INFORMATION FOR CANDIDATES
APPOINTMENT OF

RESEARCH FELLOW - OCCUPATIONAL THERAPY
SCHOOL OF HEALTH AND REHABILITATION SCIENCES
(JOINT APPOINTMENT WITH THE STATE OF QUEENSLAND
THROUGH QUEENSLAND HEALTH)

FACULTY OF HEALTH AND BEHAVIOURAL SCIENCES
CONTENTS

The University of Queensland ................................................. 03
Governance ....................................................................................... 04
Strategic Directions ........................................................................ 04
The Faculty of Health and Behavioural Sciences ............ 05
Metro South Hospital and Health Service ....................... 06
The Role of the Research Fellow ........................................... 08
Selection Criteria ........................................................................... 09
Conditions of Employment ...................................................... 09
How to Apply .................................................................................. 10
The University of Queensland (UQ) contributes positively to society by engaging on 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 the 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.

Our 50,000-plus strong student community included more than 12,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 250,000-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 $11 billion + (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.
The University is governed by a 22 member Senate representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the University of Queensland Act 1998 to appoint staff, manage and control University affairs and property, and manage and control finances.

www.uq.edu.au/about/governance

By 2020 UQ seeks to be a major global university that is developing solutions to global problems. UQ will attract students of the highest calibre who are destined and supported to become future leaders – locally, nationally and internationally.

A larger suite of postgraduate entry programs will cater to the needs of a modern workforce. Growth in UQ’s postgraduate research student population will drive the University’s capacity for discovery. By 2020, UQ aims for its postgraduate research higher degree (RHD) and coursework student population to comprise over 30 per cent of the UQ student body.

UQ’s learning, discovery and engagement is fostered through multiple partnership ventures with business and industry, professional groups, and government and research partners.
The Faculty of Health and Behavioural Sciences is a strong Faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventative health and behaviour change. Furthermore, the Faculty provides the opportunity for the non-medicinal health sciences to have a stronger voice and greater visibility within the University.

The Faculty currently includes six schools and five research centres:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
- School of Psychology
- Centre for Youth Substance Abuse Research (CYSAR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- POCHE Centre for Indigenous Health
- Centre for the Business and Economics of Health

Further information is available at www.habs.uq.edu.au

This is a research-focused joint appointment in Occupational Therapy between the School of Health and Rehabilitation Sciences at The University of Queensland and the Occupational Therapy Department at the Princess Alexandra Hospital (PAH), within the Metro South Hospital and Service. The aim of this position is to enhance the research capabilities of both institutions in the area of Occupational Therapy. The position will be jointly located in the Occupational Therapy Division/Department of both The University of Queensland at its St Lucia campus, with space to meet with occupational therapy department staff in the department of the PAH and office accommodation at PAH based in the Centre for Functioning and Health Research (CFAHR), across from the PAH campus in Woolloongabba, Brisbane (www.health.qld.gov.au/cfahr). CFAHR is a health research centre dedicated to enhancing allied health research activity and engagement across the wider Metro South Hospital and Health Service District. All of the UQ/PAH conjoint appointments (3 positions: physiotherapy, occupational therapy and speech pathology) are based with CFAHR and work closely with the CFAHR team in initiatives relating to allied health and research capacity building that are relevant to PAH staff and the wider Metro South allied health community.

SCHOOL OF HEALTH AND REHABILITATION SCIENCES

The School of Health and Rehabilitation Sciences includes the professional disciplines of Audiology, Occupational Therapy, Physiotherapy, and Speech Pathology. Undergraduate programs are available in Occupational Therapy, Physiotherapy and Speech Pathology with graduate entry programs available in all disciplines. Students gain supervised professional experience as part of their academic program and graduates are ready for immediate entry to their profession on completion of their degree. Each of the undergraduate degree programs is of four years’ duration and includes both preclinical and clinical study offered in an integrated way. All of our programs place considerable
emphasis on problem solving and diagnostic decision-making and students are guided in the processes of systematic and holistic assessment and the selection and effective implementation of management approaches. Each discipline prepares students to operate within the health, education and related systems and to contribute meaningfully to teams. There is an emphasis on interprofessional education and research in the school.

All disciplines within the School of Health and Rehabilitation Sciences are active in research and are making significant contributions to the advancement of knowledge in their professions. The School offers Research Higher Degree programs in all disciplines. Further details about the School and its activities may be accessed on the School’s web site at www.shrs.uq.edu.au.

Organisational Environment Occupational Therapy Department and the Centre for Functioning and Health Research (CFAHR) and, Princess Alexandra Hospital, both based within the Metro South Hospital and Health Service, Queensland Health.

ABOUT
Metro South Health is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland’s population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River into the north to the Redland City in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. This health service does not include Mater Hospitals.

Metro South Health clinical services include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medial Aids Subsidy Scheme

VISION
To be renowned worldwide for excellence in health care, teaching and research.

PURPOSE
Metro South’s purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

OBJECTIVE
- Improving services for patients
- Implementing reform of the Queensland Health system in Metro South
- Focusing resources on frontline services
- Ensuring accountability and confidence in the health system.
PROFILE
The Princess Alexandra Hospital (PAH) is a major teaching and referral centre and one of the largest hospitals in Australia. In line with government health strategies, PAH is focusing on high acuity patients under the care of the Medical, Surgical, Cancer, and the Rehabilitation Divisions. PAH is committed to the delivery of high quality health care, teaching and research services. Recently PAH transitioned to become Australia’s first large scale digital hospital.

The Division of Clinical Support Services consists of Allied Health Services, Aboriginal & Torres Strait Islander Liaison, Pastoral Care and Volunteer Services. The primary function of the Division is to provide high quality clinical, teaching and research services that support the activities of the Divisions of Surgery, Medicine, Cancer and Rehabilitation. The Division has professional links with Metro South Addiction and Mental Health Services.

As a major tertiary referral centre, the Division consistently demonstrates innovative, collaborative and multidisciplinary achievements through its research, learning and development and information management committees and workforce development activities. The Division demonstrates a state-wide influence in activities such as data management and national benchmarking forums. The Division is led by an Executive Director, who is a member of the PAH Clinical Council and Executive and reports directly to the Executive Director PAH-QEI Health Network.

Members of the Occupational Therapy Department work in a busy, challenging and constantly evolving environment. The Occupational Therapy department also auspices Leisure and Recreation; and the Music therapy program. The department provides comprehensive assessment and treatment of inpatients and outpatients of the Princess Alexandra Hospital. Department staff is responsible for providing high standard services across the continuum of care to client/patient groups both within the HHS as well as on a State wide basis. They are committed to providing contemporary, evidence based practice and knowledge translation and participation in research related activities. The department possesses a collegiate culture of learning and development for staff and students.

Clinical areas supported by the occupational therapy department are medical including emergency, stroke, general medical services, brain injury and spinal injury rehabilitation, cardiology and cardiac surgery, cancer and lymphoedema, and surgical including orthopaedics (trauma, hands and upper limb and plastic) and general surgical clinical areas and aged care and general rehabilitation services.

The research generation activities have been supported by the REP (research and evidence in practice) program and focused on four program areas that support the department’s mission of enabling people to do the meaningful activities they want to do:

- Program one: Occupational, leisure and music therapy practice research
- Program two: Knowledge translation research
- Program three: Technology in health care research
- Program four: Enabling the health workforce for clinical practice research.
QUALIFICATIONS AND EXPERIENCE

The aim of the position is to enhance the research capabilities of both institutions in the area of Occupational Therapy (OT). This will involve planning, undertaking and publishing clinically-based research activities. It will also involve the supervision of The University of Queensland honours, masters and PhD students who are undertaking research at the Princess Alexandra Hospital, as well as supporting research, quality assurance and evidence-based practice activities being undertaken at The University of Queensland and Princess Alexandra Hospital.

The main duties and responsibilities include but are not limited to:

- Develop a rolling multi-year research plan based on agreed research priorities in the field of adult occupational therapy, in consultation with the Director and Team leader committee, and an individual research plan which complements these priorities.
- Be involved in novel research generation and research translation initiatives that are deemed to align with, and be of benefit to, UQ and the Occupational Therapy department and leisure therapy, music therapy and recreation programmes at PAH, Metro South Hospital and Health Service and State wide health service initiatives.
- Design and initiate funding implications, undertake and evaluate relevant research activities under the direction of the Head of Occupational Therapy, The University of Queensland, the Director of Occupational Therapy, Princess Alexandra Hospital, and in consultation with the Professorial position within the Centre for Functioning and Health Research (CFAHR).
- Develop strong working relationships with the PAH OT department staff, including a requirement to have a physical presence in the department for an agreed minimum number of hours per week to support the leadership of the department’s research program.
- Disseminate results of research through presentations and publications, and supporting translational activity as appropriate.
- Develop, manage and monitor the associated human, equipment and financial resources to support the research plan.
- Supervise or assist in the supervision of and manage students of The University of Queensland undertaking honours, masters or PhD projects that involve the utilisation of patients and facilities of the PAH.
- Contribute to relevant teaching at The University of Queensland and PAH OT to enable research capacity training initiatives at PAH.
- Develop strong links with other hospital staff, staff from CFAHR, other Research staff on PAH campus, and UQ University staff to ensure that a coordinated multidisciplinary/interdisciplinary focus is achieved and facilitate joint research involving staff from both institutions and the occupational therapy department.
- Utilise and ensure compliance with University and Hospital ethical policies and procedures and relevant contemporary human resource practice and principles including workplace health and safety, equal employment opportunity and anti-discrimination requirements.
REPORTING RELATIONSHIPS

This position reports to the Head of Occupational Therapy at UQ, and to the Director of Occupational Therapy, Princess Alexandra Hospital for all employment issues including leave and position direction. A secondary level of reporting duties will take place to the Professorial position, CFAHR to assist with general CFAHR operational issues.

Annual joint appraisal will be performed by the Directory of Occupational Therapy, PAH and The University of Queensland nominee.

QUALIFICATIONS AND EXPERIENCE

- The applicant should hold a PhD in Occupational Therapy or be nearing completion of a PhD. The research area of the applicant must be relevant to Occupational Therapy service provided at the Princess Alexandra Hospital
- The applicant should be eligible for registration with the Australian Health Practitioner Regulation Agency
- Proven ability to develop, organise, undertake and publish research with demonstrated awareness of current international research trends and techniques in a relevant field of adult Occupational Therapy/knowledge translation
- Demonstrated ability to support and supervise staff and/or postgraduate students undertaking research
- Proven ability to provide leadership and establish effective working relationships with staff, senior management and other relevant bodies
- Demonstrated ability to support and supervise staff and/or postgraduate students undertaking research

SELECTION CRITERIA

- Demonstrated effective interpersonal, negotiation and consultative skills and formal written and oral communication skills
- Demonstrated ability to work flexibly with high levels of initiative and autonomy
- Sound knowledge of ethical requirements, relevant policies and procedures, and contemporary human resource management issues, with particular reference to workplace health and safety, equal employment opportunity and anti-discrimination
- Evidence of a contribution to research, including successful grant applications, publications and conference presentations
- Demonstrated effective interpersonal, negotiation and consultative skills.
- High level formal written and oral communication skills
- Ability to work collaboratively with colleagues.

Desirable

- Experience in liaising and collaborating with external agencies/researchers to develop co-operative research initiatives.

OTHER

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- Requirements of the Queensland occupational therapy 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.

Vaccine Preventable Diseases (VPD)

It is a condition of employment for this role for the employee to be, and remain vaccinated against the following vaccine preventable diseases during their employment: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and hepatitis B.

TENURE

This is a full-time, fixed-term appointment as Research Academic (Level B). Appointment as Research Fellow will be full-time, fixed-term for three years in the first instance with a possible continuation by negotiation for a further term.

SALARY AND BENEFITS

This level B remuneration package will be in the range of $92,142 - $109,419 p.a. FTE, plus employer superannuation contributions of up to 17% (total package will being the range of $107,807 - $128,020 p.a. FTE).

Initial enquiries regarding the role should be directed to:

Professor Jenny Fleming
Head of Occupational Therapy
School of Health and Rehabilitation Sciences
T: +61 7 3365 9725
E: j.fleming@uq.edu.au

The Research Fellow is entitled to 4 weeks annual leave, 10 days cumulative personal leave (sick and carer’s) per year, with a further 35 days of non-cumulative sick leave per year and 5 days of non-cumulative carer’s leave.

Applications should include full curriculum vitae and selection criteria responses. Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.

The University reserves the right to fill the position by invitation at any time.

HOW TO APPLY

FURTHER INFORMATION AND WEBSITE ADDRESSES

General information on the University is available through the website
http://www.uq.edu.au

Other documents to which candidates might wish to refer include:

Research at UQ:
http://www.uq.edu.au/research/

Governance:
http://www.uq.edu.au/about/governance

Strategic Plan 2014-2017:
http://www.uq.edu.au/about/strategic-plan

UQ Global Strategy and Internationalisation Plan 2013-2017:
http://www.uq.edu.au/international/docs/global_strategy_and_internationalisation_at_UQ.pdf

Equity and Diversity Plan 2013-2017: