POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow / Research Fellow
Organisation Unit: UQ Business School
Position Number: NEW
Type of Employment: Full time, Fixed Term
Classification: Academic (Research) Level A or Level 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 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 45th 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.

Organisational Environment

The Business School’s mission is to cultivate courageous thinkers who empower future leaders to positively transform business and society.

The team of professional staff working at the Business School prides itself on its collegial approach to working with all staff and students at the School, Faculty and University level. The individual staff members are highly motivated, accomplished and dedicated to providing a high level of service and favourable outcomes to all clients and stakeholders. If you join this team, you will be working in a supportive environment where personal and professional development are encouraged, and you will be given every opportunity to excel.

Information about the Business School may be accessed on the School’s website at www.business.uq.edu.au.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available online.

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

DUTY STATEMENT

Primary Purpose of Position

The position contributes to a research project funded by the Australian Research Council (ARC) Discovery scheme. The research project focuses on gaining in-depth knowledge of what entrepreneurs actually do in the process of creating high impact new ventures. The focus of the research is on uncovering how entrepreneurs form and develop routines to explain why some new ventures turn into viable businesses, why some stagnate and why some are abandoned. The role will include a strong emphasis on the collection of primary data, and to generate applied and academic outputs based upon the research and project work.

Duties

Duties and responsibilities include, but are not limited to:

Research

Level A and Level B

- Support a research program, conduct research, prepare human ethics submissions, where required and publish scholarly papers in high quality outlets.
- Work with colleagues and postgraduates in the development of joint research projects and prepare research publications for publication in peer-reviewed journals.
• Prepare materials for presentation at seminars and national and international conferences.
• Written and oral presentation of research outcomes, including the publication of academic papers in high quality national and international journals.
• Synthesising and analysing data using appropriate methods primarily qualitative, longitudinal methodologies.
• Formulating and managing project budgets and work plans.
• Contribute to supervision at honours and postgraduate level and participate in events to attract postgraduate students.

Level B
• Mentor, co-supervise and attract postgraduate research students
• Writing and submitting competitive research tenders and grant proposals

Teaching and Learning
Level A and Level B
• Despite a primary focus on research, there may be a requirement for undergraduate or postgraduate teaching in the area of entrepreneurship/strategy. Teaching requirements will be kept at a reduced load per annum.
• Contribute guest lecturers or seminars to undergraduate and/or postgraduate courses in entrepreneurship/strategy.

Service and Engagement
Level A and Level B
• Attend domestic and international meetings relating to the research project.
• Foster and manage relations with industry, government departments, professional bodies and the wider community, in conjunction with the Project Leads.
• 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 Associate Professor Paul Spee and Dr Anna Jenkins.
SELECTION CRITERIA

Level A and Level B

- PhD in the entrepreneurship, innovation, organization theory or a related discipline (completed or under examination)
- Demonstrated experience in conducting and analysing qualitative research
- Evidence of research activity and publications in high quality journals, relative to opportunity
- A strong ethic of project delivery and reporting to specification
- An ability to and interest in establishing effective relationships and to represent and promote the research area at a university and wider community level, including industry, government and professional bodies
- Well-developed communication, interpersonal and consultative skills and the ability to work collaboratively with colleagues from a multidisciplinary background
- Demonstrated proficiency in Nvivo (version 11 or latest)
- Prior knowledge and expertise in the body of literature: routine dynamics, social practice theory and experience in longitudinal, qualitative research in the area of entrepreneurship or a related context is desirable.

Level B

- Ability to make independent and original contributions to research, which have a significant impact on the scholarly community

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 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.