Appointment of
Head of School, School of Public Health
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Faculty of Medicine

The University of Queensland’s Faculty of Medicine is an internationally recognised provider of world-class education and research. The research-intensive Faculty has a gross budget of almost $300 million, employs approximately 1000 continuing and fixed-term staff (headcount), has a community of more than 4000 non-salaried academic appointees and around 3200 students (headcount).

The Faculty possesses enormous strengths spanning research, teaching, industry engagement and clinical practice in disciplines ranging from the basic sciences, biomedical research and development, to clinical trials and public health. Research projects within the Faculty have already led to discoveries with far-reaching social and economic impacts, including the revolutionary Gardasil (TM) vaccine for cervical cancer (Professor Ian Frazer) and a drug discovery EMA401 (Professor Maree Smith), a first-in-class oral treatment for chronic pain which through Spinafex Pharmaceuticals led to Australia’s largest biotechnology commercialisation deal. Faculty staff include three highly cited authors, one Fellow of the Royal Society (FRS), three Fellows of the Australian Academy of Science (FAA) and 12 Fellows of the Academy of Health and Medical Sciences (AAHMS). The Faculty is a core member of Brisbane Diamantina Health Partners, the Brisbane-wide academic health science system.

Educational offerings in biomedical sciences, medicine and public health are informed and supported by research activity across a range of fundamental and clinical areas of importance including recognised strengths in cancer, skin diseases, brain and mental health, maternal and child health and genomics. Cutting-edge facilities such as the Herston Imaging Research Facility (HIRF), the UQ Centre for Clinical Research (UQCCR), the UQ Diamantina Institute located in the Translational Research Institute (TRI), the UQ Child Health Research Centre (CHRC) and the Centre for Health Services Research enable outstanding research outcomes and sharpen our understanding of cancer, autoimmunity, mental disorders, infectious diseases and neurological disease.

Further details are available at medicine.uq.edu.au.
The University of Queensland was, in 1936, the first university in the English-speaking world to establish a Department of Social Medicine. This evolved in the 1950’s to the Department of Preventative and Social Medicine and the School was formally established in 2001 to improve health outcomes through learning, discovery and engagement. The School of Public Health has recently been ranked as the top Public Health school in Australasia in the US News Global university rankings. We are a global leader in improving the health of populations in a changing and inequitable world.

The School’s strategy is centered on academic performance and a commitment to excellence in teaching. We offer programs and courses in all major fields of population and public health to almost 1000 postgraduate and undergraduate students. Our MPH is the only accredited program in the Australasia and S.E. Asia region (APHEA and ASPHER) and one of the few to offer a dual MD/MPH degree. More than 100 research higher degree (PhD and MPhil) students actively contribute to the School’s vibrant research culture while receiving comprehensive preparation for academic careers or leadership roles in public health.

Our research and engagement strategy is focused on making a real impact on some of the world’s most pressing health challenges. Our major research and engagement themes are: health promotion; climate change and environmental health; mental health; blood borne viruses; women’s health; and, health systems.
Head of School, Public Health

Primary purpose of the position
The Head of School of Public Health provides academic and administrative leadership to the School. A fundamental responsibility of the Head is to ensure the School’s production of high quality graduates and research outputs that have national and international impact. The Head will ensure the School is highly engaged within the Faculty of Medicine so that the performance of the University is maximised.

The Head of School has responsibility for the following:
• Governance of the School and the establishment and development of its strategic direction;
• Leadership and development of teaching and research;
• Strategic leadership in nurturing and developing strong partnerships with graduates, employers, the organisational units of the faculty, the broader university and other external stakeholders;
• Leadership and development of staff and the management of its human resources;
• Management of finances and infrastructure through effective planning, revenue generation, budgeting and expenditure control; and
• The commercialisation of opportunities within the School.

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

Academic leadership
• Encourage the pursuit of excellence in teaching and learning and in research;
• Promote collaboration with other schools, centres, faculties and institutes where appropriate;
• Maintain personal academic standing, including the pursuit of research and scholarship;
• Represent the interests and needs of the University to the School and to the external community;
• Represent the interests and needs of the School in the University through membership of the Academic Board, Faculty Board(s) and other University groups and committees.

School governance
• Establish and maintain a suitable organisational and committee structure;
• Develop and maintain the strategic and academic planning functions including the setting of goals and targets in the context of University and Faculty strategic and operational plans;
• Provide direction on quality assurance processes, particularly in relation to teaching, research and the supervision of students;
• Allocate duties to staff in an equitable manner to ensure the effective and efficient performance of the teaching, research and service functions, using the School’s workload modelling and University policy on academic workload allocation.

Staff guidance and human resources management
• Lead the School through a period of re-establishment and growth;
• Provide leadership in the attraction and retention through strategic recruitment and selection of staff; and
• Enhance the performance of the School through effective performance leadership, training and management.

Financial and infrastructure management
• Manage finances of the School including budgeting and planning in accordance with University fiscal policy and standards;
• Pursue opportunities to increase revenue for the School through student recruitment, partnerships with industry and commercialisation of research and intellectual property;
• Manage and maintain School space, facilities, assets and infrastructure resources; and
• Develop and maintain the intellectual property held within the School.

External relations
• Maintain effective links with government departments and authorities such as Queensland Health and the Australian Department of Health, ensuring that the relevant Executive Dean and the Vice-Chancellor’s office are informed of the contacts;
• Develop and maintain relationships with business, commerce and industry organisations relevant to the School’s research focus areas including international links;
• Develop and maintain effective links with graduates and alumni and employers of graduates;
• Develop and maintain discipline relevant relationships with alumni, industry and other partners including through the use of Adjunct or Honorary Professors and involve them effectively in the life of the School; and
• Set up and maintain productive links with offshore sources of international students.

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 Head of School reports to the Executive Dean of the Faculty of Medicine.
Selection criteria

Essential
1. Higher degree (PhD or MD by research) in the area of or related to public health.
2. Highly developed leadership, interpersonal, communication and people management skills and a track record in leading, motivating and successfully managing a large, diverse team in a collegiate environment.
3. Strengths in influencing and negotiating, including the ability to develop and maintain effective relationships with key internal partners and external stakeholders including industry, government and professional bodies.
4. Demonstrated expert knowledge and a significant international standing professionally and academically in one or more fields of disciplinary areas relevant to the School.
5. Capacity to exercise academic leadership to enhance the standing of the School and Faculty. This includes outstanding research performance as evidenced by publications, grant funding, higher degree supervision, international reputation or industry engagement in a discipline relevant to the School.
6. Demonstrated ability to shape organisational culture, implement a successful vision and encouraging and support academic staff in the delivery and enhancement of high-quality teaching and learning.

Desirable
• Cross-disciplinary understanding of research, teaching and student experience.
• Sound and successful experience in the management of finance, operations, and human resources.
• Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.

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

Selection committee

The selection committee for this appointment will be chaired by the Provost.
Conditions of employment

Employment type
The initial appointment will be full-time for a term of five years. A further appointment may be offered following a review at least one year before the end of the initial term.

Salary and benefits
An attractive remuneration package will be negotiated with the successful candidate.

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 will be negotiated with the Provost. The incumbent is entitled to four weeks annual leave, 10 days personal leave and an additional five days carer’s leave. Other terms and conditions of employment may be negotiated. Employees of The University of Queensland are eligible for a range of perks and benefits, including:

- Salary packaging through Remserv and Smartsalary
- Corporate Healthcare through UQ’s Corporate Healthcare Provider, Bupa
- Access to the Fitness Passport scheme, as well as UQ Sport’s facilities
- Low-cost car parking options

Classification
Teaching and Research Academic Level E

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
For a confidential discussion about this position, contact either:

- Chris Davies, Regional Managing Director – Healthcare and Academia, Harvey Nash Executive Search, phone +61 477 010 023 or email chris.davies@harveynash.com; or
- Ben Hellstrom, Senior Researcher, Harvey Nash Executive Search, phone +61 456 789 856 or email ben.hellstrom@harveynash.com.

More information on this opportunity is available at microsites.harveynash.com/tuoq

Applications close on Monday 25th May 2020.

Applications should be made directly with Harvey Nash Executive Search. Interviews with shortlisted candidates are likely to be held in June 2020.
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 (40), U.S. News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and Times Higher Education World University Rankings (66).

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 53,600 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 18,600 postgraduate and approximately 18,000 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.

UQ’s 276,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include approximately 14,800 PhDs.

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 Australia’s number one recipient of Australian Research Council fellowships and awards (364 awards worth $257 million across all scheme years).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $22 billion.

In 2019, UQ was ranked first in Australia by the prestigious Nature Index tables, and 79th 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 $1.9 billion annual operating budget.
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.
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 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

Other documents which you may wish to refer to include:

• Annual Report: uq.edu.au/about/annual-reports
• Governance: uq.edu.au/about/governance
• Key statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
• 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