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://uniques.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 Aboriginal and Torres Strait Islander Studies (ATSIS) Unit was established at UQ in 1984, recognising the importance of support for Aboriginal and Torres Strait Islander students, and engagement with Indigenous communities. The activities of the ATSIS Unit are guided by the objectives of the University’s strategic plan 2018-2021. The ATSIS Unit strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ’s learning, discovery and engagement activities.

The ATSIS Unit has offices on the St Lucia and Gatton campuses and remote assistance is provided to students at other UQ campuses or locations.

All employees within the Aboriginal and Torres Strait Islander Studies Unit require a demonstrated understanding and acceptance of Aboriginal and Torres Strait Islander identities and cultures.

The ATSIS Unit reports to the Office of the Pro-Vice-Chancellor (Indigenous Engagement), which is responsible for:

- leading the strategic development, implementation and monitoring of the whole-of-University approach to Indigenous learning, discovery and engagement;
- strengthening leadership within the University in relation to Indigenous education; and
- building links with communities.

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 ATSIS Unit is committed to providing a supportive environment for students. The successful appointee will demonstrate leadership in teaching, service/engagement, research and other activities associated with the Unit. The appointee will require an extensive knowledge and/or high-level understanding of the discipline of Aboriginal and Torres Strait Islander studies, strong knowledge of community protocols, and well established connections to communities. They will be expected to oversee an academic team that delivers a major in the Bachelor of Arts program at UQ, and lead in the development of special projects across the University in the areas of service teaching, curriculum development and cultural competency activities. The appointee will be expected to pursue an active and productive program of research relevant to the Unit’s research priorities, and commensurate with their level of appointment.
Duties
The Lecturer will be responsible for, but not limited to, the following activities:

Teaching and Learning
- Lead a team of academic staff in the delivery of an Aboriginal and Torres Strait Islander Studies major within the Bachelor of Arts. It is expected that the incumbent will undertake teaching and course coordination responsibilities also. This includes:
  - the development and preparation of course materials, including collaboration in curriculum design and delivery, the delivery of lectures and tutorials, marking, and providing formative advice and feedback to students.
  - be available during office hours to meet with and mentor Aboriginal and Torres Strait Islander students, to provide advice and information about existing support services and enhance educational outcomes.
  - support the delivery of UQ’s student strategy including its commitment to flexible and active learning.
- In consultation with the Pro-Vice-Chancellor (Indigenous Engagement), provide leadership in the University’s program of incorporating Indigenous perspectives into teaching and learning across the University (where possible), including through collaboration with academic staff of other programs and schools on curriculum design and delivery.
- Supervise at honours and postgraduate level as appropriate.
- Incorporate Blackboard techniques into teaching and contribute to the development of online and flexible delivery mode courses.

In addition, a Level E academic will have a distinguished record of scholarly teaching and/or research, as well as leadership across at levels and appropriate contexts.

Scholarship Related to Teaching
- Undertake scholarship related to teaching (including developing skills in all aspects of teaching practice, continuous improvement of curricula and teaching resources) and based on a developing/developed understanding of pedagogy, produce new or improved approaches that can be reviewed by peers and disseminated within the discipline.

Research
- Maintain a record of successful applications for external research funding in a chief investigator role and mentor more junior academics and researchers.
- Produce high-quality, impactful research through publication in internationally-recognised outlets, and where appropriate, for research to have a demonstrable impact on policy, public opinion, practice and/or commercial value and benefit.

In addition, a Level E academic will demonstrate outstanding outcomes and leadership in relation to research. This will include guiding the development of others, particularly more junior researchers, leadership of major funding initiatives, major contributions to knowledge and the beneficial application of knowledge, and intellectual leadership beyond his or her specific areas of research.
Service and Engagement

- Foster the Unit’s relations with industry, government departments, professional bodies and the wider community especially within Aboriginal and/or Torres Strait Islander communities.
- Engage with Aboriginal and/or Torres Strait Islander communities in encouraging participation at the University level.
- Promote the Unit’s research and teaching programs.
- Engage with other members of the University community through a range of formal and informal mechanisms to contribute to the cultural competency of all university staff and students.
- Assist the University in meeting its obligations to Aboriginal and Torres Strait Islander staff and students (and communities) as set out in the Reconciliation Action Plan, and in the new Enterprise Agreement (currently in the approval stage).
- Make a strong contribution to the governance and collegial life of the institution, including successful mentoring of less experienced staff, and show leadership in external activities.

In addition, a Level E academic will be expected to make outstanding leadership contributions to the institution, and show a high level of leadership in external activities at a national and international level.

Academic Administration

- Oversee a range of administrative functions related to the delivery and co-ordination of courses taught by the Unit.
- Lead processes that enable academic and administrative teams to manage the academic work of the Unit, including participation in Unit decision-making and represent the Unit on School, Faculty or University committees as directed.
- Comply with the University’s Code of Conduct (see the University’s web site at http://www.uq.edu.au/hupp/?page=24987)
- Adopt sustainable practices in all work activities and comply with associated legislation and related sustainability responsibilities and procedures developed by the University (see the University’s web site at http://www.uq.edu.au/sustainability/responsibilities)
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 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 Pro-Vice-Chancellor (Indigenous Engagement). While reporting is to the Pro-Vice-Chancellor and the organisational unit is the ATSIS Unit, it is expected that the post-holder will hold a concurrent appointment within an Academic School where their discipline is located.
SELECTION CRITERIA

This is an identified position and the occupant must be of Aboriginal and/or Torres Strait Islander descent under sections 25 and 105 of the Queensland Anti-Discrimination Act 1991.

Essential

- A postgraduate qualification with relevant teaching and mentoring experience in a tertiary environment.
  - A Level D/E academic is expected to have completed a PhD.
- Demonstrated knowledge of Aboriginal and/or Torres Strait Islander Studies as an academic discipline.
- Demonstrated knowledge of the concept of cultural competency and its application in a tertiary teaching and learning environment.
- Demonstrated knowledge of community protocols and ability to use networks in accessing Torres Strait Islander related course content.
- Proven leadership skills, and the ability to manage academic teams, preferably within a tertiary setting.
- Demonstrated capacity to coordinate and deliver courses (i.e. units or courses).
- Experience in liaising and collaborating with Aboriginal and Torres Strait Islander community organisations, including knowledge of protocols and understanding of discrete Aboriginal and Torres Strait Islander cultures and identities.
- Knowledge and understanding of the policies and procedures of the University of Queensland, or the demonstrated ability to rapidly acquire this knowledge.
- Demonstrable organisational, interpersonal and communication skills, and the ability to liaise and negotiate with people at all levels of a tertiary institution.
- Evidence of self-motivation, ability to work independently as well as collaboratively with colleagues.
- Proven capacity to work in an organised and productive manner to deliver timely and high quality outputs and outcomes.
- Proven capacity to work productively in a complex, cross-cultural organisational environment.
- Capacity to supervise research higher degree students and evidence of a contribution to research, including successful external grant applications.

Qualification Verification

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

Confirmation of Aboriginal and/or Torres Strait Islander status

A Confirmation of Aboriginal and/or Torres Strait Islander status must accompany your application.

The University of Queensland values diversity and inclusion.