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 (45), the US News Best Global Universities Rankings (52), QS World University Rankings (51), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (60). UQ again topped the nation in the prestigious Nature Index; and secured a greater share of Australian Research Council grants in 2016 ($24.5 million) than any other university nationally.

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 230,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.7 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://universe.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.

Organisational Environment: UQ Business School

The UQ Business School (UQBS) is located on the St Lucia campus with approximately 200 academic staff; 200 equivalent tutors and 100 professional staff. The School leases space in the Brisbane central business district at 293 Queen Street where it offers core MBA courses and provides executive education and function facilities.

The School has eight main areas of academic strength represented by discipline clusters – accounting; business information systems; finance; international business; management; marketing; strategy; and tourism with a Professor or Associate Professor leading these groups reporting to the Dean. Currently, the School has over 10,000 students enrolled in its coursework programs and around 160 in research higher degree programs. Approximately one-third of the student body are international students, mostly from the Asia-Pacific region.

The School’s mission is to achieve national and international recognition as being among the best research intensive business schools in the Asia-Pacific region. The School carries AACSB International and EQUIS accreditation – the first school in Australia to receive AACSB and EQUIS accreditation across the full range of programs. The School also carries UNWTO accreditation and is the only School in Australia to hold such accreditation. The School enjoys strong research links with leading international research schools.

Information about the Faculty and the School may be accessed on the Faculty’s web site at http://www.uq.edu.au/faculty-school.

Organisational Environment: KPMG

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services. We operate in 154 countries and have 200,000 people working in member firms around the world.

KPMG Australia is part of this global network providing extensive services across a wide range of industries and sectors. Our people collaborate, share their expertise and create innovation as we partner with clients to solve complex challenges, empower change, and drive disruption and growth. We look for talented people with the potential to make an extraordinary difference for our clients, our firm and our communities.

At KPMG, we believe diversity of thought, background and unique experience strengthens relationships and delivers meaningful benefits to our people, our clients and communities. Our people are focused on creating a diverse and dynamic environment that embraces and values differences. We value the variety of unique experiences, qualities and characteristics our people possess and we share and learn from each other.

We are proud to be consistently recognised as an employer of choice for women, and for our achievements in LGBT+ workplace inclusion. More information can be found at www.kpmg.com.au
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](http://www.uq.edu.au/current-staff/working-at-uq)

The University of Queensland [Enterprise Agreement](http://www.uq.edu.au/current-staff/working-at-uq) outlines the position classification standards for Levels A to E.

**DUTY STATEMENT**

**Primary Purpose of Position**

The primary role of the Chair is to provide academic and research leadership in the area of organisation trust. The appointee will be expected to work closely with KPMG to ensure the applied relevance and translational value of his/her work.

The incumbent will be a leading authority for cutting edge ideas in the area of trust through research activities and contributing thought leadership on trust to public conversations and debates (e.g. Royal Commissions).

The appointee will establish a productive research group, with capacity for expansion by attracting postgraduate students and postdoctoral fellows through external funding schemes, and developing collaborative research projects with staff in UQBS, KPMG and elsewhere (both at UQ and in other institutions) to build capacity in applied and translational research.

**Duties**

The main duties and responsibilities include, but are not limited to:

**Research**

- Undertake research activities and publish in leading international academic and practitioner journals commensurate with a level E appointment.
- Supervise research students.
- Apply for external research grants (e.g. ARC, NHMRC) and/or industry funding to support the program of research.
- Build and sustain a productive applied research group, by attracting postgraduate students or postdoctoral fellows through external funding schemes and developing collaborative research projects with staff in the University, at KPMG, and elsewhere (both at UQ and in other institutions).

**Education**

- Meet UQBS’s education requirements in regard to teaching and curriculum development / review.

**Engagement**

- Co-create a research agenda on organisational trust with senior staff at KPMG and periodically meet with KPMG senior staff to review progress.
- Adhere to established UQBS and KPMG governance framework.
- Contribute thought leadership on trust to public conversations and debates (e.g. Royal Commissions).
- Partner with KPMG to co-produce up to three thought leadership reports across the 3 year term.
Work closely with staff at KPMG to ensure the translational value of research. This would include providing periodic trust-related leadership advice to the Board of Directors and Senior Staff and delivering up to four presentations per annum on trust and/or research findings.

With KPMG, deliver one joint public symposia on trust per year.

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

Reporting Relationships

The position will report to the Discipline Leader, Management in UQ Business School.

**SELECTION CRITERIA**

Applicants should possess a PhD or equivalent in a relevant discipline with a distinguished record of scholarly teaching and academic leadership, including:

- Recognition as a leading international authority in organisational trust as evidenced by grants, publications, research supervision and other research performance based on recognised performance indices at a Professorial level.
- Evidence of an exemplary record in research leadership in a university or similar context.
- Experience in developing and maintaining collaborative research-oriented relationships with industry partners, including but not limited to success in gaining research funding with those partners.
- Experience in the effective translation of research to inform policy, practice and/or advocacy relating to trust and related topics.
- Evidence of excellence in university teaching and research supervision.
- A clear vision for implementing and translating research in areas related to organisational trust.
- Ability to consult effectively with stakeholders and to develop shared visions and goals.
- Excellent organisational and communication skills, including the ability to manage priorities and multiple concurrent projects.
- Highly developed interpersonal, communication and people management skills.
- Strengths in influencing and negotiation, including the ability to develop and maintain effective relationships with key internal and external constituents and stakeholders in an institutional, local state, national and international context.
- Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.
- A leadership style that is positive, self-confident, consultative and decisive.
- Sensitivity to cultural differences in the working environment.
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.

Accessibility requirements and/or adjustments can be directed to the contact person listed in the job advertisement.