

POSITION DESCRIPTION

Position Title:	Research Director
Organisation Unit:	Sustainable Minerals Institute
Position Number:	3074043
Type of Employment:	Full time, Fixed-term
Classification:	Research Academic Level D or E

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in 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 a better world**.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (40), the US News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and the Times Higher Education World University Rankings (66). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

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.

UQ is one of Australia's Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 53,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 17,000 international students from 135 countries, adding to its proud 260,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a \$2.15 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 \$11billion+.

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

The Cooperative Research Centre for Transformations in Mining Economies (CRC TiME) has been formed to drive transformational change that will enable regions and communities to transition to a prosperous and sustainable post-mine future. The goals of CRC TiME are to enable:

- The delivery of sustained value to regional communities.
- The creation of national and international opportunities to METS companies.
- Support to governments and mining companies in achieving lease relinquishment.
- Building confidence for future resource sector investment

CRC TiME brings together a unique partnership of over 75 leading mining companies, mining equipment, technology and services (METS) companies, regional and community development organisations, governments and research partners. CRC TiME is an independent organisation governed by its Board and funded by the Australian Government's CRC Program and CRC TiME Partners. Over the coming decade CRC TiME will deliver a \$130M collaborative research, development and translation program to achieve sustainable mine closure and positive post mine transitions. CRC-TiME is co-hosted by the University of Western Australia and the University of Queensland with offices in Perth and Brisbane. Further information on CRC TiME can be found at www.crctime.com.au.

CRC TiME has its east coast office hosted within the **Sustainable Minerals Institute**. The University of Queensland's Sustainable Minerals Institute (SMI) is a world-leading research institute integrating the expertise of technical, environmental and social specialists to deliver responsible resource development across the life of mine. We are dedicated to finding knowledge-based solutions to the sustainability challenges of the global minerals industry, and training the next generation of industry leaders.

SMI is home to six research centres and a Centre of Excellence based in Chile. We have a strong track record in developing world leading solutions in exploration, mining, mineral processing, workplace health and safety, mine rehabilitation, social responsibility, water and energy.

At SMI, we are truly independent, objective and rigorous and our researchers have experience working across the research, government and industry sectors. We offer professional development training to many of our partners and can tailor courses to suit industry trends or company needs. We offer supervision to PhD students and are proud that our alumni are now in senior roles in resource companies and government organisations around the world. Information about the Institute may be accessed on the Institute's web site at <http://www.uq.edu.au/smi>.

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

The Research Director is responsible for leading the development and execution of research at CRC TiME. The Research Director will provide strategic advice on the prioritisation of research within CRC TiME and build collaborative research partnerships. The Research Director will drive high quality research outcomes and ensure effective planning and management of long term research projects, including assessing and determining the direction and quality of the research and its future commercial integration.

Duties

Duties and responsibilities include, but are not limited to:

Research

- Develop systems for excellence in integrative research across CRC programs and projects
- Provide clear focus for research teams and project leaders in order to develop and deliver research in partnership with end users
- Lead the development of strategic research priorities and provide scientific leadership, coaching and mentoring for research teams
- Establish CRC TiME as a provider of quality systems research operating at the frontiers of contemporary academic thinking about mine closure.
- Provide input to the strategic development of capabilities and advice on capability gaps and future needs
- Ensure the science conducted in a program or specific project is of a high standard and is relevant to client and stakeholder needs
- Work with the Impact and Translation Manager and Program Leaders to build and extract high impact hypotheses that will contribute to a fundamental shift in end user and research practice.
- Support the CEO
- Lead the research team and define issues for the CEO to take to the Board for decision
- Participate as a member of the Senior Management Team and Secretary for the Research Board Sub-Committee
- Assist the Program Leaders and CEO to liaise with major stakeholders and relevant external participants as appropriate to ensure that there is clear understanding of the CRC's programs
- Maintain linkages with other parts of the CRC as appropriate
- Plan and manage budgets and resources

Additional requirements for appointment at Research Academic Level E:

- As per duties listed above with a larger focus on collaborative research across Universities, national and international levels and development of an independent research program relevant to the strategic direction of the Institute
- Provide leadership in communication with the public, industry, government and non-government stakeholders and promote the CRC's research program in leading academic and research forums
- Lead the identification of issues, research priorities and opportunities across the CRC research program with industry, government departments, professional bodies and the wider community.

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
 - 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

Organisational Relationships

The position reports to the Director, SMI and the CEO, CRC TIME.

SELECTION CRITERIA

For Level D Academic (Associate Professor)

- Doctoral degree or equivalent experience in an area relevant to the centre
- An established national and/or international reputation and demonstrated research experience relevant to the CRC initiatives
- A demonstrated track record of designing and delivering significant portfolios of research
- Extensive experience in multidisciplinary integration and at the interface between research and end users
- Excellent leadership skills including ability to supervise staff and collaborate with researchers
- Ability to work independently and cooperatively and effectively in a team environment
- Evidence of building relationships with both researchers as well as end users, government, communities and other stakeholders
- Ability to work under pressure, be adaptable and prioritise work effectively while dealing with ambiguity and implementing change
- High level conceptual and analytical skills with a demonstrated commitment to excellence, innovation and continuous improvement

Additional Requirements for Level E Academic (Professor)

- A distinguished international reputation and significant research experience relevant to the CRC initiatives
- An outstanding track record of designing and delivering significant portfolios of research
- Outstanding leadership skills including highly developed ability to supervise staff and lead collaboration with researchers and end user partners
- Evidence of independently building relationships with both researchers as well as end users, government, communities and other stakeholders at management and senior levels.

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 and CRC TiME value diversity and inclusion and actively encourage 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.