Appointment of
Professor and Head,
School of Human Movement
and Nutrition Sciences
The University of Queensland

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.

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 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:

- 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)

More information about the Faculty is available at habs.uq.edu.au
School of Human Movement and Nutrition Sciences (HMNS)

The School of Human Movement and Nutrition Sciences’ vision is as an international leader in the study of human movement and nutrition, demonstrating excellence through innovative, creative, and dynamic teaching and research, in a vibrant, interdisciplinary, and engaging environment. The School is consistently ranked in the World’s Top 5 and holds a leadership position in its field in the Australian tertiary environment. The 2017–18 University Ranking of Academic Performance ranked UQ first in Australia and second in the world in human movement and sports science. The most recent (2015–16) Excellence in Research for Australia (ERA) exercise conducted by the Australian Research Council ranked UQ at 5 (well above world standard) in the field of human movement and sports science.

The School is highly regarded for its teaching, research and community outreach programs. The current staff profile shows 47 FTE academic staff, 11 FTE research staff and 21 professional staff. There are approximately 100 enrolled research higher degree students, and the total EFTSL of all enrolled students at undergraduate and postgraduate levels is approximately 1050.

The School of Human Movement and Nutrition Sciences operates through a committee structure with delegated responsibilities and regular meeting times. The School Executive Committee has as its function to provide advice to the Head of School on matters related to strategic planning and resource allocation (including overall budgeting, resource allocation for equipment and facilities, and workload profiling and duties allocations). Membership consists of the Head of School, professorial staff, School Manager and the directors of the major School committees: Teaching and Learning Committee and Research Committee and the Engagement Committee. Other committees which meet less frequently include the Workplace Health and Safety Committee and Equity Committee.

The School offers four undergraduate degrees: the Bachelor of Exercise and Sport Sciences (Hons), Bachelor of Clinical Exercise Physiology (Hons), Bachelor of Health, Sport and Physical Education (Hons) and a Bachelor of Exercise and Nutrition Sciences with a “provisional pathway degree” from the Bachelor of Exercise and Nutrition Sciences to the Master of Dietetics Studies. The School also contributes into the Bachelor of Arts (Sports Studies) and the Bachelor of Health Sciences. The School offers a wide suite of postgraduate coursework programs in the areas of Clinical Exercise Physiology, Dietetics, Sports Coaching, Sports Medicine, and Sport and Exercise Psychology.

The School currently has four established research centres:

• Centre for Research on Exercise, Physical Activity and Health
• Centre for Sensorimotor Performance
• Centre for Sport and Society
• Centre for Dietetics Research

The School encourages staff to work across research centres, to facilitate cross-fertilisation of theories and methods, and to form close affiliations with colleagues and projects within the faculty and across the University. The School’s operations include over $23 million in operating funding and $2.5 million in research grants and service income. Further details about the School’s teaching programs, the research interests of academic staff, and other information about the School may be accessed at hmns.uq.edu.au

The School values its comprehensive nature and the diversity of approaches and perspectives (across the full breadth of biological sciences, physical sciences, health sciences, social sciences and humanities) that it brings to bear on the study of human movement and nutrition sciences.
Role of the Professor and Head, School of Human Movement and Nutrition Sciences

Your opportunity
An outstanding opportunity is available for an exceptional academic scholar leader in the field of human movement and nutrition sciences to lead the UQ School of Human Movement and Nutrition Sciences through the next phase of its development. The School is comprehensive and world-class, contributing to UQ’s consistent ranking in the top five universities world-wide in sports-related studies. The 2017–18 University Ranking of Academic Performance ranked UQ first in Australia and second in the world in human movement and sports science. The primary role of the Head of School is to provide academic leadership of the School, leading both its teaching and research activities as well as the School’s engagement with external partners, alumni and key 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; ppl.app.uq.edu.au/content/5.70.17-criteria-academic-performance

As Head of School, the appointee will be responsible for the provision of academic and administrative leadership to the School and for engaging with external organisations on behalf of the School and the University. This will involve the following general responsibilities:

• Governance of the School or Centre and the establishment and development of its strategic direction;
• Guidance and development of teaching and research;
• Guidance and development of staff and the management of staff-related issues;
• Management of finances and infrastructure through effective planning, revenue generation, budgeting and expenditure control; and
• Internationalisation of the School or Centre.

ppl.app.uq.edu.au/content/1.20.04-roles-responsibilities-and-authority-heads-schools-and-major-centres

Duties
Duties and responsibilities as Head of School 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 or centres where appropriate;
• Maintain personal academic standing, including the pursuit of research and scholarship;
• Represent the interests and needs of the University to the School or Centre and to the external community; and
• Represent the interests and needs of the School or Centre 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;
- Consult with relevant committees and staff;
- Develop and maintain the strategic and academic planning functions including the setting of goals and targets in the context of University and Faculty or Institute Strategic and Operational Plans, and initiate and revise course and program offerings, in line with the policy on Academic Program Approval (PPL 3.20.01) Curriculum and Teaching Quality Appraisal and Academic Program Review (PPL 3.30.03);
- Develop and maintain 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 Workload Allocation for Academic Staff - Guidelines (PPL 5.41.07c);
- Promulgate and implement University policies; and
- Provide information to relevant University authorities.

Staff guidance and human resource management

- Manage human resource issues, including the recruitment and selection of staff, staff appraisal by the conduct of annual reviews for relevant staff, performance management issues and staff grievances;
- Comply with the University Enterprise Agreement and policies;
- Support professional development of staff; and
- Establish mechanisms to ensure that equity and workplace health and safety policies are observed.

Financial and infrastructure management

- Manage finances including budgeting and planning for equipment and other infrastructure expenditure, and monitoring expenditure against allocations;
- Pursue opportunities to increase revenue, especially by attracting full fee-paying students, developing links and partnerships with business and industry and commercialising the results of research and intellectual property;
- Manage and maintain school or centre space and infrastructure resources; and
- Protect intellectual property.

External relations

- Maintain effective links with government departments and authorities, and ensure that the relevant Executive Dean or Institute Director and the Vice-Chancellor’s office are informed of the contacts;
- Contact business, commerce and industry organisations relevant to the School’s or Centre’s research and develop research partnerships;
- Maintain effective links with graduates and alumni;
- Maintain links with employers of graduates;
- Nominate appropriate appointees as Adjunct or Honorary Professors and involve them effectively in the life of the School or Centre; 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/150.01-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-emos-compliance-commitment

Organisational relationships

The position reports to the Executive Dean, Faculty of Health and Behavioural Sciences.
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 human movement, nutrition sciences or a closely related field.
• An outstanding record of research and scholarly activity relevant to human movement and nutrition sciences 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.
• Highly developed leadership, interpersonal, communication and people and change management skills and a track record in leading, motivating and successfully managing a team in a collegiate environment.
• Capability to manage the successful integration of groups and individuals from diverse professional backgrounds into a cohesive unit.
• Outstanding strategic skills including the ability to develop, articulate and sustain a shared vision and to implement it to achieve real outcomes.
• 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
• 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. Possesses a sophisticated understanding of what relationships are important within and to the School and its stakeholders and how to leverage them into an enduring competitive advantage.
• 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.
• Management expertise including a cross disciplinary understanding of research, teaching and student experience, finances, operations, human resources, marketing and engagement with local, national and international partners and collaborators.
• Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.

Desirable

• Skills and experience in creating a strong international profile for a school, centre, unit or team within and across the organisation.
• In-depth knowledge of the global context for human movement and nutrition sciences.
• Knowledge and experience in dealing with clinical placements and accreditation issues of relevance to programs offered within the School.
• 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 continuing appointment will be offered to the successful applicant as a Professor (Academic Level E) along with a five-year fixed term appointment as Head of School, with a possible continuation by mutual agreement of the headship appointment for a further term. A competitive remuneration package will be negotiated with the successful applicant.

**Classification**
The underlying continuing appointment will be at Professor (Level E) as a Teaching and Research (T&R) academic.

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How to apply

The University is being assisted by the executive search consultant Rachel Lucas Consulting, who can advise on application requirements.

Initial enquiries should be directed in confidence to Rachel Lucas on +61 402 891 029 or email rachel@rlcsearch.com

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 30 November 2018 at 5pm.**
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.
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