POSITION DESCRIPTION

Job Title: Postdoctoral Research Fellow
Organisation Unit: UQ Business School
Position Number: 3034284
Type of Employment: Part time, fixed-term of 1 year
Classification: Academic Research Level A
Commencement: February 1, 2017

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 (60). 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 UQ Business School is located on the St Lucia campus with a staff of approximately 160 academic staff; 120 equivalent tutors and 70 professional staff. The School leases space in the Brisbane central business district 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—accounting; business information systems; finance; management; marketing; strategy & international business; and tourism with a senior academic reporting to the Head of School leading each discipline. The successful applicant would be joining the Strategy Discipline within the UQ Business School.

Currently, the School has over 9,000 students enrolled in its programs: 6,000 at undergraduate level; 3,000 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 be courageous thinkers who empower future leaders to positively transform business and society. 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.

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/. Information about the Faculty and the School may be accessed on the Faculty’s web site at http://www.bel.uq.edu.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

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

DUTY STATEMENT

An opportunity exists for an experienced researcher to be employed at The University of Queensland (UQ) Business School for a 1 year Postdoctoral Research Fellow position. The successful candidate will join an established program of research funded by an Australian Research Council (ARC) Discovery Grant held by Associate Professor April Wright, from the UQ Business School, Victoria Brazil from Bond University, Anthony Brown from the UQ School of Medicine, and Professor Alan Meyer from the University of Oregon.
The Postdoctoral Fellow will join a successful ARC funded research project that commenced in 2016. The project has completed the majority of data collection that has involved qualitative interviews with emergency doctors across Queensland. Additional data relevant to the project includes field notes and archival material that was collected as part of a previous project. The primary role of the Postdoctoral Fellow, as described further below, will be in data analysis of qualitative data, the preparation of management conference papers and journal articles, and the translation of research into industry publications and reports in a medical and nursing context.

**Primary Purpose of Position**

The Postdoctoral Fellow will work on this major ARC funded project based at the UQ Business School, in the Strategy Cluster. This project explores how the impact of an environmental jolt on a profession unfolds over time through interplay between institutional, organisational and individual levels. The project is focused on a jolt caused by new regulation in emergency medicine and will contribute new insights into multi-level change processes as they play out within professions and inside organisations. Outcomes will inform health care management, professional practice, and government policymaking. All data have been collected with full UQ and Queensland Health HREC ethical approval.

**Duties**

Duties and responsibilities include, but are not limited to:

- Analysis of qualitative data including appropriate techniques for coding, categorising and writing-up interview data, fieldnotes and archival data
- Interpretation of collected data in light of current theory and research in areas such as institutional change, institutional work, professions, professional values, evidence-based practice, organisational space, place and collaboration
- Drafting articles for publication in high-quality management journals, and participating in the journal review process
- Working with healthcare professionals to translate research findings for publication in medical and nursing journals and into other formats of relevance to healthcare professions and organisations
- Writing and presenting papers at management and emergency medicine conferences
- Incorporation of feedback from drafts and re-drafts of the research findings
- Collection of additional data including interview, field observation and archival data, where this is required as part of the journal review process.

**Administration**

- Perform any other duties as directed by Associate Professor Wright and the Head of School
- Comply with the University’s Code of Conduct (see the University’s web site at http://www.uq.edu.au/staff/employment/).

**Occupational Health and Safety**

- Comply with requirements of Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or School. (see the University’s web site at http://www.uq.edu.au/ohs/index.html?page=133956).
Other

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 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

Reporting Relationships

This position reports to Professor Associate Professor April Wright.

SELECTION CRITERIA

Essential

- Completion of a PhD in Management, Strategy or Organisational Behaviour
- Relevant areas of specialisation include management, strategy, institutional theory and professions
- Evidence of an ability to analyse and report on interview, observation and archival data, including familiarity with using NVivo for coding and managing data
- High quality writing skills as evidenced by outputs in conference papers, journal articles or other forms of academic writing and industry reports
- Enthusiastic, self-motivated and keen to make contributions to both theory and practice
- Well organised and able to manage a program of research
- Good communication skills, both written and spoken
- Ability to collaborate with management academics and healthcare professionals

Desirable

- Knowledge of the professions of emergency medicine and emergency nursing, including previous experience conducting research in a healthcare context
- Ambitions to develop a strong research profile, as evidenced by plans to publish in the top journals and conferences

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

Applications are also encouraged from women.