POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow/Research Fellow
Organisation Unit: School of Psychology
Position Number: TBA
Type of Employment: Fixed-Term, Full-Time
Classification: Research Academic A/Research Academic 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.

**Faculty of Health and Behavioural Sciences**

The Faculty of Health and Behavioural Sciences (HABS) is a world-class Faculty that has a coherent focus on health, well-being and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty presently consists of six schools and six 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
- POCHÉ Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at [https://habs.uq.edu.au/](https://habs.uq.edu.au/)

**School of Psychology**

The School of Psychology is one of the most prestigious schools of psychology in Australia, with a strong reputation is built on excellence in both research and teaching. The School has thriving and dynamic research profiles in almost all areas of psychology and is able to attract visitors from overseas and other institutions in Australia. The School has collaborative relationships through cross-appointed staff with other schools in the University, thus creating opportunities for interdisciplinary research.

Information about the School may be accessed on the School web site at [www.psy.uq.edu.au/](http://www.psy.uq.edu.au/).

**The Centre for Youth Substance Abuse Research (CYSAR)**

The Centre for Youth Substance Abuse Research was established in 2008 through the shared vision of the Graeme Wood Foundation and The University of Queensland. CYSAR seeks to promote the health and well-being of young people by increasing Australia’s capacity to respond effectively to the harm associated with alcohol, tobacco, and other drug misuse.

CYSAR aims to:

- Understand the pathways by which young people engage in substance misuse;
- Be at the cutting edge of research into new and innovative ways of preventing and treating substance misuse among young people;
- Make significant and tangible improvements to youth service provision;
• Positively influence state and national approaches to youth substance misuse prevention and treatment through information dissemination, policy refinement and public advocacy; and,
• Ensure youth have a voice and input into the research directions of the Centre.

CYSAR partnerships have made it possible to draw together the research and clinical expertise of internationally regarded Australian scholars in the field of substance use disorders. CYSAR’s partner organisations are:
• Faculty of Health and Behavioural Sciences, The University of Queensland; and,
• The Institute of Health and Biomedical Innovation, Queensland University of Technology.

Research at CYSAR focuses on:
• Generating knowledge about the development, prevention and treatment of youth substance misuse;
• Dissemination of new findings to individuals, health services, government and the community to make positive changes for young people and their community;
• Advocating for improved access to evidence-based treatment and prevention for young people; and
• Engaging with young people and youth health services to ensure that CYSAR's research is responsive to community needs.

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

UQ has a collaborative research partnership with Lives Lived Well (LLW), which aims to conduct applied and translational research to increase understanding and improve the treatment of primary substance use and comorbid mental health issues.

LLW is a not-for-profit organisation supporting people and families impacted by drugs or alcohol, as well as providing mental health support services. They operate in more than 30 locations across regional NSW and Queensland. LLW services include alcohol and drug counselling, group programs, outreach, case management, withdrawal support, live-in recovery, transitional accommodation and mental health support. They provide evidence-informed services that offer safe, supportive and structured environments with the aim of inspiring genuine and lasting change.

The LLW Research Group, is located in the School of Psychology and is part of the Centre for Youth Substance Abuse Research (CYSAR) at UQ. The Postdoctoral Research Fellow will work with the LLW Research Group to conduct applied and translational research to increase understanding and improve the treatment of primary substance use and comorbid mental health issues.
**Level A**

A Postdoctoral Research Fellow will focus their efforts on developing their expertise and emerging research profile in understanding and treating primary substance use and comorbid mental health issues. At this level, it is expected that the incumbent will contribute to service and engagement roles and activities.

As a Research Focused Academic at Level A, the incumbent will be supported and guided by more senior academic research staff with the expectation of an increasing degree of autonomy over time.

**Level B**

A Research Fellow will engage in research to further their expertise and growing research profile in understanding and treating primary substance use and comorbid mental health issues to achieve national recognition in their discipline. At this level, it is expected that in incumbent will efficiently manage service and engagement roles and activities.

As a research focused academic at level B the incumbent will be expected to fulfil the necessary requirements to contribute to the effective supervision of Honour and Higher Degree by Research students.

**Duties**

Duties and responsibilities include, but are not limited to:

**Research Focused Academic Level A**

**Research**

- Develop a coherent research program and an emerging research profile in understanding and treating primary substance use and comorbid mental health issues.
- Work with colleagues and postgraduates in the development of joint research projects for competitive research funding support.
- Develop and maintain strong working relationships with our LLW partners and other stakeholders via regular contact to facilitate the delivery of current projects and develop future projects.
- Participate in applications for competitive research funding support.
- Publish or exhibit in high quality outlets (often in collaboration with colleagues).
- Assist in the supervision of Honours and Higher Degree by Research students (as appropriate).
- Review and draw upon best practice research methodologies.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.

**Service and Engagement**

- Begin to develop external links by cultivating relationships with industry, government departments, professional bodies and the wider community.
- Contribute to internal service roles and processes, including participation in decision-making and service on relevant committees.
- Perform a range of administrative functions as required.
- Any other duties as reasonably directed by your supervisor.
Research Focused Academic Level B

Research

- Develop an independent and/or team research program in understanding and treating primary substance use and comorbid mental health issues to achieve national recognition and impact in the research area.
- Work with colleagues and postgraduates in the development and conduct of joint research projects and applications for competitive research funding support.
- Develop and maintain strong working relationships with our LLW partners and other stakeholders via regular contact to facilitate the delivery of current projects and develop future projects.
- Act as chief investigator in applications for external research funding, which includes actively seeking, obtaining and managing research funding.
- Maintain an active and effective record of publishing in high quality national research journals, other appropriate refereed publications and conference publications.
- Contribute to the effective supervision of Honours and Higher Degree by Research students.
- Review and draw upon best practice research methodologies.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.

Teaching and Learning

- Where undergraduate and postgraduate teaching is undertaken achieve teaching quality as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.

Service and Engagement

- Actively develop external links by fostering relationships with industry, government departments, professional bodies and the wider community.
- Efficiently manage allocated internal service roles and processes, including participation in decision-making and service on relevant committees.
- Perform a range of administrative functions as required.
- 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
Travel Requirements

Travel to Lives Lived Well treatment sites within Brisbane and the Gold Coast, as well as rural and remote locations will be required.

Organisational Relationships

The position reports to Professor Leanne Hides, School of Psychology.
SELECTION CRITERIA

Essential

Research Focused Academic Level A

- Completion or near completion of a PhD in the discipline area.
- An emerging profile conducting research in understanding and treating primary substance use and comorbid mental health issues.
- Evidence of publications in reputed refereed journals and presenting at conferences.
- Evidence of contributions towards successfully obtaining external research funding.
- Evidence of an emerging network of industry liaisons and professional contacts.
- Well-developed communication, interpersonal and consultative skills and the ability to work collaboratively with colleagues from a multidisciplinary background.

Research Focused Academic Level B

Essential

- Completion of a PhD in the discipline area.
- Clinical postgraduate qualifications in Psychology (or related field).
- A growing profile in conducting research in understanding and treating primary substance use and comorbid mental health issues.
- A developing reputation and track record of publications in reputed refereed journals and presenting at conferences.
- Evidence of successfully seeking, obtaining and managing external research funding.
- A growing record of supervision of Honours and Research Higher Degree students to successful completion.
- Evidence of a developing network of industry liaisons and professional contacts.
- Some experience in meaningful internal service roles that resulted in positive impacts towards the organisational unit.

Desirable

- Clinical and research experience in substance use and/or comorbid mental health issues.
- Supervisor Training and Approved Program (STAP), board-approved supervisor with the Psychology Board of Australia.

Seminar

Applicants invited for interview may be expected to present a seminar in conjunction with the selection interview process.

Qualification Verification

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

It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role; or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University's Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs.

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.