Appointment of
Director, Global and Institutional Philanthropy
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 (32)*, the Performance Ranking of Scientific Papers for World Universities (43), U.S. News Best Global Universities Rankings (45), QS World University Rankings (48), Academic Ranking of World Universities (55), and Times Higher Education World University Rankings (69).

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 52,000 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 16,400 postgraduate and about 15,400 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 transferrable knowledge and skills that will prepare them to exceed expectations throughout their careers.

In December 2017, UQ celebrated its 250,000th graduate joining its global alumni network, which includes approximately 13,800 PhDs and spans more than 170 countries.

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 awarded more Australian Research Council funding ($25.8 million) for fellowships and awards commencing in 2017 than any other Australian university.

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $15.5 billion.

In 2018, UQ was ranked first in Australia by the prestigious Nature Index tables, and 110th 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 Universities 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 $1.75 billion annual operating budget.

* CWTS Leiden Ranking 2018 measured by the Impact indicator P(top 10%), ordered by P(top 10%) with fractional counting
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.

uq.edu.au/about/governance

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.
Strategic plan 2018–2021

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.
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.
Throughout its history, The University of Queensland has benefited from the support of its alumni and friends to enhance funding, deliver world-class research and allow students to reach their full potential. The St Lucia campus rests on land gifted through the Mayne siblings and the School of Veterinary Science continues to use farmland at Pinjarra Hills, donated to the University in the early 1920s. The modern research-intensive University is supported by a partnership of significant philanthropy and leveraged grants from the government.

As UQ moves into its second century, the University is committed to solidifying its reputation as one of the world’s pre-eminent public research universities. This involves strengthening our brand, improving our links with alumni and partners and promoting a strong culture of giving to significantly grow the sustainable level of philanthropic support the University receives annually. In line with this commitment, the University launched its first major comprehensive campaign, Not if, When - the Campaign to Create Change in 2017, with the target of raising $500 million for strategic priorities aimed at empowering student success, transforming teaching and learning, and driving discovery and impact. To learn more about UQ’s campaign visit giving.uq.edu.au.

Advancement at UQ works in partnership with academic and professional colleagues throughout the University to increase engagement and to establish enduring relationships with key constituents including alumni, donors, friends, organisations, trusts, foundations, industry and corporations. Under the leadership of the Vice-Chancellor, Deputy Vice-Chancellor (External Engagement) and Pro-Vice-Chancellor (Advancement), UQ Advancement is investing in a high performing team to partner with UQ academia to deliver new sustainable levels of philanthropic support.

Within UQ Advancement there are four primary portfolios:

The Development team leads UQ’s philanthropic engagement and fundraising efforts by heading fundraising programs and activities with a focus on individuals, trusts and private ancillary funds. The team fosters effective relationships with key stakeholders to promote UQ as a worthy destination for philanthropy.

The Alumni Relations and Engagement team provides leadership on alumni and donor engagement, fostering mutually beneficial life-long relationships between UQ and its 250,000+ alumni (50% of whom are living in Queensland and nearly 35,000 alumni are from abroad) while enhancing the brand, and raising the profile of UQ globally. The team promotes stronger connections through a range of high impact events, programs and services, professional networking and volunteer opportunities including engaging philanthropically with the University through the Annual Fund and Donor Relations program.

The Advancement Services team delivers data and gift services, manages the University’s customer relationship management system and oversees the University’s philanthropic financial processes. The team also provides services in constituent research, prospect management and analytics/reporting.

The new Global and Institutional Philanthropy team provides comprehensive oversight of established and emerging institutional and international markets. Building upon a strong base of foundation and corporate philanthropic support, this team will be also oversee priority, whole of UQ Advancement initiatives including entrepreneurship, student strategy programs,
international fundraising market development, enhanced research partnership collaboration and UQ-related international foundation management.

UQ Advancement’s recently redefined values and strategic beliefs (below) guide day-to-day processes and behaviours, and will be reflected in all decisions and activities.

**UQ Advancement values**
- We lead with excellence to achieve high quality results
- We aspire to have the highest level of integrity in all we do
- We do our best when working as a team
- We have a commitment to innovation and continuous improvement
- We create and celebrate a positive work culture

**UQ Advancement strategic beliefs**
We believe:
- Philanthropy plays an essential and growing role in UQ’s ability to transform lives through education and research
- High-quality, authentic and responsive relationship-building with key stakeholders is essential to achieving our goals
- That our alumni and donors deserve a transparent and accountable approach to data, reporting, gift administration, investment and stewardship
- That an adaptable approach strengthens our ability to be better colleagues and industry leaders
- That the strongest advancement team will consist of individuals with a commitment to UQ’s mission and a passion for our work.
Role of the Director, Global and Institutional Philanthropy

Primary purpose of the position
Reporting to the Pro-Vice-Chancellor (Advancement), the Director, Global and Institutional Philanthropy is a member of the central Advancement executive leadership team and responsible for shaping a dynamic, new area of the Advancement portfolio.

The Director will lead a team focused on facilitating increased philanthropic giving of interdisciplinary UQ priorities while strengthening key global and institutional Advancement partnerships. Their portfolio will include corporate and foundation giving, whole of UQ scholarship strategy development and building philanthropic support of whole of UQ entrepreneurship endeavours. Acknowledging the global UQ alumni base and emerging philanthropic trends across the globe, this portfolio intentionally positions UQ for enhanced specialisation in global philanthropic endeavours and related international foundation management.

This portfolio is highly collaborative by nature and will require leadership dedicated to cross-organisational partnership with an ability to find and leverage synergistic opportunities with both internal and external partners. The Director will demonstrate a high degree of professionalism and support of the University’s mission, values and best fundraising practices.

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

Management and leadership
• Lead a fast-paced, innovative and results-oriented team empowered by accountability for excellence through the establishment of clear, Advancement-aligned goals
• Coach and support team members to realise their optimal performance and establish mechanisms that effectively acknowledge team members to retain key talent
• Shape and continually refine emerging opportunities for this portfolio and UQ Advancement broadly at a key growth time in the Campaign
• Work closely with and support relevant volunteer communities for strategic engagement when appropriate
• Manage a donor portfolio to actively develop and strengthen partnerships to reach institutional outcomes

Corporate and foundation fundraising
• Provide whole-of-UQ strategy and oversight of Advancement-related corporate and foundation portfolio management
• Serve as primary liaison to Research Partnerships and other appropriate areas of UQ to align and leverage corporate and foundation interests to offer a one-UQ approach
• Ensure collaborative support is provided to corporate/foundation facing prospect managers to increase their identification, efficiency and effectiveness
• Work to ensure communication with existing and potential partners, including reporting expectations and timeline management
Interdisciplinary Fundraising

• Oversee the creation of a UQ scholarship fundraising approach to align with the scholarship strategy; enhance strategic partnerships with the Scholarships Office; serve on appropriate committees

• Primary liaison to the UQ Global Engagement and Entrepreneurship teams and relevant committees to advise on Advancement-related objectives, cross-advancement coordination and opportunities

• Actively build institutional capacity for interdisciplinary, priority UQ projects – current and emerging – such as student accommodation, Indigenous Engagement portfolio fundraising needs, etc

• Design, coordinate and support philanthropic strategies in partnership with advancement colleagues and campus partners as required

Global Foundation and Strategic

• Ensure compliance and coordination of growing UQ international foundation activities, processes, related legislation and emerging markets – emphasis on Singapore, HK, China, UK and North America

• Serve as the primary liaison to the Executive Director of The University of Queensland in America, Inc. and the lead partner with charitable foundation management/trustees

• Monitor and manage evolving global program opportunities to maximise impact in key markets – provide support on strategies led by the North America Advancement Manager

• Evaluate emerging opportunities and gaps in global fundraising approach from a whole-of-UQ perspective; drive innovative philanthropically-oriented approaches

Internal and external relationships

• Represent the University in the relevant sectors within the Group of Eight cohort and provide expertise to key organisations in the sector such as CASE Asia Pacific

• Build, manage and steward strong relationships with colleagues within advancement and across the university, including essential partners in FBS and OMC


• Comply with the University’s Code of Conduct: ppl.app.uq.edu.au/content/1.50.01-code-conduct

• Comply with the 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

• Comply with the adoption of sustainable practices in all work activities and with associated legislation and related University sustainability responsibilities and procedures: sustainability.uq.edu.au/policies-and-procedures/responsibilities
Organisational relationships

The Director, Global and Institutional Philanthropy, reports to the Pro-Vice-Chancellor (Advancement), and holds key internal relationships with Deputy Vice-Chancellors, Executive Deans, Institute Directors, Heads of Schools, the Advancement Executive team and Advancement staff across UQ, as well as a close working relationship with the Office of Marketing and Communications.

The Senior Advancement Manager and two Advancement Managers report to the Director, Global and Institutional Philanthropy, as does:

• The University of Queensland in America
• The University of Queensland UK Trust
• Hong Kong Foundation for Charities
Selection criteria

- Postgraduate qualifications or equivalent, with a working understanding and experience of international and global foundation management
- Demonstrated ability to build and nurture effective relationships with internal and external partners and contacts, with the ability to influence and drive fundraising strategies (strong preference for familiarity of Australian corporate and global foundation sectors)
- Experience partnering with leadership volunteers and boards to generate and deliver strategic outcomes
- Track record of being an innovative and attentive leader, who inspires trust, and is capable of building a high-performing, skilled and energetic results-oriented team
- Exceptional organisational skills to meet deadlines, whilst exercising sound judgement and discretion
- Strong experience planning and maintaining budgets with a high degree of fiscal responsibility
- Highly ethical and values driven, with a positive and collaborative approach combined with exceptional interpersonal, verbal, communication, presentation, and cross-cultural skills
- Experience with customer relationship management (CRM) database systems
- This position will require regular domestic and international travel

Selection committee

The selection committee for this appointment will be chaired by the Pro-Vice-Chancellor (Advancement).
Conditions of employment

Employment type
The initial appointment will be for a term of five years. A further appointment may be offered.

Salary and benefits
An attractive remuneration package will be negotiated with the successful candidate including 17% superannuation. Remuneration will be subject to periodic review. Leave entitlements include 4 weeks annual leave, up to 10 days personal leave and up to 5 days carer’s leave. Other terms and conditions of employment may be negotiated.

Relocation
In the case of an interstate or international appointee, the University will offer a relocation package for travel and establishment expenses. Details will be negotiated as part of the contract of employment.

How to apply
Applicants should include a full curriculum vitae and a statement addressing the selection criteria. Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.
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 lovers 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 Lady Cilento Children’s Hospital and the Royal Brisbane and Women’s Hospital. Urgent and emergency medical care is readily available to everyone.
Further information

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