Appointment of
Professor and Director, Healthy Ageing Initiative, Faculty of Health and Behavioural Sciences
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 transferable 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.
The Faculty of Health and Behavioural Sciences (HaBS) is one of six faculties of The University of Queensland. It is a world class faculty consisting of six schools and six externally-supported research centres, viz:

- 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 the Business and Economics of Health
- UQ Poche Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

Formed out of a major faculties review in 2013-14, HaBS has a coherent focus on health, well-being and behaviour change, underpinned by a fundamental commitment to interdisciplinary research and interprofessional education. The Healthy Ageing Initiative is a major whole-of-faculty initiative that will feature transdisciplinary, industry-embedded research and education aimed at promoting healthy living and extending wellness amongst an increasingly ageing population.

More details about the Faculty are available at habs.uq.edu.au

The HaBS Healthy Ageing Initiative

The World Health Organisation defines healthy ageing as “the process of developing and maintaining the functional ability that enables wellbeing in older age” and notes that healthy ageing initiatives aim to “enable older people to remain a resource to their families, communities and economies.” Healthy ageing is crucial to the future of Australia and a major global challenge as demographic patterns change. For instance, currently, 15% of Australia’s population is 65 years or older, including 2% in the 85+ age group. By 2055, the total 65+ cohort is expected to be 23% of the population (9 million people), including 5% (almost 2 million) aged 85+. For this reason, healthy ageing is one of UQ’s six identified Research Impact Areas.

As a first step towards the development of a university-wide network, the HaBS Healthy Ageing Initiative will involve the development of a faculty-wide community of practice in healthy ageing. This healthy ageing network will focus on applied scholarship to enhance healthy ageing and aged care in the Australian context. Its principal means of operation will be to integrate research, research training, curriculum, and engagement through applied and student-led projects with industry partners.
Major activities for the Initiative will include:

- Inter-disciplinary research in four major thematic areas positioning to attract major external funding.
- An innovative, four-year, faculty-wide PhD program with mandatory industry placement and co-supervision
- Inter-professional education activities for students undertaking clinical placements in aged care settings
- A new postgraduate coursework program focussing on healthy ageing from multiple disciplinary perspectives
- Strong partnered engagement with health care and aged care public and private industry leaders.

Major themes of research to be pursued are those focussing upon:

- Transitions: Understanding and managing life changes that are typical of ageing populations. These include major life changes such as widowhood, transfer to residential care, but also small but significant changes such as giving up driving, or living with acquired disabilities.
- Chronic Illness, Disability, and Rehabilitation: Most older Australians have at least one diagnosed illness or disability, and health professions play a major role in minimising the impact on healthy ageing. Research on management of chronic illness or disability with age-appropriate intervention is a long-term strength at UQ.
- Living Well: A positive approach to ageing focusing on maintaining good physical and mental health and meaningful social and family ties. This requires an interprofessional approach in both research and service delivery.
- Digital Technologies: This incorporates the use of a range of digital enablers, including tablet and phone apps, teleservices in rehabilitation and health & social service delivery, ‘smart homes’ with sensors and other devices, and internet systems to maintain social and family connections. Many older people are familiar with modern digital technologies but others may need support to adapt, with age-friendly and intuitive technological solutions.

There are a number of major facilities, resources and partnerships already in place to enable the Healthy Living Initiative. Apart from the Faculty’s six schools, all of which focus on the undergraduate and postgraduate training of professionals in a range of health and social service professions, other key enablers include:

- **UQ Healthy Living.** UQ Healthy Living is an interprofessional student-led clinic, owned by UQ and managed by UQ Health Care in collaboration with the HaBS Faculty. It is situated in the Brisbane suburb of Toowong, promoting healthy ageing and wellbeing for the 50+ sector. Student placements, conducted under the supervision of UQ staff in dietetics, exercise science, clinical exercise physiology, nursing, pharmacy, physiotherapy, occupational therapy and psychology, include individual and small group activities designed to promote healthy outcomes. It is also developing as a focal point for researchers across UQ working to address the challenge of an ageing population.

  [habs.uq.edu.au/uqhealthyliving](http://habs.uq.edu.au/uqhealthyliving)
• **UQ Health Care.** UQ Health Care is a primary care, clinical innovation and research organisation, owned by The University of Queensland. With 5 primary care clinics, it is seeking to increase its involvement with healthy ageing. Managing UQ Healthy Living for UQ is one aspect of this. Another is UQ Health Care’s current and planned involvement in aged care, through its innovative Nurse Practitioner program which facilitates interdisciplinary student-led services and applied research in residential aged care facilities. UQ Healthcare is co-funding this Director position.

uqhealthcare.org.au

• **Southern Queensland Rural Health.** Established in late 2017, SQRH is a University Department of Rural Health collaboration between UQ, USQ, Darling Downs Hospital and Health Service and South West Hospital and Health Service, funded through the Federal Government’s Rural Health Multidisciplinary Training Program. SQRH provides interprofessional student placement opportunities (face-to-face and through digital technologies) in nursing and allied health disciplines in rural and remote locations from Toowoomba to the South Australian border. This catchment area has a significant ageing population.

sqrh.com.au

• **UQ Poche Centre for Indigenous Health.** The Poche Network is an important initiative to advance Indigenous health in Australia through outcomes-focused research. Each Poche Centre across Australia has a different focus; The UQ Poche Centre, a University Centre located in the HaBS Faculty, focuses on urban Indigenous health across the lifespan, and particularly on chronic disease prevention and community empowerment. A key partner in this Centre is the Institute for Urban Indigenous Health.

pochecentre.uq.edu.au

iuuh.org.au

• **Centre for the Business and Economics of Health.** This University Centre, jointly managed by HaBS and the UQ Faculty of Business, Economics and Law, conducts research on innovative, effective and cost-effective healthcare solutions and the economic and social benefits of health and healthcare. With strengths in modelling health workforce needs, and analysing economic aspects of healthcare and prevention, CBEH is an important part of the development of a coordinated approach to healthy ageing research and curriculum.

cbeh.centre.uq.edu.au

• **Surgical, Training and Rehabilitation Service (STARS).** This initiative of Metro North HHS/Australian Unity as part of the redevelopment of the Herston Quarter will provide a context for the integration of rehabilitation service delivery, interprofessional clinical placements, and research, with a focus on nursing and allied health. With UQ as the academic partner, HaBS is strongly positioned to lead healthy ageing activities in this context.


• **Existing Industry Connections.** HaBS has strong existing connections, including student placements, innovative training in interprofessional healthcare, and collaborative research, across the healthy ageing sector. In addition to the new Southern Queensland Rural Health, this includes close working relationships with all major metropolitan hospital and health services and major private hospitals in the Brisbane area, with private aged care providers, and with in-home care providers.
Your opportunity
An outstanding opportunity is available for an exceptional academic scholar in the field of healthy ageing to lead the UQ Faculty of Health and Behavioural Sciences’ Healthy Ageing Initiative. Formed in 2014 and consisting of six schools and six externally funded research centres, the Faculty of Health and Behavioural Sciences has a coherent focus on health, well-being and behaviour change, underpinned by a fundamental commitment to interdisciplinary research and interprofessional education. The Faculty is now embarking on a major faculty-wide initiative in healthy ageing that will feature transdisciplinary, industry-embedded research and education built on a network of strong UQ – health sector partnerships. The primary role of the Director is to provide academic and strategic leadership in the healthy ageing space, leading both innovative teaching and research activities as well as the Faculty’s engagement with key government, non-government and industry partners, and relevant professional bodies.

Primary purpose of the position
As a Professor of the University, the appointee will be expected to display a high level of leadership in their teaching, research, service and engagement, and be recognised internationally for their scholarly contribution and, where relevant, for its impact on policy or practice to a level consistent with appointment as a Level E Teaching and Research academic of the University (see ppl.app.uq.edu.au/content/5.70.17-criteria-academic-performance).

As Director, the appointee will be required to provide the academic and strategic leadership of the Healthy Ageing Initiative, leading both innovative teaching and research activities as well as the Faculty’s engagement with key government, non-government and industry partners, and relevant professional bodies.

Duties
Duties and responsibilities of the Director of the Healthy Ageing Initiative will include, but are not limited to:

- Forming and maintaining strong partnerships with key partners in the healthy ageing/aged care space including public and private and for profit and not-for-profit industry partners.
- Identifying and developing major research initiatives within the four major themes and targeting specific government and non-government research funding opportunities
- Taking the research lead in one of the four major themes
- Leading the applied PhD program in Healthy Ageing
- Leading a consideration of curriculum and student-led clinical activities that will provide our students with a focus on the health and social needs of an ageing population and prepare them for professional work in the sector
• Exploring the concept of a postgraduate suite of programs, focusing on providing world-class education in the specific needs of the ageing population and in structural, economic and regulatory aspects of the Australian aged care sector, in order to build a workforce of practitioners and managers who can provide the service infrastructure required to meet future aged care needs across Australia.
• Infusing all of these activities with a commitment to interprofessional practice and research, to a focus on the needs of end users and service providers, and to the highest levels of academic excellence.
• Personally maintaining a productive, internationally significant research profile in an area of healthy ageing, aligned with the vision for the Healthy Ageing Initiative.
• Representing the interests and needs of the Healthy Ageing Initiative both within the University and to the external community
• Other associated duties as might reasonably be expected of a senior academic in a leadership role within the Faculty

Other
Ensure you are aware of, and comply with, legislation and University policy relevant to the duties undertaken, including:
• The University’s Code of Conduct: ppl.app.uq.edu.au/content/1.50.01-code-conduct
• 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
• The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University sustainability responsibilities and procedures: sustainability.uq.edu.au/policies-and-procedures/responsibilities
• 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: ppl.app.uq.edu.au/content/3.30.13-esos-compliance-commitment

Organisational relationships
The position reports to the Associate Dean (Research), Faculty of Health and Behavioural Sciences but will be expected to maintain strong working relationships with the Executive Dean, other Associate Deans and the Heads of Schools and Directors of Centres within the Faculty.
Selection criteria

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the ‘Role and Responsibilities’ described above, the ideal applicant will be someone who can demonstrate the following:

Essential
• PhD or equivalent in a relevant discipline.
• An outstanding record of research and scholarly activity relevant to healthy ageing including:
  – Recognition as a leading international authority.
  – A substantial publication record in quality outlets.
  – A strong track record of securing external research funding as a chief investigator.
  – A strong track record of building research capacity and research training.
  – A record of successfully attracting and supervising to completion research higher degree students.
• A demonstrable commitment to quality education and a strong track record in University-based teaching and learning at both undergraduate and postgraduate levels.
• Demonstrable commitment to interprofessional education and interdisciplinary research.
• Highly developed leadership, interpersonal, communication and people skills and a track record in leading, motivating and successfully managing a team in a collegiate environment.
• Outstanding strategic skills including the ability to develop, articulate and sustain a shared vision and to implement it to achieve real outcomes.
• Strength in influencing and negotiation including the ability to develop and maintain effective relationships with key internal and external partners and stakeholders including industry, government and professional bodies.
• Embodies the University’s values in relation to the pursuit of excellence; creativity and independent thinking; mutual respect and diversity; honesty and accountability; and supporting our people.
• Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.

Desirable
• In-depth knowledge of the local and global context in relation to aged care and retirement living.
• Knowledge and experience in dealing with clinical placements and accreditation issues of relevance to programs offered within the Faculty.
• Successful experience in securing philanthropy and engaging with alumni

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

Employment type
A full-time five-year fixed term appointment at Professorial level (Academic Level E) as Director of the Healthy Ageing initiative will be offered to the successful applicant, with a possible continuation by mutual agreement beyond the initial term. A competitive remuneration package will be negotiated with the successful applicant.

Classification
The appointment will be as a Teaching and Research (T&R) academic.

How to apply
The University is being assisted by the executive search consultant Jenny Sutton of Odgers Berndston, who can advise on application requirements.

Initial enquiries should be directed in confidence to Jenny Sutton by email UQ_Healthy_Ageing@odgersberndston.com or telephone +61 402 548 703.

Applications should include full curriculum vitae and Selection Criteria responses. 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.

The University reserves the right to fill the position by invitation at any time.

Applications close 24 January 2019.
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 lover’s 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 Queensland 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](http://uq.edu.au)

Other documents which you may wish to refer to include:

- **Annual Report:** [uq.edu.au/about/annual-reports](http://uq.edu.au/about/annual-reports)
- **Governance:** [uq.edu.au/about/governance](http://uq.edu.au/about/governance)
- **Organisation chart:** [uq.edu.au/about/docs/org-chart.pdf](http://uq.edu.au/about/docs/org-chart.pdf)
- **Research at UQ:** [research.uq.edu.au](http://research.uq.edu.au)
- **UQ Global Strategy:** [global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)