POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow/Research Fellow
Organisation Unit: School of Psychology
Position Number: 3044192
Type of Employment: Full time fixed term for three years
Classification: Research Academic Level A or B

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 (43), the US News Best Global Universities Rankings (45), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). UQ again topped the nation in the prestigious Nature Index, and our Academic Ranking of World Universities result in the field of Life and Agricultural Sciences is the highest in Australia at 20.

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 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 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 this will be a strategic focus going forward.

**Faculty of Health and Behavioural Sciences**

The Faculty of Health and Behavioural Sciences is a strong faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventive health and behaviour change. Furthermore, the Faculty provides the opportunity for the allied health sciences to have a strong voice and great visibility within the University.

The Faculty currently includes:

- 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
- Centre for Youth Substance Abuse Research (CYSAR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for Business and Economics of Health (CBEH)
- UQ Poche Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

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

**School of Psychology**

The School of Psychology is one of the most prestigious schools of psychology in Australia, and its strong reputation is built on excellence in both research and teaching. The School has thriving and dynamic research profiles in almost all areas of psychology, and is able to attract visitors from overseas and other institutions in Australia. It possesses good links, often through cross-appointed staff, with other schools in the University, thus creating opportunities for interdisciplinary collaborative research.

The School’s strengths are reflected in its research centres, which span the major areas of the discipline, including experimental, social, developmental, clinical and organisational psychology. Some 150 students are presently enrolled in the School’s PhD program and, while their areas of research are often linked to these centres, their topics cover the full spectrum of the discipline.
The ‘Helping the Medical Matchmakers: Sustaining and Understanding Living Donors’ Project

Recent advances in genomics show that the most efficient and effective way to treat a range of diseases and disorders is with well-matched body-component donations from living donors (e.g., of blood, plasma, platelets, stem cells, kidney and partial livers). However, our theoretical and practical understanding of how to help the medical matchmakers recruit and sustain the right donor needs further examination and development. We need to improve our understanding of how to encourage the most appropriate donors to present at the right time and to donate the right product for our current and future patients.

The Helping the Medical Matchmakers Project will focus on conducting basic and applied research to understand the behaviour, motivations of, and barriers to living donors. We will develop and evaluate interventions that are appropriate from a clinical, donor, and economic perspective. This program of research will draw on a diverse body of literature from social psychology and allied disciplines to advance our understanding of our (potential) donors and patients. We will translate these gains in understanding to practical and actionable strategies that improve the recruitment and maintenance of living body-component donors. In this context we will also establish an interdisciplinary network of researchers and practitioners to advance awareness of the critical and growing importance of living body-component donors to the Australian health care sector.

The project is funded by The University of Queensland in conjunction with the Australian Red Cross Blood Service (Blood Service). Professor Barbara Masser, the Blood Service’s joint Chair in Donor Research, is the Chief Investigator.

Information about the School may be accessed on the School web site at www.psy.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-ug

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

The role of Postdoctoral Research Fellow undertakes research as part of the ‘Helping the Medical Matchmakers: Sustaining and Understanding Living Donors’ Project. This project is funded by The University of Queensland in conjunction with the Blood Service.

The position will involve the supervision or co-supervision of research students in relevant areas and also applying for both independent and collaborative funding relevant to the project and research focus.

Duties

Duties and responsibilities include, but are not limited to:
Research

- Actively conduct high quality basic and applied research on body component donations from living donors in a way consistent with the values of open science and replicable and reproducible research.
- Collaborate with the project team in the management of research and consultancy projects on a day-to-day basis including literature reviews, research design, management of ethics applications and approvals, data analysis and interpretation, and the preparation of manuscripts and reports.
- Assist with the coordination, management, and conduct of research projects, including field work and data entry, to ensure that milestones and progress reviews are completed to required level, and within agreed timeframes and budget.
- Engage with The University of Queensland stakeholders, industry partners and other organizations to establish an interdisciplinary network of researchers and practitioners to advance awareness of the critical and growing importance of living body component donors to the Australian health care sector and to develop and deliver on collaborative projects.
- Participate in identifying and preparing applications for competitive national, international, and industry funding schemes for external research funding.
- Contribute to the preparation of evidence-based materials for the public and professionals.
- Prepare and present high quality presentations for a range of audiences (e.g., academic, clinical, general community).

In addition, at Level B:

- Contribute to the supervision and training of Honours and RHD students undertaking studies in related research fields, as required.
- Contribute to the effective supervision of professional research staff undertaking duties relevant to the research process and management of the research projects.

Service and Engagement

- Undertake administrative tasks related to the management and coordination of research projects.
- Contribute to the processes that enable the academic team to manage the work of the School, including serving on a School committee.

In addition, at Level B:
• Foster the School’s relationships 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/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 Project Chief Investigator, Professor Barbara Masser.

SELECTION CRITERIA

Essential

• A Bachelor (Hons) in a related field.
• A PhD (or PhD nearing completion) in Social Psychology or a related field.
• Demonstrated proficiency carrying out literature reviews within academic databases.
• A developing track record in research publications in national and international journals.
• Demonstrated ability to connect and collaborate with colleagues across disciplines and to work effectively with industry partners
• Demonstrated ability to present research findings to a variety of audiences as evidenced by presentations at conferences, to industry and at other venues and dissemination activities targeted to non-academic audiences (e.g. blog posts, industry reports).
• Demonstrated expertise in statistical analysis and database management, and a willingness to learn new statistical and data management techniques.
• Strong organisational skills, including the ability to work independently to prioritise a range of tasks and meet deadlines.
• Commitment to research participant confidentiality and research ethics, particularly with respect to identified or potentially identifiable participant data of a sensitive nature.
• An ability to work both independently and collaboratively as part of a team.

In addition, at Level B:
• Established record of publication or exhibition in high-quality outlets
• National recognition and evidence of a chief investigator role in applications for external research funds
• Evidence of effective supervision of Honours and Higher Degree

Desirable
• Sound knowledge of literatures relevant to living body component donors evidenced through a demonstrated ability to apply relevant theorizing to advance our understanding of donor recruitment and sustenance

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.

This role is a full-time position; however flexible working arrangements may be negotiated.

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