean is Professor Julie Duck who is Acting in the role following the transition of Professor Tim Dunne to a Pro-Vice-Chancellor position in the Office of the Provost.

The Faculty comprises seven Schools (Communication & Arts; Education; Historical & Philosophical Inquiry; Languages & Cultures; Music; Political Science & International Studies; Social Science), two research Institutes (Institute for Social Science Research; Institute for Advanced Studies in the Humanities), two museums (Anthropology Museum and the RD Milns Antiquities Museum), a new Faculty Centre for Policy Futures, and several school-based research centres. The Faculty is also host to the Institute for Modern Languages and the Confucius Institute. The Faculty offers a broad range of programs to a large cohort of international and domestic students, with 850 research higher degree students, approximately 1,500 students in postgraduate coursework degrees and close to 8,000 undergraduates.

There are over 300 academic staff across the Faculty, making it one of the largest in Australia. One indicator of the Faculty's standing in the disciplines that we research is membership in the learned academies, where UQ can proudly claim 33 members of the Australian Academy of the Humanities and 50 members of the Academy of Social Sciences in Australia.

Teaching in the Faculty is underpinned by substantial research performance and several specialized fields of research were judged at the highest level (5 ranking) in the 2015 Excellence in Research Australia (ERA) round. These fields include Specialist Studies in Education; Political Science; Cultural Studies; Literary Studies; History and Philosophy of Specific Fields. Overall, HASS returned outputs to 21 disciplinary field codes, where 90% were rated above (4 ranking) or well above world standard (5 ranking). This is indicative of high quality and capacity in research.

These research achievements internationally are reflected in the 2017 Leiden rankings (based on impact, not reputation), where the Humanities and Social Sciences at UQ ranks 16th in the world on the quantum of publications in ranked journals, placing us first in Australia and in the Oceania region (for the full data-set see http://www.leidenranking.com).

The quality of our overall Faculty’s performance is also evident in the QS World University Rankings for 2017 which places Social Sciences/Management at UQ at 39th in the world, and Humanities at 50th in the world. This data can be accessed at: http://www.topuniversities.com/faculty-rankings.

More information about the Faculty can be accessed at http://www.hass.uq.edu.au/.
The Institute for Social Science Research (ISSR) is a national leader in advanced interdisciplinary social science and evidence-based policy research. ISSR researchers address some of the most important issues and challenges facing Australia and the world today in areas such as education, employment, housing, social wellbeing, homelessness, sustainability, international development and Indigenous studies. The Institute also undertakes research to improve social science and evaluation methodology and is developing new capabilities in data science, and in the social aspects of health. The Institute also offers commercial services and training for public, private and community sector organisations. It provides high-quality learning experiences for postgraduate and postdoctoral students, and has some of the most advanced research facilities for data collection and analysis in the country. The Institute employs nearly 100 faculty and staff, has an annual budget of $10 million and includes affiliated researchers in the fields of political science, sociology, social policy, geographical sciences, economics, psychology, education, demography, mathematics, statistics and computer science. ISSR is located on the University's Long Pocket Precinct (off Meiers Road, Indooroopilly).

In 2013, ISSR was successful in its $28m bid for the ARC Centre of Excellence for Children and Families over the Life Course (the Life Course Centre). The Life Course Centre is undertaking research targeted at reducing the intergenerational transmission of disadvantage in Australia and internationally. The Centre aims to identify the drivers of disadvantage in Australia and to develop innovative solutions to mitigate or reverse its impact by:

1) Identifying the principal causes of disadvantage in Australian families and the key threat points in a person’s life course so that public resources can be directed appropriately towards pre-identified risks.
2) Examining the impacts of remedial public policy and public/private program solutions to disadvantage.
3) Implementing a range of social interventions to evaluate the effectiveness of targeted solutions to reduce disadvantage on multiple levels, including a population trial of parenting interventions.

The Centre is based in ISSR and is a partnership between The University of Queensland, the University of Western Australia, the University of Melbourne and the University of Sydney, and 18 other research, government and non-government organisations.

Further information can be found at [http://www.lifecoursecentre.org.au/](http://www.lifecoursecentre.org.au/)

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - [http://www.uq.edu.au/current-staff/working-at-uq](http://www.uq.edu.au/current-staff/working-at-uq)

The University of Queensland [Enterprise Agreement](http://www.uq.edu.au/current-staff/working-at-uq) outlines the position classification standards for Levels A to E.

**DUTY STATEMENT**

**Primary Purpose of Position**

The Life Course Centre seeks to appoint suitably qualified academic research staff to undertake research, training and administrative duties associated with the Centre’s research programs. The appointee will work closely with Professor Janeen Baxter, Director of the Centre. Duties may include preparing project outlines, undertaking research analyses, designing social interventions, conducting evaluations, and preparing academic papers, research reports, working papers and conference submissions. They will also assist in
establishing and maintaining research partnerships across the Centre nodes, including liaising with stakeholders in industry and government to build productive relationships and participate in knowledge transfer activities such as contributing to the Annual Report, writing Working Papers and contributing to Centre policy and position papers. They may be required to undertake fieldwork, facilitate workshops and some professional tasks associated with the Centre. Work programs will comprise 80% duties for the Life Course Centre and 20% duties for ISSR. The latter may include participation in ISSR research projects, including contract research for government, preparing and presenting training courses and other professional duties relating to the operation and governance of ISSR.

The appointment will be made at either level A or level B, depending on experience and achievements. The level of responsibilities assigned to the appointee will reflect the level of appointment on this salary scale. A Level B appointment would involve a stronger role in project management, new research funding applications, and drafting of joint research papers. A Level B appointment would also have a developing national reputation as a high quality researcher. A Level A appointment would be expected to demonstrate the capacity to build these higher-level skills over time.

Duties

Duties and responsibilities may include, but are not limited to:

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<th>Level A</th>
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<td><strong>Research and Project Management</strong></td>
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<td>• Undertake research and publication associated with the Centre.</td>
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<td>• Assist in preparation of research proposals, research grant applications and tenders.</td>
<td>• Develop and coordinate research proposals, research grant applications and tenders.</td>
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<td>• Undertake research involving the collection and analysis of quantitative or qualitative data.</td>
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<td>• Assist in the design and evaluation of social interventions.</td>
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<td>• Present research findings, including conference presentations, and prepare scholarly manuscripts for publication in academic journals.</td>
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<td>• Prepare reports for and present and research outcomes to stakeholders.</td>
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<th><strong>External Engagement</strong></th>
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<td>• Assist in fostering the Centre’s relations with industry, government departments, professional bodies and the wider community.</td>
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| • Contribute to the development and delivery of teaching materials for undergraduate and postgraduate | • Develop and deliver teaching materials in undergraduate and postgraduate coursework, if
courses, if opportunities arise.

- Contribute to the development and delivery of professional development courses, if opportunities arise.

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- Contribute to RHD supervision.

**Centre Management**

- Participate in general academic activities such as training workshops, seminars and conferences.

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- Assist the Centre Director and support other staff in achieving their research and career path objectives.

**Other**

- This position may require travel (domestic and international).
- Any other duties as reasonably directed by your supervisor

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- the [University's Code of Conduct](#)
- requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University or Institute/School
- the adoption of sustainable practices in all work activities and compliance with associated legislation and related University [sustainability responsibilities and procedures](#)
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related [responsibilities and procedures](#) developed by the University

**Organisational Relationships**

The position reports to Professor Janeen Baxter, Director of the Life Course Centre.

**SELECTION CRITERIA**

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<td><strong>Essential</strong></td>
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<td>Applicants must hold a PhD in a relevant field (e.g. sociology, demography, economics and psychology).</td>
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<td>Some research experience across one or more of the following areas: program evaluation, family dynamics, life course studies, social disadvantage/inequality, spatial analysis.</td>
<td>Substantial research experience across one or more of the following areas: program evaluation, family dynamics, life course studies, social disadvantage/inequality, spatial analysis.</td>
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- Evidence of ability to publish in a relevant social science area.
- Demonstrated expert knowledge in empirical research such as advanced statistical methods for life course research using longitudinal survey and administrative data, or advanced qualitative methods.
- Strong written and oral communication skills, including well-developed presentation skills.
- Ability to work in multidisciplinary research teams across multiple parties.
- Ability to build research expertise over time, demonstrated by an emerging profile in research with increasing autonomy.
- Ability to manage competing priorities, and excellent time management skills.
- Commitment to following safe work practices.

- A strong research program in an area relating to the Life Course Centre.
- Demonstrated expert knowledge in empirical research methods such as advanced statistical methods for life course research using longitudinal survey and administrative data, or advanced qualitative methods.
- Strong written and oral communication skills, including well-developed presentation skills.
- Ability to lead and work in multidisciplinary collaborative research teams across multiple parties.
- Ability to build research expertise over time, demonstrated by an emerging profile in research with increasing autonomy.
- Ability to manage competing priorities, and excellent time management skills.
- Ability to develop and foster collaborative links with other research and/or industry groups, nationally and internationally.
- Commitment to following safe work practices.

### Desirable
- Ability to identify and attract competitive grant funding.
- Teaching skills at undergraduate and postgraduate levels.
- Experience working with major national datasets.
- Experience in communicating research results to a variety of audiences, including non-academic audiences.
- Experience liaising between university researchers and other sectors.

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**Qualification Verification**

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.
The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to the contact person listed in the job advertisement.