Academic Pathway for Aboriginal and Torres Strait Islander peoples within the Business School
Academic pathway for Aboriginal and Torres Strait Islander peoples

The University of Queensland (UQ) employs more than 6,600 academic and professional staff. One of the things that makes UQ a great place to work is that it is a culturally inclusive space for staff and students, where diversity contributes to learning outcomes. We seek to configure our staffing profile in a way that is reflective of the wider community to further advance these outcomes.

As a result, we are now embarking on a targeted academic recruitment scheme for Aboriginal and Torres Strait Islander peoples in Business and Economics that includes: reserving certain positions for Aboriginal and Torres Strait Islander applicants, a study and employment pathway that includes a PhD scholarships, seed research funding, mentoring programs and engaging our Indigenous Employment Coordinator and staff network for recruitment and selection of staff.

UQ is committed to Aboriginal and Torres Strait Islander peoples’ learning, discovery and engagement. The University’s Strategic Plan outlines strategies aimed at increasing opportunities for Aboriginal and Torres Strait Islander peoples, which are supported through the development of a Reconciliation Action Plan and Aboriginal and Torres Strait Islander Employment Strategy. The UQ Strategic Plan commits to:

- strive for the personal and professional success of our Aboriginal and Torres Strait Islander students, staff and alumni
- positively influence society through knowledge
- support and develop inspirational leadership
- advance ideas that benefit the wider community.

UQ Business School

After several exceedingly strong years of growth for the Business School, the University has launched an exciting academic recruitment plan to expand our unrivalled team of world-class staff at all levels.

We currently have 12,000 passionate students enrolled in our undergraduate, postgraduate and research degrees and our growing MOOCs and MicroMasters reach more than 75,000 participants located in 193 countries.

We are motivated, collaborative and focused on driving global change – and as a result, are looking to grow our talent by recruiting Aboriginal and Torres Strait Islander Academic Staff in the areas of finance, management, business information systems, tourism, marketing, accounting, strategy and entrepreneurship.

Desired attributes

So, what are we looking for exactly?

We are seeking people whose career aspirations match the following criteria: motivation to lead an engaging education experience for our students and executive education clients, a desire to publish research, and a desire to engage with industry and contribute to the wider university community.

Employment opportunities

Employment and study pathway for those without a PhD

For those looking to begin an academic career, we can offer a PhD scholarship and level A academic post as you engage in your studies, with the option to convert to a continuing position upon completion of a PhD. There are multiple positions available across the following areas within Business including: finance, management, business information systems, tourism, marketing, accounting, strategy and entrepreneurship.

Other academic positions for those with a PhD

For those with a PhD, we are seeking to fill academic positions at level B, C, D and E.

Support

- Seed funding to activate a research portfolio.
- Participation in Teaching@UQ development program.
- Domestic and International travel to present work at world leading conferences. In the Indigenous space, scholars need to also present on the national scene.
- UQ Aboriginal and Torres Strait Islander Staff Network. The network meets multiple times a year, providing an opportunity for a culturally friendly catch up where you can have a chat and discuss matters that are important to the Aboriginal and/or Torres Strait Islander communities.
- The Aboriginal and Torres Strait Islander Studies (ATSIS) Unit strongly supports the celebration of Aboriginal and Torres Strait Islander cultures. It recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ’s learning, discovery and engagement activities, and supports students from pre-enrolment through to graduation.
- Goorie Berrimpa Student Collective is the Indigenous student collective for Aboriginal and Torres Strait Islander students at UQ, and the name translates into ‘meeting place’.
- Professor Bronwyn Fredericks, Pro-Vice-Chancellor (Indigenous Engagement) is responsible for leading the implementation of the Indigenous strategies and strengthening leadership within the University in relation to Indigenous engagement, as well as building links with the community.
- Poche Centre for Indigenous Health provides national leadership in urban Indigenous health research and workforce development.
- Workplace Diversity and Inclusion, including the Indigenous Employment Coordinator, provides information and support to staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity.
- Network of Aboriginal and Torres Strait Islanders staff at UQ who need on a regular basis. This is supported via HR and the office of the PVC (Indigenous Engagement).

1This is an identified position as it is an occupational requirement that the occupant must be of Aboriginal and/or Torres Strait Islander descent in accordance with Section 105 of the Queensland Anti-Discrimination Act 1991.
Selection criteria

All applicants must supply the following documents:

1. Curriculum Vitae,
2. Cover Letter and
3. Selection Criteria responses

There are multiple positions available across the following areas within Business including: finance, management, business information systems, tourism, marketing, accounting, strategy and entrepreneurship, and graduate management.

At all levels, we are seeking people with high personal work ethic and communication skills, as well as the ability to work collaboratively with colleagues, relate to students and commit to upholding the University’s values.

Your application will be reviewed in line with the Academic Level Descriptions within Schedule 13 of The University of Queensland Enterprise Agreement and your Academic Level will be determined commensurate with your skills and experience in teaching, research, service and engagement.

### Academic employment pathway for those with a PhD

For those with a PhD, we are seeking to fill academic positions at level B, C, D and E on a continuing basis.

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<th>Selection Criteria</th>
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<td>• PhD in a business related discipline (finance, management, business information systems, tourism, marketing, accounting, strategy and entrepreneurship, and graduate management.) coupled with expert knowledge and/or industry experience and connections in that area.</td>
<td>• Hold a graduate degree with an honours degree or equivalent in a business related discipline.</td>
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<td>• Evidence of a current and active, high-quality research program, which has or is likely to lead to publications in leading peer-reviewed journals.</td>
<td>• Be a full-time enrolled candidate for a PhD or be eligible for enrolment into a PhD at The University of Queensland.</td>
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<td>• Experience in teaching and/or developing courses or programs at undergraduate and/or postgraduate level in your discipline.</td>
<td>• Comprehensive knowledge in a business or related discipline.</td>
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<td>• Experience with supervising PhD or honours students to completion.</td>
<td>• Ability and/or experience to teach undergraduate classes courses, and re/design of curriculum, or ability to rapidly acquire the necessary skills.</td>
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<td>• Leadership and mentoring skills and/or evidence of service contributions to academic or professional bodies.</td>
<td>• Ability and/or experience to liaise with external agencies to develop co-operative research initiatives, or work with others in applications for competitive research funding.</td>
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<td>• Ability to represent and promote the School at a university and wider community level, including industry, government and professional bodies.</td>
<td>• Reflective of the UQ Business School’s commitment to external engagement, industry experience and/or industry liaisons and contracts will be well regarded.</td>
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### Employment and study pathway for those without a PhD

For those looking to begin an academic career, we can offer a PhD scholarship and level A academic post as you engage in your studies, with the option to convert to a continuing position upon completion of a PhD.
The University of Queensland

The University of Queensland is one of the world’s best universities and delivers unparalleled teaching, learning, and research excellence.

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.

The University is a global leader in finding solutions to society’s problems. It has a strong and internationally focused research culture and an enviable track record in research translation and commercialisation. It is also nationally recognised for its leadership in teaching and learning, having won more Australian Awards for University Teaching than any other university.

UQ ranks in the world’s top universities, as measured by several key independent rankings, including the Performance Ranking of Scientific Papers for World Universities (43), QS World University Rankings (48), the US News Best Global Universities Rankings (45), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). Excluding the award component, UQ is now ranked 45th in the world in the Academic Rankings of World Universities (excluding award factor), and is one of only two Australian universities to be included in the global top 50.

The third Excellence in Research for Australia (ERA) assessment, conducted in 2015, reaffirmed the exceptional quality of research at UQ, with 100 per cent of UQ’s research rated as being at world standard or above. Ninety-five per cent of UQ’s broad fields of research were rated above or well above world standard, with 55 per cent receiving the highest rating – well above world standard.

UQ submitted in all broad fields, confirming it as one of Australia’s most comprehensive universities.

UQ is one of only three Australian members of the global Universitas 21; a founding member of the national Group of Eight (Go8) universities; a member of Universities Australia; and one of only two Australian charter members of the prestigious edX consortium, the world’s leading not-for-profit consortium of massive open online courses (MOOCs).

UQ is committed to providing students with the best opportunities and practical experiences while at university – including interactions with researchers, industry and international partners – empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

More than 52,000 students, including the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students, study across UQ’s three beautiful campuses at St Lucia, Herston, and Gatton. They include more than 16,400 postgraduate and about 15,400 international students who contribute to a diverse, supportive and inclusive campus community.

UQ has around 250,000 graduates in more than 140 nations. UQ’s graduate employability statistics are impressive. According to the latest Graduate Careers Australia’s Australian Graduate Survey (2017), 73.5 per cent of UQ Australian bachelor’s degree graduates available for full-time work had secured full-time employment within four months of completing courses, comparing favourably to the national average of 68.8 per cent.
UQ acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledge, cultures, histories and languages that have been created and shared for at least 65,000 years. Our vision is to build a strong sense of belonging in an inclusive UQ that works respectfully with Aboriginal and Torres Strait Islander students, staff and communities in teaching, learning, research and collaboration – embracing and enhancing the best of our nation’s and the world’s diversity.

UQ’s mission is to create change that positively influences society by engaging in the pursuit of excellence through the creation, preservation, transfer and application of knowledge. We aspire to make Aboriginal and Torres Strait Islander knowledge an integral component of this mission.

A truly global research powerhouse, we are a leading source of expertise in local, national and international communities in many strategically important areas of research. UQ is a pacesetter in research translated into commercial uses across a broad spectrum of disciplines, ranging from bioscience, nanotechnology and engineering, to social science and humanities.

Engaging with alumni, industry and the wider community remains a priority for UQ, and we have forged strong connections globally with individuals and with philanthropic, government and industry partners.

The University-wide Strategic Plan 2018-2021 embraces embedding reconciliation with its three long-term objectives: a) transform students into game-changing graduates who make outstanding contributions and address complex issues with a global perspective, b) deliver globally significant solutions to challenges by generating new knowledge and partnered innovation, and c) develop a diverse community of knowledge seekers and leaders who embody a ‘One UQ’ culture and use collaborative partnerships to connect and co-create. By progressing and deepening understanding of UQ’s and more broadly Australia’s reconciliation journey between Aboriginal, Torres Strait Islander and non-Indigenous peoples, we bring together people with many unique and distinct identities, knowledge and experiences that can connect and co-create to spread innovation across the globe.

In 2017, of the 52,331 students enrolled at UQ, 419 identify as Aboriginal and/or Torres Strait Islander. When excluding the number of international students (15,431), this equates to 1.13 per cent of our students. UQ Aboriginal and Torres Strait Islander students’ indicative success/pass rate in 2017 was 82.9% and those completing their degree have more than doubled in recent years, from 35 in 2012 to 82 in 2017. Embedding a strong sense of community as well as services that encompass academic excellence, cultural enrichment and personal and professional development are some of the services offered by the Aboriginal and Torres Strait Islander Unit to assist students with progressing year to year. UQ aims to see growth in numbers as well as continuing upward trends in success and completion whilst increasing participation of Aboriginal and Torres Strait Islander peoples in higher education employment and/or further study.

For more information about working at UQ, please contact Deb Palmer
indigenous_employment@uq.edu.au
Governance

The University is governed by a 22-member Senate representing University and community interests and 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.

For more information
uq.edu.au/about/governance

Strategic direction

Delivering on the vision of ‘knowledge leadership for a better world’ is an ambitious goal in any context, but in an environment of funding uncertainty, rapid change and digital disruption, the challenge becomes amplified.

Disruptive technologies are the new norm, introducing new competitors within higher education and broadening access to information on a global scale. These changes are fundamentally impacting the way universities teach, the way they conduct research, and the way new knowledge is shared with the world.

Traditional sources of funding are also in decline, forcing universities to look beyond government for financial support. Opportunities exist to build research funding from industry or international sources and the Australian higher education system continues to attract large numbers of international students. This provides important additional revenue for the sector, but it is also necessary to mitigate against the risks of becoming too dependent on foreign markets.

The University of Queensland’s Strategic Plan 2018–2021 has been developed with these issues and risks firmly in mind. To meet this uncertainty, it is vital that UQ establishes an agile and flexible foundation – uniting a diverse community to anticipate change and confidently adapt to whatever challenges this brings.

Diversity and inclusion is a key objective in the UQ Strategic Plan. The University recognises the strength that diversity brings to the organisation and strives to create an inclusive environment for all people where creativity, ideas and innovation flourish.

The University must enable high impact outcomes that not only provide true knowledge leadership, but inspire others to partner with us to pursue this endeavour.

Strategic focus areas

UQ must make some fundamental adjustments to our operations. It is these changes, articulated through the six strategic focus areas listed below, that form the body of this Strategic Plan.

- Transforming our student experience through a flexible, integrated and partnered learning environment.
- Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact.
- Building engaged and strategic partnerships with a broad range of local and global networks.
- Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students.
- Building an agile, responsive and efficient university operation.
- Diversifying our income streams and managing our resources to establish a sustainable financial base.

About Brisbane

The capital of Australia’s sunshine state, Queensland, Brisbane is the third largest city and the fastest-growing capital with a population of more than 2.4 million people. It boasts a safe, friendly, and multicultural environment for residents and visitors alike.

With an edgy arts scene, thriving nightlife, strong sporting community, and music and cafe culture, Brisbane has endless opportunities to explore within and around the city.

The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafés.

The city is perfect for any of your metropolitan needs, while if you venture just outside the city limits, you will find lush rainforests and sandy beaches, ideal for a relaxing getaway.

The golden beaches and fun parks of the Gold Coast are just an hour’s drive south. The beautiful Sunshine Coast beaches are a short drive to the north, along with National Parks, rainforests, and attractions such as Australia Zoo.

Not only does Brisbane enjoy over 250 days of sunshine, it also is one of the most affordable cities in Australia. Housing in the Greater Brisbane area is 83% more affordable than Sydney and 28% more affordable than Melbourne (REIQ 2017).

How to apply

Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Applications should be made via UQ Jobs.

Please specify which position you are applying for.

All applicants must supply the following documents: Curriculum Vitae, Cover Letter 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.

For more information, please contact
hr@bel.uq.edu.au