Appointment of
Professor in Health Services Research
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The University of Queensland

For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change by delivering knowledge leadership for a better world. UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (32)*, the Performance Ranking of Scientific Papers for World Universities (43), U.S. News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and Times Higher Education World University Rankings (69).

At UQ, we’re changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

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 in South East Queensland 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.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

In December 2017, UQ celebrated its 250,000th graduate joining its global alumni network, which includes approximately 13,800 PhDs and spans more than 170 countries.

UQ’s six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1500 scientists, social scientists and engineers who champion research excellence and continue UQ’s tradition of research leadership. This is reflected in UQ being awarded more Australian Research Council funding ($25.8 million) for fellowships and awards commencing in 2017 than any other Australian university.

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $15.5 billion.

In 2018, UQ was ranked first in Australia by the prestigious Nature Index tables, and 110th overall in the world.

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

UQ employs more than 6600 academic and professional staff (full-time equivalent) and has a $1.75 billion annual operating budget.

* CWTS Leiden Ranking 2018 measured by the Impact indicator P(top 10%), ordered by P(top 10%) with fractional counting
Governance

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.

uq.edu.au/about/governance

Strategic directions

The University of Queensland sets its agenda within a truly global context. It is a university that is connected with the global community, addressing the issues that are impacting on the modern world. UQ’s aim is to attract the best minds of today, and to develop and support the leaders of tomorrow. The University has an ongoing commitment to strengthening its impact and reputation by building greater research capacity and through the delivery of high quality teaching and learning programs.

The 2018–2021 period will be a challenging and exciting time as the University adapts to a rapidly changing environment. Our plan encapsulates a commitment to remaining comprehensive while emphasising the importance of collaboration, diversity and partnered innovation as a critical means of solving complex global challenges.

We will transform our students into game-changing graduates ensuring that they are not only prepared to succeed in their chosen pathway, but will also provide the leadership necessary to create change.

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The University of Queensland positively influences society by engaging in the pursuit of excellence through 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.

Transforming students into game-changing graduates through excellent teaching, support, and exposure to world-leading research is a focus of UQ’s Strategic Plan 2018–2021. The world is changing at a breakneck pace, and it is vital that we prepare our students to not only adapt to this change, but also to make a positive impact on society and collectively build a beneficial global legacy. Evidence-based knowledge, the ability to work collaboratively to solve complex problems, and a passion for innovation will be essential attributes for our students, regardless of the exact future shape of society. UQ’s Strategic Plan 2018–2021 focuses on graduate employability, collaboration and diversity and inclusivity.

UQ’s Strategic Plan 2018–2021 is available to download from the following website:
about.uq.edu.au/strategic-plan

Our values

Pursuit of excellence
We strive for excellence, seeking to apply the highest standards to benefit our communities.

Creativity and independent thinking
We welcome new ideas from our staff and students as well as from our alumni and our external partners. We support intellectual freedom, courage and creativity. We encourage the pursuit of innovation and opportunities.

Honesty and accountability
We act with integrity and professionalism and uphold the highest ethical standards. We are committed to transparency and accountability. Our decisions ensure responsible stewardship of the University’s resources, reputation and values. We lead by example in all areas including our approaches to sustainability.

Mutual respect and diversity
We promote diversity in the University community – through our people, ideas and cultures. We create a vibrant, inclusive environment in which ideas flourish and future generations, regardless of background, are empowered. We respect our colleagues and work together for shared success.

Supporting our people
UQ ensures the safety and wellbeing of our people. We create an inclusive and supportive university community in which achievements are celebrated and rewarded. Our people have the opportunity to enrich their lives and pursue their goals.
The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, and mission, vision and values.

**Achieves results and drives accountability**
Leaders ensure engagement and performance, and motivate and empower others to achieve results.

**Communicates and collaborates with influence**
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

**Exemplifies personal credibility and integrity**
Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

**Fosters learning, inquiry and innovation**
Leaders nurture an environment that allows for multiple perspectives and challenges assumptions, and model openness to new ideas.

**Purposefully leads change**
Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

**Thinks and works strategically**
Leaders create and communicate a clear direction for the future, aligned with UQ’s vision.

**Values people and builds culture**
Leaders create a positive, constructive workplace where people feel connected and valued.
The University of Queensland’s Faculty of Medicine is an internationally recognised provider of world-class education and research. The research-intensive Faculty has a gross budget of almost $300 million, employs approximately 1000 continuing and fixed-term staff (headcount), has a community of more than 4000 non-salaried academic appointees and around 3200 students (headcount).

The Faculty of Medicine offers Australia’s largest medical degree program for graduates and school-leavers. Undergraduate and postgraduate programs are available in the disciplines of Medicine, Health Sciences, E-Health, Mental Health, Biomedical Sciences and Public Health.

The Faculty possesses enormous strengths spanning research, teaching, industry engagement and clinical practice in disciplines ranging from the basic sciences, biomedical research and development, to clinical trials and public health. Research projects within the Faculty have already led to discoveries with far-reaching social and economic impacts, including the revolutionary Gardasil (TM) vaccine for cervical cancer (Professor Ian Frazer). Faculty staff include three highly cited authors, one Fellow of the Royal Society (FRS), three Fellows of the Australian Academy of Science (FAA) and 12 Fellows of the Academy of Health and Medical Sciences (AAHMS). The Faculty is a core member of Brisbane Diamantina Health Partners, the Brisbane-wide academic health science system.

Educational offerings in biomedical sciences, medicine and public health are informed and supported by research activity across a range of fundamental and clinical areas of importance including recognised strengths in cancer, skin diseases, brain and mental health, maternal and child health and genomics. Cutting-edge facilities such as the Herston Imaging Research Facility (HIRF), the UQ Centre for Clinical Research (UQCCR), our laboratories in the Translational Research Institute (TRI) and the new Centre for Children’s Health Research (CCHR) enable outstanding research outcomes and sharpen our understanding of cancer, autoimmunity, mental disorders, infectious diseases and neurological disease.

Further details are available at medicine.uq.edu.au.
UQ Centre for Health Services Research

The UQ Centre for Health Services Research is one of five Research Centres in the Faculty of Medicine. The primary purpose of the Centre is to improve the delivery of health care through research which examines health systems performance and identifies mechanisms to improve access, effectiveness and efficiency. The Centre has research strengths in telehealth, ageing and geriatric medicine, renal medicine, health informatics, clinical trial design and administration, biostatistics, health economics and behavioural science. The Centre engages approximately 50 research and professional staff and has a large cohort of higher degree research students. The Centre works closely with the other Research Centres in the Faculty of Medicine (UQDI, UQCCR, UQCHRC), the Faculty of Health and Behavioural Sciences and also with Metro South Hospital and Health Services. The Centre is the Australian Coordinating Centre for interRAI and leads international development of its hospital assessment systems related to function and psychosocial problems. It has extensive related data holdings.

The vision of the UQCHSR is to improve health outcomes for patients, with a particular focus on those with chronic disease or frailty, for remote communities and those with other forms of disadvantage or vulnerability. This is achieved through strong engagement of researchers and practitioners across the translational spectrum, from basic, through clinical and health trials, to implementation, which enables outcomes such as improved health care services, new clinical products, policies or educational improvements. UQCHSR is recognised for its strong engagement with the Princess Alexandra Hospital and industry, and outcomes arising from addressing clinically important research questions. It also has a reputation for the provision of outstanding clinical research training, pre-clinical and clinical research services (e.g. clinical trials design and data analysis), and clinical trial linked service provision.
Role of the Professor in Health Services Research

Primary purpose of position
To establish and lead a research group, conducting high quality research in a field aligned with, or closely related to the core programs of the Centre. The successful applicant will engage in collaborative research with other members of the UQ Centre for Health Services Research (UQCHSR) and other groups within the Faculty of Medicine to maximise opportunities for research outcomes.

Duties
Duties and responsibilities include, but are not limited to:

Leadership
- Support the Director, UQCHSR to lead and grow the Centre’s capabilities and maintain strategic and academic direction.
- Deputise for the Director, UQCHSR as required.
- Work effectively as part of a Centre leadership team to maximise research impact, to support the teaching enterprise and engage effectively with stakeholders and partners.
- Provide leadership in the pursuit of new funding opportunities for Centre activities with the specific aims of increasing and broadening research revenues.
- Develop and support an inclusive and collegiate culture within UQCHSR based upon the pursuit of excellence and an international profile in research.
- Build a strong and mutually beneficial relationship with cognate clinical departments in our partner health services and hospitals.
- Work with the Centre to demonstrate the impact of a research enterprise that is highly networked and clinically driven.

Specialist capability
- To provide leadership within the CHSR in a major program of research
- Contribute expertise to other research groups within the Centre and more broadly across the Faculty of Medicine
- Participate in activities currently underway within the Centre, and enable interaction with relevant research groups/entities outside of the Centre to facilitate these activities.

Research Scholarship
- Maintain a high level of personal academic standing.
- Consistently demonstrate the translation of research findings into improvements in health outcomes.
- Provide leadership in research for UQCHSR.
- Communicate research outcomes in traditional academic format (scholarly high impact journals and at high profile national and international meetings) as well as those accessible to clinicians.
- Continue to grow an established national and international profile.
Management

• Contribute to the management of the physical, financial, human and intellectual resources of the Centre and ensure the Centre operates within budget.
• Supervise and facilitate performance of a research group within the Centre
• Champion the training and career development of clinician scientists, graduate students and early career researchers.

External Relations

• Build strong productive relationships with members of the Faculty, across the University of Queensland and with hospital partners.
• In collaboration with the Centre Director, engage with stakeholders relevant to Centre research and develop strategic research partnerships.
• Involve clinicians in the life of the Centre.

Other

Ensure you are aware of, and comply with, legislation and University policy relevant to the duties undertaken, including:

• The University’s Code of Conduct:
ppl.app.uq.edu.au/content/1.50.01-code-conduct
• Requirements of the Queensland Work Health and Safety legislation and related responsibilities and procedures developed by the University:
uq.edu.au/ohs/index.html?page=133956
• The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University sustainability responsibilities and procedures:
sustainability.uq.edu.au/policies-and-procedures/responsibilities
• 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:
ppl.app.uq.edu.au/content/3.30.13-esos-compliance-commitment

Organisational relationships

The position reports to the Director, UQ Centre for Health Services Research.
Selection criteria

Essential

- High-level expertise in a research field relevant to the Centre.
- PhD in health services research in an area of relevance to the research activities of the Centre.
- Outstanding track record in research as evidenced by high impact and cited publications, mentoring outcomes and international profile.
- Demonstrated experience in academic leadership with strategic development and organisational skills.
- Demonstrated excellence as a research leader defined by grant success; RHD completions; and high impact publications.
- Ability to establish effective relationships and to represent and promote the activities of UQCHSR at a University and wider community level, including industry, government and professional bodies.
- Experience in the management of people, finances and resources within a large and complex research based organization with rapidly evolving research activities.
- A collegiate management style which promotes collaboration.
- High-level communication and interpersonal skills.
- Demonstrated high standards of research integrity.
- Ability to work as part of a larger enterprise.

The selection committee for this appointment will be chaired by the Provost.
Conditions of employment

Salary and benefits
An attractive remuneration package will be negotiated with the successful candidate including 17% superannuation. Remuneration will be subject to periodic review. Leave entitlements include 4 weeks annual leave, up to 10 days personal leave and up to 5 days carer’s leave. Other terms and conditions of employment will be negotiated with the Provost.

Classification
Research Academic Level E.

Relocation
In the case of an interstate or international appointee, the University will offer a relocation package for travel and establishment expenses. Details will be negotiated as part of the contract of employment.

How to apply

For a confidential discussion about this position, initial contact should be made with:

Dr Rachel Lucas
RLCSearch, Executive Search Services
A division of Rachel Lucas Consulting Pty Ltd

T: +61 402 891 029
E: rachel@rlcsearch.com
W: rlcsearch.com

Applications close 28 February 2019.
Interviews with shortlisted candidates are likely to be held around the end of March or beginning of April 2019.
Brisbane is the sunny, sophisticated capital city of Queensland and gateway to its many famous attractions. It is Australia’s third largest city and fastest-growing capital with a population of more than 2.2 million, offering a safe, friendly, multicultural environment. 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.

Brisbane offers a range of lifestyle benefits including climate, culture, family fun and sport. Residents and visitors can combine art and outdoor adventure in Brisbane, where South Bank’s cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs and bike ride through the City Botanic Gardens. Go for a day trip to Moreton Island, Noosa, the Sunshine Coast or the Gold Coast with just a short drive to each beautiful destination. National Parks, rainforests and attractions such as Australia Zoo, Dreamworld and other theme parks are also a short drive away.

The perfect place to raise a family, Brisbane is one of the safest cities in Australia and boasts a wide range of cultural attractions, numerous theatres, art galleries and a world class museum; the city is dubbed a food and drink lovers paradise. Brisbane is one of Australia’s most liveable and affordable capital cities. Brisbane enjoys a subtropical climate providing sunny days almost all year round, with enough rainfall to keep the city and suburbs cool and green.

Just an hour south of Brisbane’s CBD is the Gold Coast, where the high rises are built around superb beaches like Surfers Paradise with lively nightlife, international theme parks and designer boutiques. A few hours drive north from Brisbane is the Great Barrier Reef, one of the ‘natural wonders of the world’. As the largest World Heritage Area, it stretches more than 2000 kilometres alongside the coast, and is home to around 1500 species of fish and 350 types of coral. Stradbroke, Moreton and Fraser Islands are also world-famous attractions that are close to Brisbane, and offer some of the largest dunes in the world.

**A leader in education**

Brisbane has a wide range of high-quality schools at primary and secondary level, religious or non-denominational, single-sex or co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with three major internationally recognised universities on offer. Each of the universities in Brisbane offer a high-quality learning environment with access to some of Australia’s finest institutions covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia’s leading research and teaching institutes, ranking among the world’s top universities.

**Lifestyle**

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia’s most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia’s major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to healthcare in both public and private sectors, covering hospitals, general practitioners, dentists and other allied healthcare professionals. There are numerous public and private hospitals including the Princess Alexandra Hospital, the Mater Hospital network, The Lady Cilento Children’s Hospital and the Royal Brisbane and Women’s Hospital. Urgent and emergency medical care is readily available to everyone.
Further information

General information on the University is available through the University’s website: uq.edu.au

Other documents which you may wish to refer to include:

- Annual Report: uq.edu.au/about/annual-reports
- Governance: uq.edu.au/about/governance
- Organisation chart: uq.edu.au/about/docs/org-chart.pdf
- Research at UQ: research.uq.edu.au
- UQ Global Strategy: global-strategy.uq.edu.au