Appointment of
Director, Research Infrastructure
CONTENTS

Office of the Deputy Vice-Chancellor (Research)  01
Pro-Vice-Chancellor (Research Infrastructure)  02
Organisational Charts  03
Role of the Director, Research Infrastructure  04
Selection criteria  06
Selection committee  06
Conditions of employment  07
How to apply  07
The University of Queensland  08
Governance  09
Strategic directions  09
Strategic Plan 2018 – 2021  10
Leadership capability expectations  11
About Brisbane  12
Further information and website addresses  13
Thank you for your interest in this key leadership role in the Research Portfolio!

The Deputy Vice-Chancellor (Research) is a member of the University’s Senior Executive and has responsibility for enhancing the University’s performance and reputation in research, research training, and research collaboration with external stakeholders, nationally and internationally. This includes the strategic management of research at an institutional level; development of research policy; management of research strategic initiatives, and development of research collaborations in Australia and overseas.

The Deputy Vice-Chancellor (Research) also interacts closely with Executive Deans and Institute Directors who have operational responsibility for research development within the University’s Faculties and Institutes respectively, and chairs the University Research Committee, a committee of the Academic Board that promotes and supports research and research training within the University.

The Deputy Vice-Chancellor (Research) is supported by the staff in the UQ Research portfolio. Units within the portfolio have responsibility to support the University’s research community through strategic engagement with external stakeholders, funding organisations and research partners; international collaborations; grants management; research performance data management; research higher degree management; and research ethics and integrity.

Over the past year the leadership team has developed the following strategic imperatives for the Research portfolio, with alignment to the UQ Strategic Plan.

Research at UQ is supported holistically across five strategic imperatives:
The Pro-Vice-Chancellor (Research Infrastructure) provides strategic leadership and oversight of the management of the University’s research infrastructure. The Pro-Vice-Chancellor (Research Infrastructure) is supported by the Director, Research Infrastructure and the staff in the Office of Research Infrastructure to:

- Provide and link researchers with state-of-the-art platforms, tools and forums in supportive ecosystems that ensure world leading research outcomes;
- Connect the research community at UQ to work collaboratively with new and existing infrastructure including those in the central research platforms (CRPs);
- Ensure a OneUQ approach to procurement and utilisation of cutting-edge technology to lead research development and create advances while maximising the use of available resources; and
- Facilitate external partnerships and connections with State, Commonwealth and International Government, Industry and Community to impact global society.

Further information is available at research.uq.edu.au/about/facilities-initiatives
Organisational charts

Deputy Vice-Chancellor (Research)
Professor Bronwyn Harch

Pro-Vice-Chancellor (Research)
Professor Mark Stiles

Pro-Vice-Chancellor (Research Training)
Professor Alister McLean

Pro-Vice-Chancellor (Research Partnerships)
Professor Alistair Knobloch

Pro-Vice-Chancellor (Research Infrastructure)
Professor Joe Shapter

Director (Research Strategy, Planning and Performance)
Alyssa Bates

Director (Global Change Institute)
Professor Rachel Parker

Director (Queensland Alliance for Agriculture and Food Innovation)
Professor Robert Henry

Business Development Officer

Operations Support Officer

Digital Communications Officer

Manager, Pinjarra Hills Research Precinct

Genomics Service Co-ordinator

Australian Genome Research Facility (AGRF)
Centre for Advanced Imaging (CAI)
Centre for Geoanalytical Mass Spectrometry (CGMS)
Centre for Microscopy and Microanalysis (CMM)
Genome Innovation Hub (GIH)
Marine Research Stations - Science
Protein Expression Facility (PEF)
Pinjarra Hills - Pinjarra Hills Research Precinct
Research Computing Centre (RCC)
Glasshouses - Science
UQ Biological Resources (UQBR)

Legend

CRP Director reports to PVCRI
Research Platform Director does not report to PVCRI
Direct Report, Director RI
Reports to oDVCR Operations Team
Role of the Director, Research Infrastructure

Primary purpose of the position

The Director, Research Infrastructure will lead the operational oversight and business development associated with the identification, development, maintenance and access to critical research infrastructure at UQ. This position makes significant contributions to the implementation of strategic imperatives to ensure the University is well placed to take advantage of opportunities within Queensland and nationally.

The Director, Research Infrastructure has oversight of all UQ’s central research platforms (CRPs) contributing to the strategic leadership and specialist advice to the senior executive and to the 11 CRP Directors to ensure the provision of state-of-the-art research infrastructure and amplifying UQ’s investment in its own facilities. Working closely with the Pro-Vice-Chancellor (Research Infrastructure), the Director, Research Infrastructure contributes significantly to the implementation of organisation-wide strategies to maximise investment and research opportunities.

Duties

Duties and responsibilities include, but are not limited to:

• Provide specialist advice to the senior executive and the UQ research community, informed by international and domestic benchmarking of management of research infrastructure, in relation to the development of policies, procedures and systems to improve research infrastructure capabilities within the University and to empower infrastructure used to deliver world-class research outcomes.

• In partnership with the Pro-Vice-Chancellor (Research Infrastructure) and the Faculties and Institutes, facilitate the identification and strategic development of external opportunities to gain economies of scale in the coordination of key infrastructure across the University and outside the University, and advocate for their pursuit.

• Lead the implementation of strategic initiatives to build and deliver world-class University outcomes through the generation of University-wide policies for investment in and governance of research infrastructure.

• Provide leadership to the University’s 11 central research platforms, including playing a major role in the initial establishment of new facilities and a key role in their management.

• Exercise significant judgement and influence across the University and with key research partners and affiliates in the harmonisation, optimisation and management of key research infrastructure assets to enhance their research impact.

• Develop and maintain strong strategic relationships with Faculties, Institutes and other relevant areas to ensure that policies, procedures and systems relating to research infrastructure are effectively delivered and continue to reflect the vision and aspirations of the institution.

• Undertake effective internal stakeholder management to optimise the University’s expenditure on collaborative research infrastructure, whilst also optimising researcher access and support.
• Lead the development and implementation of policies to support consolidation/shared investment and promotion of best practice research infrastructure management, including consideration of the scale and diversity of the discipline needs across the University and its research partners and affiliates.
• Work collaboratively with relevant University central units (e.g. Research Partnerships, Research Management, Procurement and Information Technology Systems) to support the effective implementation and delivery of the University’s research infrastructure capabilities.
• Provide specialist advice to researchers in the development of business cases or grant submissions for major national/international schemes (e.g. ARC LIEF, NCRIS) and procurement processes, including compliance with relevant probity, tender and financial management policies and consideration of sustainable management models that are consistent with the University’s operating model.
• Undertake high level analysis of data relating to the use and operation of UQ’s research infrastructure and make recommendations to the senior executive in relation to optimal operations of the capabilities.

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 Pro-Vice-Chancellor (Research Infrastructure) and has five (5) direct reports.
While the position has no direct budgetary responsibility, it will guide the university’s significant investment in research infrastructure on behalf of the Pro-Vice-Chancellor (Research Infrastructure).
Selection criteria

- Relevant Research Higher Degree and/or post-graduate business administration qualification or equivalent combination of education, training and experience within a tertiary education or research environment.
- Extensive knowledge and understanding of the operations of major research infrastructure within a higher education context, together with experience in utilising at least one or more of these facilities.
- Extensive high-level project management experience with a demonstrated ability to plan, oversee and manage large projects.
- Extensive experience in senior leadership roles including leading and managing teams, professional development of staff and change management skills, specifically the implementation of new software systems.
- Demonstrated capacity to build successful operating models for research infrastructure without compromising or undermining research and teaching activities.
- Highly developed interpersonal and communication skills, including relationship management skills with a demonstrated ability to build and maintain internal and external networks and relationships.

Selection committee

The Selection Committee for this appointment will be chaired by the Pro-Vice-Chancellor (Research Infrastructure), Professor Joe Shapter.
Conditions of employment

The Director, Research Infrastructure will be offered a full-time, fixed-term position for five years at HEW Level 10. A competitive remuneration package will be negotiated with the successful candidate including 17% superannuation.

The University will meet all reasonable removal and establishment expenses and details will be negotiated as part of the remuneration package.

How to apply

Applications should include a full curriculum vitae and a statement briefly addressing each of the selection criteria. Applicants should provide the names and contact details of three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant. They should include at least two people to whom applicants have reported.

If you have any questions about the position, please contact Professor Joe Shapter, Pro-Vice-Chancellor (Research Infrastructure) on (07) 344 31165 or by email at pvcri@research.uq.edu.au.

For questions on the application process, please contact recruitment@uq.edu.au.

The University reserves the right to fill the position by invitation at any time.

Applications close on Sunday 23rd August at 11:00pm, Australian Eastern Standard Time.
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 (31), 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 Université 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 annual operating budget.
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.

[link to governance page]

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.
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.
Leadership capability expectations

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.
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.
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

Further information