POSITION DESCRIPTION

Position Title: Research Social Scientist (Quantitative, Qualitative or Policy and Program Evaluation)

Organisation Unit: Institute for Social Science Research

Position Number: Multiple positions

Type of Employment: Full time, Fixed Term

Classification: Academic Level C or D. Level of appointment will be commensurate with qualification, experience and academic achievements

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 Performance Ranking of Scientific Papers for World Universities (45), the US News Best Global Universities Rankings (52), QS World University Rankings (55), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (60). UQ again topped the nation in the prestigious Nature Index; and secured a greater share of Australian Research Council grants in 2016 ($24.5 million) than any other university nationally.

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 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 230,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.7 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+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.

Organisational Environment

The Faculty of Humanities and Social Sciences (HASS) is a large comprehensive Faculty with a broad academic profile and substantial research achievements. The Faculty Office is based at the St Lucia campus in the iconic Forgan Smith building adjacent to the Great Court of the University. The current Executive Dean is Professor Julie Duck who is Acting in the role following the transition of Professor Tim Dunne to a Pro-Vice-Chancellor position in the Office of the Provost.

The Faculty comprises seven schools (Communication & Arts; Education; Historical & Philosophical Inquiry; Languages & Cultures; Music; Political Science & International Studies; Social Science), two research institutes (Institute for Social Science Research; Institute for Advanced Studies in the Humanities), two museums (Anthropology Museum and the RD Milns Antiquities Museum), a new Faculty Centre for Policy Futures, and several school-based research centres. The Faculty is also host to the Institute for Modern Languages and the Confucius Institute. The Faculty offers a broad range of programs to a large cohort of international and domestic students, with 850 research higher degree students, approximately 1,500 students in postgraduate coursework degrees and close to 8,000 undergraduates.

There are over 300 academic staff across the Faculty, making it one of the largest in Australia. One indicator of the Faculty’s standing in the disciplines that we research is membership in the learned academies, where UQ can proudly claim 33 members of the Australian Academy of the Humanities and 50 members of the Academy of Social Sciences in Australia.

Teaching in the Faculty is underpinned by substantial research performance and several specialized fields of research were judged at the highest level (5 ranking) in the 2015 Excellence in Research Australia (ERA) round. These fields include Specialist Studies in Education; Political Science; Cultural Studies; Literary Studies; History and Philosophy of Specific Fields. Overall, HASS returned outputs to 21 disciplinary field codes, where 90% were rated above (4 ranking) or well above world standard (5 ranking). This is indicative of high quality and capacity in research.

These research achievements internationally are reflected in the 2017 Leiden rankings (based on impact, not reputation), where the Humanities and Social Sciences at UQ ranks 16th in the world on the quantum of publications in ranked journals, placing us first in Australia and in the Oceania region (for the full data-set see http://www.leidenranking.com).

The quality of our overall Faculty’s performance is also evident in the QS World University Rankings for 2017 which places Social Sciences/Management at UQ at 39th in the world, and Humanities at 50th in the world. This data can be accessed at: http://www.topuniversities.com/faculty-rankings.
The Faculty’s Institute for Social Science Research (ISSR) is the flagship unit for applied social science research at UQ, and one of the largest social science research institutes in Australia. ISSR’s mission is to advance solution-oriented social science, and Institute researchers address some of the most important issues and challenges facing Australia and the world in areas such as family dynamics, education, employment, social wellbeing, international development, and Indigenous studies. ISSR also undertakes research to improve social science and evaluation methodology and is developing new capabilities in data science, and in the social aspects of health. The Institute brings together leading researchers, policy experts, and management professionals whose multidisciplinary approach benefits diverse end-users, from all levels of government to private industry, community organisations, and the not-for-profit sector.

The Institute also offers commercial services and training and provides high-quality learning experiences for postgraduate and postdoctoral students. The Institute employs over 100 faculty and staff, has an annual budget of $12 million, and engages with affiliated researchers in the fields of political science, sociology, social policy, economics, psychology, education, mathematics, statistics, and computer science. ISSR is based at UQ’s Long Pocket Precinct (80 Meiers Road, Indooroopilly), a research-oriented campus just ten minutes from UQ’s main teaching and learning campus at St Lucia. ISSR is also the headquarters for the Australian Research Council Centre of Excellence for Children and Families over the Life Course (the Life Course Centre), an international collaboration of 22 organisations working to identify the causes and consequences of deep and persistent disadvantage in Australia.

More information about ISSR can be found at www.issr.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

The primary purpose of the position is to lead and contribute to major quantitative, qualitative and/or evaluation projects that the Institute undertakes in collaboration with partners in government, industry and the not-for-profit sector.

Duties

Duties and responsibilities include, but are not limited to:

Research Leadership and Project Management

- Lead or manage projects commissioned by government, industry and the not-for-profit sector, for example:
  - quantitative research projects that involve statistical analysis and reporting of large scale cross-sectional, longitudinal and/or multi-level surveys, and administrative datasets.
qualitative research projects that involve collection, analysis and reporting of
semi-structured and in-depth interviews, stakeholder consultations and focus
groups; and/or
evaluation projects that involve outcome (impact) and process evaluations
featuring randomised and non-randomised designs, the development of
evaluation and monitoring frameworks and performance monitoring and
evaluation of major social programs and policies.

- Undertake research and publication in high-ranked international journals.
- Translate research findings to external stakeholders, including preparing and
  presenting reports and research outcomes to research partners, and participating in
  industry engagement activities and academic conferences.
- Lead or contribute to development of funding proposals, including research grant
  applications and tenders.
- Participate in general academic activities such as research training workshops,
  seminars and conferences.
- Assist and support other staff in achieving their research and career path objectives.
- Ensure that projects are delivered in compliance with all relevant contractual,
  regulatory and policy requirements, including ethics, integrity, privacy, data security
  and intellectual property obligations.

**Teaching and Learning**

- Contribute to Higher Degree Research supervision and mentorship.
- Contribute to the development of new teaching materials for short course,
  undergraduate and postgraduate courses, as required.
- Deliver short courses, lectures and tutorials for undergraduate and postgraduate
  courses, if the opportunity arises.
- Develop and deliver other professional development training, if the opportunity
  arises.

**Engagement and Service**

- Develop research and commercial collaborations with government agencies, industry
  and the not-for-profit sector.
- Manage relationships with external partners and stakeholders.
- Engage with relevant disciplinary and professional communities.
- Engage with external funders and provide relevant service, as required.
- Represent the Institute inside and outside the University, as appropriate.
- Perform a range of institute- and university-level administrative functions, as required
to support your activities.
- Contribute to processes that support being part of a high-functioning academic group
  within the Institute, including participation in group decision-making and serving on
  ISSR committees and working parties, as required.

**In addition, for a level D appointment, the candidate will be expected to:**

- Build on an established track record of securing external research income, and
  potentially build sustainable funding streams to support research groups.
- Build on an established track record of publishing high quality research papers in
  leading scientific journals and an established track record of research outputs such
  as commissioned reports for partners, clients, stakeholders and/or funders.
- Build on an established track record of collaboration with non-university partners.
- Provide mentorship of early career academics and research/professional staff.
- Serve in leadership roles external to the university where this engagement benefits
  the Institute, the University, and/or the social sciences.
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 a delegated senior researcher within the Institute in a cognate field of research, or, where required, the Institute Director.
SELECTION CRITERIA

Essential at Levels C and D

- PhD in a social science discipline, cognate or enabling discipline (including, but not limited to applied statistics, data science or public health) that can form the basis for contributing to research projects in the Institute.
- Demonstrated ability to contribute to a portfolio of research projects and other activities.
- Excellent knowledge, skills and/or demonstrated expertise in one or more of the following areas:
  - Quantitative research, with a focus on management and analysis of cross-sectional, longitudinal and multilevel survey and administrative data.
  - Qualitative research, including semi-structured and in-depth interviews, focus groups, stakeholder interviews and other forms of qualitative social science methods.
  - Policy and program evaluation and performance measurement and assessment of policies and programs.
  - Advanced statistical methods for administrative and survey data, including statistical regression and clustering techniques for longitudinal, cross-sectional and multilevel data.
  - High level computer programming skills (coding skills) using statistical software such as Stata, R, SAS or Matlab.
- Research leadership and project management skills, or demonstrated ability to rapidly develop these skills.
- Ability to establish and foster effective relationships/collaborative links and to represent and promote research to multiple parties such as government and not-for-profit agencies.
- A strong track record of leading and working on commissioned and investigator-initiated research and producing high quality outputs and outcomes for clients.
- Ability to work in multidisciplinary collaborative research teams across multiple parties.
- High level of interpersonal and communication skills, including the ability to work collaboratively with research colleagues from different backgrounds and disciplines, and also with administrative and technical staff.
- Ability to work independently, manage competing priorities, and work against multiple tight deadlines.
- High levels of personal integrity, transparency and capability in stakeholder management.
- A track record (relative to opportunity) of publishing research results in high quality publications.
- Demonstrated links with relevant professional organisations, industry, government and community groups.

Essential at Level C

In addition to the essentials for Level C and D above, the candidate must have the following:

- A developing international profile for research evidenced by an outstanding record of publication in high-ranking refereed journals and other research outlets.
- An emerging track record of applications for external research funds, especially grants and fellowships, and other research project funding.
- An active and effective record of principal supervision of Research Higher Degree students through to successful completion.
Essential at Level D

In addition to the essentials for Level C and D above, the candidate must have the following:

- A developed international profile for research evidenced by an outstanding record of publication in high-ranking refereed journals and other research outlets;
- An established track record of successful applications for external research funds, especially grants and fellowships, and other research project funding;
- An active and effective record of principal supervision of Research Higher Degree students through to successful completion;
- An established track record of effective mentoring of junior academics and researchers.
- Experience serving in key leadership roles at a school, faculty or university level or similar leadership roles in a non-university organisation.
- Demonstrated ability to lead large and complex projects.
- Demonstrated ability to lead multidisciplinary teams.

Desirable at Levels C and D

- Experience in research translation.
- Experience working on commercial or policy and practice-oriented social science projects in industry, government or the not-for-profit sector.
- Ability to develop and critically review new research initiatives.
- Demonstrated ability to manage a portfolio of research projects and other activities.
- Demonstrated ability to lead and develop sustainable funding bases for research groups.
- Demonstrated national or international research leadership in theory and practice of a relevant research area, including social science methodology.
- An established track record of conceptualising, developing and leading new research initiatives with established and emerging scholars.
- Experience in leadership of effective undergraduate and postgraduate coursework teaching (tutoring, lecturing, course coordination, preparing and delivering courses).

Seminar

Applicants invited for interview may be expected to present a seminar in conjunction with the selection interview process.

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 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 (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to the contact person listed in the job advertisement.