Expression of Interest

Various Appointments in Health for Aboriginal and Torres Strait Islander Academics
The University of Queensland

The University of Queensland (UQ) acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledges, 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.

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 (40), U.S. News Best Global Universities Rankings (42), QS World University Rankings (46), Academic Ranking of World Universities (54), and Times Higher Education World University Rankings (66).

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 53,600 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 18,600 postgraduate and approximately 18,000 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. UQ’s 276,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include approximately 14,800 PhDs.

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 the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (419 awards worth over $290 million). UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $22 billion.

In 2019, UQ was ranked first in Australia by the prestigious Nature Index tables, and 79th 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 $1.9 billion

More information about working at UQ can be found at uq.edu.au
Cultural Support at UQ

The University’s Reconciliation Action Plan and Aboriginal and Torres Strait Islander Employment Strategy provides a blueprint for the University to build on the extensive work already undertaken to strongly support and encourage the celebration of diverse cultures and knowledges, and recognise the enormous contributions that Aboriginal and Torres Strait Islander peoples have brought and continue to bring to UQ.

The University’s Reconciliation Action Plan, Aboriginal and Torres Strait Islander Employment Strategy and Strategic Plan place a priority on increasing the number and representation of Aboriginal and Torres Strait Islander people amongst the staff and students of the University.

UQ currently has 419 students and over 100 staff who identify as Aboriginal and/or Torres Strait Islander. Support for Aboriginal and Torres Strait Islander peoples’ at UQ include:

- **Professor Bronwyn Fredericks**, Pro-Vice-Chancellor (Indigenous Engagement) is responsible for leading the implementation of Indigenous strategies and strengthening leadership within the University in relation to Indigenous engagement, as well as building links with the community.
- **Workplace Diversity and Inclusion**, including the Aboriginal and Torres Strait Islander Employment Team, 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.
- **The Aboriginal and Torres Strait Islander Studies Unit (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.
- **UQ’s Poche Centre for Indigenous Health** provides national leadership in urban Indigenous health research and workforce development.
- **UQ Aboriginal and Torres Strait Islander Staff 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.
- **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’.
About the Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences (HABS) is a world-class Faculty that has a coherent focus on health, well-being and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty currently consists of six schools and six 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
- Queensland Alliance for Environmental Health Sciences
- Centre for the Business and Economics of Health
- UQ Poche Centre for Indigenous Health
- Centre for Youth Substance Abuse Research
- Recover Injury Research Centre
- Southern Queensland Rural Health

For more information, please visit habs.uq.edu.au
About the Faculty of Medicine

UQ's Faculty of Medicine is an internationally recognised provider of world-class education and research. 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) and a drug discovery EMA401 (Professor Maree Smith), a first-in-class oral treatment for chronic pain which through Spinafex Pharmaceuticals led to Australia's largest biotechnology commercialisation deal. 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).

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), the UQ Diamantina Institute located in the Translational Research Institute (TRI), the UQ Child Health Research Centre (CHRC) and the Centre for Health Services Research 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
About the UQ Poche Centre for Indigenous Health

The UQ Poche Centre for Indigenous Health was established following a $10 million donation to UQ from Mr Greg Poche AO and Mrs Kay van Norton Poche AO. The Centre is part of the national Poche Indigenous Health Network, together with Poche Centres at the University of Melbourne, the University of Sydney, the University of Western Australia and Flinders University in Adelaide, Darwin and Alice Springs. A key partner in the activities of the UQ Poche Centre is the Institute for Urban Indigenous Health that delivers world-class primary health care services to the Indigenous population of South East Queensland and with whom UQ has a formal agreement.

The UQ Poche Centre for Indigenous Health brings together Indigenous and health expertise across the University, and works collaboratively with Indigenous community organisations and health providers, on improving health outcomes for Aboriginal and Torres Strait Islander people. With a mandate to respond to challenges in urban Indigenous health, the Centre undertakes and facilitates a broad range of transdisciplinary research activities targeted at improving health outcomes. The Centre’s vision is to provide national leadership in urban Indigenous health research and research workforce development to close the gap in life expectancy and achieve health equality for Aboriginal and Torres Strait Islander peoples.

The UQ Poche Centre for Indigenous Health is administered through the Faculty of Health and Behavioural Sciences but has a University-wide brief and reach. The Director of the Centre is Professor James Ward.
Working at UQ

Just seven kilometres from Brisbane’s city centre, UQ St Lucia is renowned as one of Australia’s most attractive university campuses. Bounded by the Brisbane River on three sides, the 114-hectare site provides a perfect study, research and living environment. You will enjoy the best of both worlds: a vibrant campus with the tradition of an established university.

The gracious sandstone architecture, with its hub of cloistered buildings enclosing the National Trust-registered Great Court – along with spacious parklands and lakes – encompass world-class teaching and research facilities, including Queensland’s largest research library, fully equipped laboratories and modern lecture theatres. A life beyond the office is a big part of the university, and UQ is a great place to meet new people and access a wide range of sporting and cultural activities.

We also offer world-class sporting facilities, and many cultural activities such as theatre, dances, concerts, movies, debates, barbecues, markets and art exhibitions. UQ provides staff with a beautiful working location and welcoming campus culture. Working at UQ will provide you with a range of benefits including:

- flexible working culture, with access to a range of flexible working arrangements;
- cultural leave for Aboriginal and Torres Strait Islander staff;
- health and wellbeing initiatives; and
- opportunities to connect with networks, such as the UQ Ally Network.

More information about life at UQ including staff benefits, relocation and UQ campuses is available at: staff.uq.edu.au/information-and-services/human-resources
Duty Statement and Selection Criteria

Applicants selected for interview following the Expression of Interest will be provided with a duty statement and associated selection criteria tailored to the specific academic position and organisational unit within either the Faculty of Health & Behavioural Sciences or the Faculty of Medicine that best matches their area of expertise and level of qualifications and experience.

The role expectations and selection criteria will be consistent with the University’s policy on Criteria for Academic Performance, which outlines expectations for different academic appointment types and levels.

OPTION 1
Employment and Study Pathways for Candidates without a PhD

For candidates looking to begin an academic career, we can offer a PhD salary scholarship partnered with an appropriate academic position (level dependent on experience), which will allow candidates to engage in relevant studies while gaining on the job academic training and experience. Once candidates have finished their PhD studies there may be the option to convert to a continuing position upon completion.

Essential Criteria for Option 1
• Be a full-time enrolled candidate for a PhD or be eligible for enrolment into a PhD or MPhil at The University of Queensland.

OPTION 2
Employment Pathways for Candidates with a PhD

For Candidates with a PhD, we are seeking to fill academic positions at levels A to E on a fixed-term or continuing basis.

Essential Criteria for Option 2
• Hold a PhD or almost completed a PhD in a health or related discipline.
Other

All appointees will be required to be 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/150.01-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

These positions are identified and the occupant must be of Aboriginal and/or Torres Strait Islander descent under section 105 of the Queensland Anti-Discrimination Act 1991.

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.

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

Initial enquiries, in confidence, can be made to either:

• Professor Bruce Abernethy, Executive Dean, Faculty of Health and Behavioural Sciences,
  Phone +61 7 3365 7969 or email habs.execdean@uq.edu.au;
• Professor Geoff McColl, Executive Dean, Faculty of Medicine,
  Phone +61 7 334 65300 or email med.execassistant@uq.edu.au; or
• Professor James Ward, Director, UQ Poche Centre for Indigenous Health,
  Phone +61 7 344 32556 or email james.ward@uq.edu.au

For application queries, please contact recruitment@uq.edu.au stating the job number in the subject line.

How to Apply

All applications for this expression of interest must be submitted via UQ Jobs. All applicants must supply the following documents:

• Cover letter outlining qualifications, experience, research interests and availability plus, if possible, an indication of the UQ School into which employment is sought
• Resume/CV
About Brisbane

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 lover’s 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 Queensland 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