

POSITION DESCRIPTION

Position Title:	Lecturer/Senior Lecturer
Organisation Unit:	School of Mechanical and Mining Engineering
Position Number:	NEW
Type of Employment:	Full time, Continuing
Classification:	Academic Level B/C

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) is one of Australia's leading research and teaching institutions. For more than a century, we have been bringing together outstanding educators, researchers, and innovators – across a range of disciplines – to inspire the next generation and to advance ideas that can benefit the world.

Today, UQ is [ranked among the world's leading universities](#) and we are consistently recognised as one of the top 5 universities in Australia.

Each year, we teach around 55,000 students across 6 faculties, located at our 3 beautiful campuses at St Lucia, Herston, and Gatton – as well as online. We aspire to broaden the knowledge and skills of these students, so that they're equipped to achieve their professional goals and make a positive contribution to our society, and the world.

The University is also home to eight research institutes and more than one hundred separate research centres with an interdisciplinary community of more than 1500 researchers, who have come to UQ from all over the globe. This outstanding community of researchers is continuing to build upon UQ's long and proud tradition of discovery science, invention, innovation, translation, and commercialisation.

At UQ, we recognise that our people are our greatest asset. As such, we seek to recruit innovative people who are passionate about helping us to advance our mission and broaden our impact.

Our culture is built on the things that we value most highly – the pursuit of excellence; creative and independent thinking; honesty and accountability; mutual respect and diversity; and providing support for our people. Through the promotion of these values, we're creating a culture that encourages our people to bring their very best, authentic self when they come to work at UQ.

The School of Mechanical and Mining Engineering

With an excellent reputation for quality graduate training and research performance, the [School of Mechanical and Mining Engineering](#) delivers a comprehensive range of programs in aerospace, materials, mechanical, mechatronic, and mining engineering.

Boasting strong student enrolments in professionally accredited programs, combined with world-class researchers and facilities, we are focused on strengthening our position in the engineering

community. We will develop global solutions to contemporary issues and mentor the leaders of tomorrow by attracting the brightest minds and fostering a truly innovative and collaborative work environment.

Research in the School is organised around four research centres: Advanced Materials Processing and Manufacturing (AMPAM), Centre for Hypersonics, Energy Futures, and Future Autonomous Systems and Technologies (FAST). The School also has emergent research activities in biomedical engineering which we intend to grow.

Our research is creating sustainable societies by developing new materials and manufacturing methods, technological advancements in the aerospace and defence industries, transitioning to 21st century energy systems, and navigating the challenges of a digitally-disrupted future.

It is expected that the successful candidate will conduct their research in the Centre for Future Autonomous Systems and Technology (FAST). This centre's broad focus is on digital disruption, where all our key industries are being radically shaped by increased automation. We have made significant impact in the mining industry through our work on autonomous machines.

Our people are our greatest asset. We offer collaborative, inclusive work and study places, which are enriched by the significant diversity of our staff, students, and community. We genuinely believe that creativity and innovation flourishes in an environment where people feel supported, valued, and empowered. Mutual respect, inclusivity and accountability are at the cornerstone of UQ's culture.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is [available online](#).

The University of Queensland [Enterprise Agreement](#) outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

To engage, as a Lecturer or Senior Lecturer, in research, undergraduate and postgraduate coursework teaching, postgraduate supervision, administrative and other activities associated with the School.

Duties

Teaching and Learning

- Coordinate courses, prepare and deliver lectures, and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Participate in educational practice and innovative curriculum design including online learning and alternative teaching methods and resources.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry needs and educational standards.

- Teach undergraduate courses (subjects) in the School's engineering programs and other programs as required, as well as teaching and supervising at the honours and postgraduate levels.
- Provide high quality service to students, including academic advice, and provide support for other positions during absences.
- Contribute to the development of new programs and course material in the area of focus, by consulting with program advisors and stakeholders, ensuring courses are engaging, relevant and contemporary.
- Understand and apply University rules and policies relevant to teaching and learning practice.

Research

- Develop an independent and/or team research program of theoretical or applied research in the field of expertise commensurate with the strategic priorities of the School.
- Contribute to applications for external research funds or other external mechanisms of research support to support the conduct of research.
- Conduct research and publish scholarly papers in both academic peer-reviewed and professional journals that contribute to the School's research profile.
- Work collaboratively with colleagues and postgraduates in the development and conduct of joint research projects, especially in projects that are interdisciplinary and contribute to the strategic direction of the School.
- Review and draw upon best practice research methodologies and conduct research in an ethical and responsible manner.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.

Service and Engagement

- Actively develop partnerships by fostering relationships with colleagues, industry, government departments, professional bodies, and the wider community to assist the advancement of University, Faculty, and School strategic objectives.
- Perform a range of administrative functions in the School and contribute to the processes that enable the academic team to manage the work of the School, including participate in School decision-making and serve on School committees.
- Conduct work in ways that reflect the UQ values: creativity, excellence, truth, integrity, and courage

For Appointment at Level C

In addition to the duties listed above:

- Provide leadership within the school in research training and supervision.
- Have an active and effective record of principal supervision of research higher degree students.
- Encourage, initiate, and coordinate strategic collaborative research projects in related areas of expertise across University and where possible nationally and internationally.
- Participate in or contribute as chief investigator in applications for external research funding to support research activities. This includes actively seeking, obtaining, and managing external research funding.

- Maintain an active record of producing quality research outputs consistent with discipline norms as lead contributor, by publishing or exhibiting in national research journals, other appropriate refereed publications, and conference publications.
- Support the ongoing improvement of programs via successful coordination of a significant aspect of a program or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.
- Perform a range of higher-level internal duties and provide strong contribution to activities relevant to the school and the external community – including industry.
- Contribute to progressing towards transfer of knowledge, technology, and practices to research end-users through translation, including commercialisation of UQ intellectual property.
- Encourage, initiate, and coordinate strategic collaborative research projects in related area of expertise across University, national and international levels.

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.
- Any other duties as reasonably directed by your supervisor(s).

Organisational Relationships

The position reports to the Head of School.

SELECTION CRITERIA

Qualification: a PhD in engineering with experience in one or more of the following areas:

- Applied Mechanics
- Aerospace Engineering
- Engineering Design
- Materials Engineering
- Mechanical Engineering
- **Teaching Profile:** a growing teaching profile with contributions across a range of teaching responsibilities.
- **Curriculum and assessment design:** understanding of curriculum and assessment design including the development of teaching and learning materials and assessment tasks.
- **Pedagogies:** experience in teaching and learning approaches and technologies that generate student engagement and learning outcomes.
- **Quality research outputs:** research outputs consistent with discipline norms.
- **Funding and other external research support:** contributions to funding applications or other external mechanisms of research support.

- **Translation and impact:** contributions to the development of partnerships with research end-users or external collaborations resulting in quality outputs.
- **Supervision outcomes:** participation in student supervision at the undergraduate, postgraduate coursework, or higher degree by research levels.
- **Responsible conduct of research:** behavior consistent with the responsible conduct of research.
- **Citizenship:** a record of workplace behavior consistent with UQ values: creativity, excellence, truth, integrity, and courage.
- **Workplace health and safety:** contributions to the creation or maintenance of safe work environment and the wellbeing of colleagues.

For Appointment at Level C:

In addition to the selection criteria listed above, candidates who are able to demonstrate:

- **Teaching profile:** a record of effective teaching contributions across a range of teaching responsibilities.
- **Curriculum and assessment design:** continuous improvement in curricular design and assessment practices.
- **Pedagogies:** innovation in teaching and learning approaches and technologies to motivate student participation and achieve engaged learning outcomes.
- **Teaching leadership:** experience in course coordination and possibly leadership of a student cohort, activity, or an engineering plan.
- **Quality research outcomes:** quality research outcomes as lead contributor consistent with discipline norms, resulting in national recognition and a developing international profile.
- **Funding and other external research support:** contribution to successful applications for significant external research funds or other external mechanisms of research support consistent with discipline norms.
- **Translation and impact:** contributions to the transfer of knowledge, technology, and practices to research end-users through translation including commercialisation.
- **Research Engagement:** contributions to the development of partnerships with research end-users or external collaborations resulting in quality outputs.
- **Research Leadership:** creation of research teams and participation in discipline service including service on editorial boards.
- **Supervision outcomes:** a track record of achievement in supervision outcomes.
- **Responsible conduct of research:** leadership of others in the responsible conduct of research.
- **Supervision leadership:** effectiveness in the supervision and the management of researcher development and development of supervision capabilities.
- **Internal service:** a record of achievement and initiative in internal service roles.
- **Leadership:** leadership of self and others through mentoring, supervision, and responsibility for staff well-being.

This appointment is available at Level B or C depending on experience. We are committed to proactively supporting the appointees with development opportunities to assist them to realise their full potential.

Additional information

The School of Mechanical and Mining Engineering is committed to a fair, equitable and inclusive selection process, which recognises that some applicants may face additional barriers and challenges which have impacted and/or continue to impact their career trajectory. Candidates who may not meet all the selection criteria are strongly encouraged to apply for and demonstrate their potential

in the role, even if certain selection criteria cannot be met. Candidates may also wish to proactively outline any barriers/challenges which have impacted their career. The selection panel will consider both your potential and any performance relative to opportunity considerations when assessing your suitability for this role.

This appointment is available at Level B or C depending on experience. We are committed to proactively supporting the appointee with development opportunities to assist them to realise their full potential.

The School welcomes applications from women applicants. The School is committed to supporting the career growth of women academics and supports women in developing and achieving a fulfilling career at UQ through School targeted measures and participation in broader UQ initiatives. These include:

- Amplify Women's Academic Research Equity (AWARE) Program: <https://research.uq.edu.au/research-support/research-management/funding-schemes/uq-internal-initiatives/uq-amplify-womens-academic-research-equity-aware-program>
- Career Advancement for Senior Academic Women: <https://staff.uq.edu.au/information-and-services/development/career-progression/advancement-senior-academic-women>
- Career Progression for Women Program: <https://staff.uq.edu.au/information-and-services/development/career-progression/women>: <https://staff.uq.edu.au/information-and-services/development/career-progression/promoting-women-fellowships> UQ Development Fellowships Advancing Female Academics
- The EAIT Parental Support Scheme.

UQ is proud to be a Bronze Institutional Award level recipient in the from SAGE Athena Swan Program and a Silver Award for the AWEI. We remain committed to improving gender equity in the workplace, demonstrated by:

- [Workplace Gender Equality Agency \(WGEA\)](#)
- [SAGE Pilot of Athena SWAN](#)
- [SAGE Pilot of Athena SWAN](#)
- [University of Queensland Strategic Plan](#)
- UQ's [diversity and inclusion policies and procedures](#)
- UQ Ally Network (Link: <https://staff.uq.edu.au/information-and-services/human-resources/diversity/sexuality/ally-network>)

Our initiatives include:

- increasing the proportion of women in senior positions.
- increasing support of career progression of women in research.
- providing equal remuneration for women and men for work of equal or comparable value.
- removing barriers that prevent women from participating equally in the workplace.
- providing more access to resources for women to achieve leadership roles.
- eliminating assumptions of caring responsibilities of men and women.
- changing workplace culture to embrace gender equality as a normative practice.
- assisting in making [transition from parental leave to return to work](#) as smooth as possible.

Listen to our inspiring interviews from women who have found success in academic and professional roles at UQ featured in our Women Finding Success Podcast. Link:

https://about.uq.edu.au/initiatives/sage-athena-swan#qt-sage_athena_swan_tabs-foundation-tabs-7

Seminar and other requirements

Applicants invited for interview will be expected to present a seminar in conjunction with the selection process.

In addition to addressing the selection criteria, applicants are also asked to include a written statement of their research support expectations.

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](#) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au.