POSITION DESCRIPTION

Position Title: Postdoctoral Researcher Fellow
Organisation Unit: Centre for Business, Economics and Health
Position Number: 3037414
Type of Employment: Full time, Fixed term for 1 year
Classification: Academic Research 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 (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 Centre for the Business and Economics of Health (CBEH)

In late 2015, following a philanthropic contribution of $1.25m by Paul and Sue Taylor to the BEL Faculty, the Vice-Chancellor, Deputy Vice-Chancellor (Research), and the Faculties of Business Economics & Law, and Health & Behavioural Sciences, together with Mater Research, have provided strategic funds to support the establishment of the CBEH. The Centre conducts both investigator-led and commercial research to inform policies and practices that will contribute to the development of an economically sustainable healthcare system in Australia. It continues to build research capacity and position UQ as the market leader in the Asia-Pacific region for health sector applications of cutting edge business methods and practices. It also intends to build capability in the healthcare sector through the delivery of postgraduate coursework and executive education programs with senior managers and healthcare professionals around change management, evaluation, resource allocation and innovation in the health sector.

Through CBEH, UQ aims to enhance its ability to respond strategically to the drivers for change in Australia's health budget. These include the health needs and costs of an ageing Australian population, and the impacts of health technology on delivery of patient care. In addition, other drivers for change include the changing nature of health insurance, and the increased use of incentives to change the behaviour of both providers and consumers. CBEH’s point of difference is that it will not only focus on health economics, but will harness the broader business and health sector expertise at UQ. It will create additional capacity in this area through new appointments and supervision of graduate students.

Faculty of Business, Economics and Law and the Faculty of Health and Behavioural Sciences

The CBEH is jointly managed by two UQ Faculties, with a close working relationship with the Mater Research Institute. The BEL Faculty based at the St Lucia campus incorporates the Schools of Business, Economics, and the TC Beirne School of Law. The Faculty aims to be a centre of excellence in business, economics and law, providing quality education and leadership in research for the benefit of its graduates and the wider community. In ERA 2015, BEL Faculty schools achieved the top scores of 5 (well above world standard) for business and management, tourism, information systems and economic theory, with scores of 4 (above world standard) for marketing, accounting and auditing, econometrics, finance, applied economics and law. A number of the researchers in these fields are involved in health-related projects, including issues around tele-medicine, productivity, clinical leadership, and the use of multidisciplinary team and the marketing of health.

The HaBS Faculty includes the Schools of Dentistry; Health & Rehabilitation Sciences; Human Movement & Nutrition Sciences; Nursing, Midwifery & Social Work; Pharmacy; and Psychology along with the RECOVER Injury Research Centre, the Centre for Youth Substance Abuse Research and the Queensland Alliance for Environmental Health Sciences. Some of its units are located on the University’s main campus at St Lucia while others are distributed on other UQ campuses and on hospital sites throughout Brisbane and
The Faculty, established in 2014, provides for the co-location of like-minded health professions at a time when the health sector is seeking alternatives to costly hospital-based models of healthcare.

HaBS actively seeks to be at the vanguard of: the development of new knowledge in the health and behavioural sciences; the establishment of new pedagogies for learning and the acquisition of fundamental and clinical expertise in the health sciences; and the assimilation of the behavioural sciences into the day-to-day practice of the health sector. In ERA 2015 the maximum ranking of 5 (well above world standard) was achieved in the fields of dentistry, nursing, psychology, social work, neurosciences, clinical sciences, human movement and sports science, and pharmacology and pharmaceutical sciences, with a rating of 4 (above world class) in nutrition and dietetics.

The Mater Research Institute is an integral part of CBEH’s activities. In 2013, Mater Research and The University of Queensland formalised a long-standing relationship to form the Mater Research Institute – University of Queensland (MRI-UQ). MRI-UQ is an alliance between the two leading institutions working together to achieve the best possible research discoveries in health.

**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 Postdoctoral Fellow will work on this at the UQ Business School, in the Strategy Cluster, and will also spend considerable time at Mater Misericordiae Limited. The project explores the process of strategy formulation and implementation in complex professional organisations with a focus on how organisations develop capabilities to link these two phases of the strategising process. Outcomes will inform health care management, professional practice, and government policymaking. All data have been and will continue to be collected with full UQ and MML HREC ethical approval.

**Duties**

Duties and responsibilities include, but are not limited to:

**Research**

- Research design and collection of qualitative data including ethnographic field notes, qualitative interviews, and relevant documents;
- 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 process and practice perspectives on strategy, organisational learning and competence and organisational innovation;
- 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 organisational

• Writing and presenting papers at management conferences

• Incorporation of feedback from drafts and re-drafts of the research findings

**Service and Engagement**

• Perform a range of administrative functions in the Centre as required

• Foster the Centre’s relations with industry, government departments, professional bodies and the wider community.

• Any other duties as reasonably directed by your supervisor

**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 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 Jorgan Sandberg and Associate Professor Paul Spee.
SELECTION CRITERIA

**Essential**

- Completion of a PhD in Management, Strategy or Organisational Behaviour
- Relevant areas of specialisation include management, strategy, organisational learning and innovation, with a particular emphasis on practice and process theory perspectives
- Evidence of an ability to independently manage and conduct field-based data collection, including ethnographic observations and field notes, qualitative interviews, and archival data.
- 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 such as 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 colleagues, management and strategy academics and healthcare professionals

**Desirable**

- Knowledge of the healthcare industry, 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 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.

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