POSITION DESCRIPTION

Position Title: Postdoctoral Fellow (Innovation & Productivity)
Organisation Unit: UQ Business School
Position Number: 3028688
Type of Employment: Full Time, fixed term for two years
Classification: Academic Level 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 (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 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 also carries UNWTO accreditation and is the only School in Australia to hold such accreditation. The School enjoys strong research links with leading international research schools.

The UQ Business School has established a strong record of innovation and commercialisation teaching and research. Innovation and technology leadership, the commercialisation of university research, business strategy and business model innovation through growth and capability development, are major themes in undergraduate, postgraduate, and executive education teaching as well as major research themes. More recently we have been putting effort into further developing our offerings at both undergraduate and post-graduate levels. Research performance is very strong in the Tourism Cluster, and they have created a supportive research environment within a well- resourced school.

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

Primary Purpose of Position

The Postdoctoral Fellow will participate in the on-going and forthcoming research undertaken within the Strategy Cluster under the direction of Associate Professor John Steen in the area of agricultural innovation and productivity in developing economies. The applicant will be expected to coordinate research under the direction Associate Professor
Steen and will be involved in scholarly publication of the research that is conducted as well as applying for research funding from a variety of sources.

**Duties**

**Teaching and Learning**
- Contribute to mentoring and training of research staff and students at honours and postgraduate levels.
- Contributing to lectures at both graduate and undergraduate level as an expert speaker in statistical analysis.

**Research**
- Assist in delivering research projects in the field of agriculture business development and productivity in developing economies, particularly in the South Asian region.
- Management and undertaking of data collection through large scale business surveys in collaboration with local research institutions and NGOs in developing economies.
- Synthesising and analysing data using appropriate methods, including regression models in STATA and advanced productivity analysis techniques.
- Producing policy reports based on research results.
- Draft and support applications for external and internal grant funding.
- Assist in publishing research in the form of high-quality refereed journal publications.
- Collaborate closely with academic staff, Australian and international funding partners and NGOs to produce research outcomes, in accordance with timelines and objectives, as agreed by the research team.

**Service and Engagement**
- Actively engage and collaborate with members of the Strategy Cluster to foster relationships.
- Engage with external stakeholders, as appropriate.

**Administration**
- Supervision of research assistants as required
- Perform a range of administrative functions around management of scope and budget for research projects.
- Any other duties as reasonably expected by your supervisor.

**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 Associate Professor John Steen.

SELECTION CRITERIA

Qualifications
- PhD in economics or business

Knowledge and Skills
- Relevant expertise in agricultural productivity analysis, especially using small farm data.
- Prior experience conducting large-scale business survey research in a developing economy setting and statistical analyses of these data in STATA with the application of advanced productivity analysis methods.
- High-quality writing and presentation skills, as evidenced by publication, refereed papers, grant success and conference participation.
- Evidence of an ability to analyse and report on both quantitative and qualitative data for policy development.
- Prior experience with managing research projects in a developing economy setting.
- Evidence of applied agricultural industry experience in developing economies, particularly South Asia.
- Prior experience of working with NGOs and government agencies in the conduct of research in developing economies.

Personal Qualities
- Demonstrated ability to self-manage and demonstrate self-direction in relation to both the research work and leadership components of this position.
- Ability to work collaboratively with colleagues and other stakeholders from diverse backgrounds. Experience of working cross-culturally in South Asia and Pakistan in particular would be desirable.
- Problem solving abilities in complex situations.
- Good communication and time management skills and the ability to meet objectives within set deadlines.

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 is committed to equity, diversity and inclusion.

Applications are particularly encouraged from Aboriginal and Torres Strait Islander peoples. Applications are also encouraged from women.