POSITION DESCRIPTION

Position Title: Research Fellow
Organisation Unit: UQ Business School
Position Number: To be advised
Type of Employment: Full time, Fixed term for 2 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 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**

**Primary Purpose of Position**

The position will work within the Strategy Cluster of the UQ Business School and will spend considerable time at Mater Medical Research Institute, Mater Hospital, Brisbane. The purpose of the position will be to develop system dynamic models that simulate hospital and healthcare operations and to use these models to test strategies for improving the efficiency,
cost effectiveness and patient outcomes of these operations. The position will also teach into 
the system dynamics suite of courses offered through the UQ Business School.

Duties

Duties and responsibilities include, but are not limited to:

Teaching and Learning

- Develop content for, coordinate and teach the Business Dynamics course offered 
  through the UQ Business School (MGTS7525)

Research

- Develop qualitative and quantitative system dynamic models of hospital and health 
  care operations conducted by the Mater Hospital
- Develop qualitative and quantitative system dynamic models of processes in other 
  industries
- Work closely with Mater Hospital staff and management to formulate, collect data for 
  and test these models
- Comply with the necessary ethics approval requirements stipulated by UQ and the 
  Mater Hospital
- Publish the results of the research in high quality journals and professional reports

Service and Engagement

- Foster the UQ Business School’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 Dr Carl Smith, UQ Business School

SELECTION CRITERIA

**Essential**

- Completion of a PhD in Business Systems, Management, Strategy or related field
- Demonstrated knowledge and skills in Systems Thinking and System Dynamic Modelling (Stock and Flow Modelling) applied to business systems or hospital operations
- Demonstrated experience and skills in the use of system dynamics modelling software such as Vensim, Stella, iThink or Sysdea
- Demonstrated skills in business and project management
- Demonstrated ability to work in and lead teams
- Demonstrated ability to complete tasks independently
- Excellent English communication and English writing skills
- Microsoft Office skills (Word, Excel and PowerPoint)

**Desirable**

- Completion of a Masters in Business Administration
- Knowledge of the healthcare industry, including previous experience in hospital and healthcare operations research
- Knowledge of Business Dynamics courses and teaching
- Ambitions to develop a strong research profile, as evidenced by plans to publish in high quality 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.