

## POSITION DESCRIPTION

<b>Position Title:</b>	Postdoctoral Research Fellow
<b>Organisation Unit:</b>	School of Nursing, Midwifery and Social Work
<b>Position Number:</b>	TBA
<b>Type of Employment:</b>	Fixed-Term, 0.8 Part-Time (3 years)
<b>Classification:</b>	Research Academic Level A

## 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 45<sup>th</sup> 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.

## **Faculty of Health and Behavioural Sciences**

The Faculty of Health and Behavioural Sciences 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 presently consists of:

- 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
- National Centre for Youth Substance Use Research (NCYSUR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- POCHE Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at [habs.uq.edu.au](https://habs.uq.edu.au).

## **The School of Nursing Midwifery and Social Work (NMSW)**

The School of Nursing, Midwifery and Social Work was established in 2015, as a result of the merging of the School of Nursing and Midwifery and the School of Social Work and Human Services. The School is a leader in the study of nursing, midwifery, social work and counselling, demonstrating excellence through innovative, creative, and dynamic teaching and research, in a vibrant, interdisciplinary, and engaging environment. The School is committed to conducting academic, research and community partnership programs that are recognised for their excellence in contributing to health and well-being in the community. The School is responsible for the Bachelor of Social Work, Bachelor of Nursing, Bachelor of Midwifery, Bachelor of Nursing/Bachelor of Midwifery dual degree, Master of Nursing Studies, Master of Social Work Studies and the Master of Counselling degrees. It has extensive, well-established partnerships in the hospital, health care, social welfare and disability sectors and a developing cohort of research higher degree students.

In the most recent Excellence in Research Australia (ERA) ratings UQ received the maximum rating of 5 (“Well above World Standard”) in Nursing, including midwifery and Social Work. UQ was the only Australian University to achieve that rating in the discipline of social work.

Further details about the School and its activities may be accessed on the School’s web site at <https://nmsw.uq.edu.au>.

## Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - <http://www.uq.edu.au/current-staff/working-at-uq>

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

## DUTY STATEMENT

### Primary Purpose of Position

A Postdoctoral Research Fellow will focus their efforts on developing their expertise and emerging research profile in social work or social sciences. At this level it is expected that the incumbent will contribute to service and engagement roles and activities.

As a research focused academic at level A the incumbent will be supported and guided by more senior academic research staff with the expectation of an increasing degree of autonomy over time.

The Postdoctoral Research Fellow will work as a member of the “Enhancing Children’s Journey Through Out-of-Home Care” research team. The project involves the qualitative longitudinal study of children’s experiences in Out-of-Home Care and that of their carers and birth parents, and is led by Professor Karen Healy in the School of Nursing, Midwifery and Social Work in collaboration with colleagues in the Institute for Social Science Research and a number of partner organisations.

Opportunities may exist for the successful applicant to complement this position with additional teaching and learning activities within the School of Nursing, Midwifery and Social Work or research activities with the Institute for Social Science Research.

### Duties

The duties and responsibilities include, but are not limited to

#### Research Focused Academic Level A

##### Research

- Develop a coherent research program and build a research profile.
- Work with colleagues and postgraduates to progress the research project on children in out-of-home care and ensure successful delivery of project outputs.
- Publish in high quality outlets (often in collaboration with colleagues).
- Review and draw upon best practice research methodologies.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.

## Service and Engagement

- Begin to develop external links by cultivating relationships with industry, government departments, professional bodies and the wider community.
- Contribute to internal service roles and processes, including participation in decision-making and service on relevant committees.
- Perform a range of administrative functions as required.
- Any other duties as reasonably directed by your supervisor.

## **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.

## **Organisational Relationships**

The position reports to the Head of Social Work Discipline, School of Nursing Midwifery and Social Work

## SELECTION CRITERIA

### Essential

#### Research Focused Academic Level A

- Completion or near completion of a PhD in a relevant discipline area.
- An emerging profile in research in a relevant discipline area.
- Evidence of publications in reputed refereed journals and/ or presenting at conferences.
- Evidence of contributions towards successfully obtaining external research funding.
- Some experience in meaningful internal service roles and contributions towards external activities.
- Demonstrated qualitative research experience including conducting interviews, collecting data, performing data analysis and interpretation, and report writing.
- Demonstrated experience with qualitative software (preferably NVIVO).
- Demonstrated ability to work autonomously and collaboratively as part of a team.
- Possession of, or capacity and willingness to obtain, a Blue Card and Yellow Card no later than 1/2/2021.
- Completion of criminal history check no later than 1/2/2021.
- Capacity to travel, as required, to regional sites for research purposes.

### Desirable

- Knowledge of the Out of Home care sector in Queensland.
- Experience in research or working with children, carers and/ or birth families.
- Experience in research or working with Aboriginal and/ or Torres Strait Islander communities.

### **Qualification Verification**

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

### **Vaccinations and Immunisation**

It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role; or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University's Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs.

*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](mailto:recruitment@uq.edu.au).*