POSITION DESCRIPTION

Position Title: Early Career Academic - Lecturer in Sustainability  
Organisation Unit: UQ Business School  
Position Number: 501425  
Type of Employment: Full-time, Fixed term for 2 years– Early Career Academic  
Classification: Academic Level B – Teaching & Research

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 well within the top 100 universities worldwide, measured through a number of major independent university rankings: the Academic Ranking of World Universities, Times Higher Education World University Rankings, US News Best Global Universities Rankings, QS World University Rankings and Performance Ranking of Scientific Papers for World Universities, and is indeed in the top 50 in some of these rankings. Over the past 3 years for which audited data are available UQ has attracted the highest (2013) or second highest (2012, 2014) amount of research funding of any Australian university.

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 230,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.7 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 $11 billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.

**UQ Business School**

The UQ Business School is located on the St Lucia campus with a staff of approximately 170 academic staff; 150 equivalent tutors and 80 professional staff. The School leases space in the Brisbane central business district in Central Plaza 1 where it offers core MBA courses and provides executive education and function facilities.

The School has seven main areas of academic strength represented by discipline clusters – accounting and accountability; business information systems; finance; management; marketing; strategy; and tourism with an associate professor reporting to the Head of School leading each cluster. Currently, the School has over 8,390 students enrolled in its programs: 6,201 at undergraduate level; 2,035 at postgraduate coursework level; and around 160 in research higher degree programs. Approximately one-third of the student body are international students, mostly from the Asia-Pacific region.

The School’s mission is to achieve national and international recognition as being among the best research intensive business schools in the Asia-Pacific region. The School carries AACSB International and EQUIS accreditation – the first school in Australia to receive AACSB and EQUIS accreditation across the full range of programs. The School enjoys strong research links with leading international research schools.

The successful applicant would be joining the Strategy Cluster within the UQ Business School.

Details of the teaching programs, research activities and business relations may be accessed through the School’s web site at: [http://www.business.uq.edu.au/](http://www.business.uq.edu.au/).

**Early Career Academic Appointments**

Early Career Academic (ECA) appointments are full time or part-time (minimum 0.5 fraction) Teaching and Research or Teaching Focused positions.

Through these appointments, the University is seeking to support early career academics to establish a competitive profile.

These appointments are open to persons currently employed as academic staff on a casual or fixed-term basis with an Australian University. Persons who have previously held a continuing academic appointment at any university are ineligible to apply.

**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

To engage as a Lecturer in undergraduate and postgraduate teaching and supervision and further development of the School’s programs, to undertake research of high quality, and to perform administrative and other activities associated with the School. Applicants must have success in publishing in high quality academic journals.

Duties

Duties and responsibilities include, but are not limited to:

**Teaching and Learning**

- Undertake teaching and examination of undergraduate and graduate coursework students in the areas of sustainability and strategy.
- Develop courses in programs offered by the School as required, including preparation of teaching materials and assessment.
- Coordinate tutors and provide tutorial assistance if necessary.
- Be available for consultation with students.
- Supervise honours and higher degree research theses in the discipline areas.

**Research**

- Undertake and publish high quality research in strategy or sustainability journals.
- Publish scholarly papers in peer-reviewed international journals.
- Seek competitive grants and industry funding for research projects.

**Service/Engagement**

- Foster the School’s relations with industry, government departments, professional bodies and the broader community.
- Assist in student recruitment activities and promotion of the School’s profile.
- Participate in the School’s Consultative Committee and serve on University Committees as necessary.
- Any other duties as reasonably directed by your supervisor.

**Administration**

- Participate in the School’s Consultative Committee and serve on other University committees.
- Perform other duties as directed by the School management.

**Other**

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

- 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 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 the Strategy Cluster Leader and the Head of School.

SELECTION CRITERIA

Qualifications

- Currently employed by an Australian university and have submitted or been awarded a PhD and either:
  - performed casual teaching work in four semesters or equivalent teaching periods over at least three years, preceding their application; or
  - been employed in a fixed term postdoctoral research fellowship, fixed-term research, replacement or subsidiary to studentship position in the two years preceding their application.

Knowledge and Skills

- Detailed knowledge of Sustainability, Strategy or Innovation at a theoretical and practical level.
- Ability to teach undergraduate and postgraduate classes and conduct tutorials.
- An ability to represent and promote the School at a university and wider community level, including industry, government and professional bodies.
- Demonstrated methodological knowledge, with familiarity with qualitative and/or quantitative research methods.
- Ability to effectively communicate technical concepts.

Experience

- Expertise in Sustainability or a related field.
- Evidence of publishing in elite peer-reviewed journals.
- A high-quality teaching track record at undergraduate or postgraduate level, as evidenced through performance metrics.
- Ability to supervise honours, masters and PhD theses.
- Demonstrated ability to achieve scholarship of teaching research outcomes.

Personal Qualities

- Ability to work collaboratively with colleagues, particularly the relevant course coordinators.
- High-level communication and inter-personal skills.
- Ability to relate to students.
- Willingness to participate in University engagement activities.
- High personal work ethic to complete tasks in a timely manner.
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.

Applications are particularly encouraged from Aboriginal and Torres Strait Islander peoples. For further information please contact our Australian Indigenous Employment Coordinator at: atsi_recruitment@uq.edu.au

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