

## POSITION DESCRIPTION

<b>Position Title:</b>	Director, Centre for Animal Science
<b>Organisation Unit:</b>	Queensland Alliance for Agriculture and Food Innovation
<b>Position Number:</b>	3023227
<b>Type of Employment:</b>	Full Time, Fixed Term for 5 years
<b>Classification:</b>	Research Academic Level E

## 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 Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (45), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). UQ again topped the nation in the prestigious Nature Index, and our Academic Ranking of World Universities result in the field of Life and Agricultural Sciences is the highest in Australia at 20.

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 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a \$1.8 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+ (see <http://uniquet.com.au/our-track-record>).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

## **Organisational Environment**

The Queensland Alliance for Agriculture and Food Innovation (QAAFI) is a research institute of the University of Queensland (UQ), supported by the Queensland Government through a core grant and research agreement with the Department of Agriculture and Fisheries (DAF). As one of the few research-intensive universities worldwide located in a subtropical environment, UQ is a global leader in agriculture and food science research in subtropical and tropical production systems.

Agriculture-related research at UQ is consistently ranked among the best in the world. QAAFI's vision is to improve the productivity, competitiveness and sustainability of tropical and subtropical food, fibre and agribusiness industries.

QAAFI recognises and values equity and diversity, and encourages applications from any individual who meets the requirements of this position irrespective of gender, sexuality, race, ethnicity, religion, disability, age or other protected attributes. QAAFI strives to provide an inclusive working environment, and along with the University is committed to supporting staff with family and caring responsibilities by providing policies, programs and initiatives to help balance work and family responsibilities.

Information about QAAFI can be found on our web site at <http://www.uq.edu.au/qaafi> .

**The Centre for Animal Science** delivers world-class research to Australia's animal industries. We aim to increase on-farm productivity and sustainability in the northern Australian beef industry and across the livestock industries, including pigs and poultry.

We have major programs and capability in genetics and genomics; breeding and reproductive capability of northern Australian cattle breeds; welfare and ethics; pest and disease control through improved detection; monitoring and vaccine technologies; nutrition; metabolism and growth

Information about the Centre for Animal Science can be found on our website at <https://qaafi.uq.edu.au/centre-for-animal-science>

## **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>

# DUTY STATEMENT

## Primary Purpose of Position

The Centre Director is responsible for the strategic leadership of the Centre. The Centre Director has three main areas of responsibility:

- Research Leadership in a relevant area of animal science
- Stewardship and guidance to the Research Theme Leaders, who in turn are responsible for leading a specific Program of research, projects, education and people
- Institute Leadership: actively contribute to the strategic leadership of the Institute including its direction, priorities, relationship with DAF, global reputation and impact, budget, project delivery maturity, people and culture.

## Duties

Duties and responsibilities include, but are not limited to:

### Research Leadership

- Develop and lead a research program in an area of animal science relevant to the strategic directions of UQ and QAAFI.
- Engage in collaborative research with staff, research supervision, publishing and/or related project activities where appropriate.

### Stewardship and Guidance to research Theme Leaders

- Have an oversight, monitoring and line management responsibility role for the Research Theme Leaders within the Centre in relation to the:
  - Research direction, activities and priorities of the Research Themes;
  - Achievement of agreed objectives for the Research Themes;
  - People and resource management associated with the Research Themes;
  - Effective and consistent application of the Institute and UQ processes.
- Monitor and manage the performance, and support the development, of the Research Theme Leaders in the Centre through regular meetings and performance reviews

### Institute Leadership

- Work with the Institute Leadership Team, industry partners and stakeholders and Program Leaders to define the research direction and priorities of the Institute, ensuring alignment with the Institute's and UQ's strategic objectives along with strategic priorities of DAF.
- Participate as an active member of the Institute Leadership Team. This team is collectively responsible for:
  - managing the on-going relationship and requirements of the research agreement with DAF
  - building and maintaining strong industry relationships which facilitate project sponsorship in the short, medium and long terms;
  - setting research direction and strategic priorities in consultation with staff; and
  - making decisions about the allocation of strategic funding to support the incubation or delivery of particular initiatives.
- Seek and secure sponsorship from industry partners and stakeholders to support the ongoing work of the Institute with a particular focus on medium- and longer-term opportunities,

- Work with the Institute Leadership Team and Research Theme Leaders to build and maintain the external reputation and position of the Institute and its Centres through external engagement including effective communication of research capability/ideas, staff and student research outputs and achievements, education and the impact of the Institute's activities.
- Establish and maintain effective interactions and collaborations with research sponsors, relevant schools/faculties/institutes across UQ and academic and research institutions nationally and internationally.

### **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](#)
- 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 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

### **Organisational Relationships**

The position reports to the Institute Director.

## **SELECTION CRITERIA**

### **Essential**

- PhD, or equivalent, in a relevant discipline,
- At least 15 years, demonstrated expert knowledge and analytical skills in the area of Animal Science
- Demonstrated stellar contribution to research, including successful external grant applications,
- An ability to establish effective relationships and to represent and promote Animal Science at a university and wider community level, including industry, government and professional bodies,
- An international reputation in Animal Science as demonstrated by published papers in highly rated journals, committee membership of prestigious professional organisations, invitations to deliver keynote addresses and/or chair major national and international forums,
- Demonstrated experience in a leadership role, including the ability to set direction, ensure delivery against agreed priorities, think strategically, manage a budget, work collaboratively as a member of a leadership team, effectively manage people, budgets and resources and act as a positive role model,

- Demonstrated ability to build and maintain positive relationships with a wide range of stakeholders including national and international industry liaisons and professional contacts,
- Demonstrated ability to seek and secure funding for short, medium and long-term projects/activities in a University or similar environment, and/or in the public or private sector,
- Demonstrated success in liaising and collaborating with external agencies to develop co-operative and successful research initiatives and deliver tangible outputs to industry,
- Demonstrated supervision of Honours and Research Higher Degree students to successful completion,
- Demonstrated ability to work independently and collaboratively with colleagues,
- Highly developed interpersonal, communication and people management skills, and a track record of leading, motivating, and successfully managing multidisciplinary teams,
- Demonstrated ability to mentor less experienced Institute staff.

### **Qualification Verification**

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

**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 (<http://www.uq.edu.au/equity>) 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 Cathy Baynham, HR Business Partner on 0402 804 904.**